



## Central Africa Regional Program for the Environment (CARPE)

### CARPE IV Gender and Social Inclusion Analysis



Batwa woman on her way to the forest. Photo: R. E. Moïse (with permission)

## **Table of Contents**

[Acknowledgements and Disclaimer](#)

[Acronyms](#)

[Executive Summary](#)

[Overview](#)

[Purpose and Scope](#)

[Philosophy and Approach](#)

[Philosophy](#)

[Approach](#)

[Observations](#)

[Land Governance of Protected Areas](#)

[Land Governance Outside of PAs](#)

[Civil Society and Localization](#)

[Green Enterprises and Markets](#)

[Women as Market Actors and Entrepreneurs](#)

[Women and IPs in Research](#)

[Climate Change](#)

[Women and IPs in Climate Policy](#)

[Findings](#)

[General Findings](#)

[Main Challenges to GESI](#)

[Approaches to Implement GESI](#)

[Progress Made](#)

[Recommendations](#)

[Recommendations for CARPE IV and V Programming](#)

[Land Governance](#)

[Green Enterprises and Markets](#)

[Civil Society](#)

[Law Enforcement](#)

[Recommendations for Achieving CARPE Cross-Cutting Themes](#)

[Gender-Based Violence](#)

[Indigenous Peoples](#)

[Youth](#)

[Localization](#)

[Climate Change](#)

[Recommendations for Monitoring, Evaluation and Learning](#)

[Annex A: Bibliography](#)

[Useful tools mentioned in this analysis](#)

[Other useful guides and reference materials](#)

[Annex B: Questionnaire Sent to Partners](#)

[Annex C: CARPE IV Vision Activities](#)

# Acknowledgements and Disclaimer

Diane Russell's work on this analysis is supported by the U.S. Agency for International Development's Mission to the Democratic Republic of the Congo (USAID/DRC) under a Purchase Order with the Central Africa Regional Program for the Environment, Nicodeme Tchamou, COR. Daniel Oros and Elodie Nsamba contributed to and greatly improved the analysis. CARPE partners and key informants provided many of the ideas and recommendations, and their commitment, honesty and experience is an inspiration. Many thanks also to Fatu Abassy for help in facilitation, and to James Yuma for data synthesis.

**Disclaimer:** Diane Russell is the main author of this analysis and bears responsibility for the content, which does not necessarily reflect the views of the informants, the CARPE program, USAID or the U.S. Government. Diane has been a Women in Development advisor, environment advisor, backstop, and social science advisor for USAID/DRC since 1988.

**Citation:** USAID/Democratic Republic of Congo 2024. Gender and Social Inclusion Analysis for the Central Africa Regional Program for the Environment, Phase IV.

## Acronyms

AFAP	Association of Indigenous Pygmy Women
AGENT	Advancing Gender in the Environment
AMELP	Activity Monitoring, Evaluation and Learning Plans
APN	African Parks Network
BNS	Basic Necessities Surveys
CAR	Central African Republic
CARPE	Central Africa Regional Program for the Environment
CBI	Congo Basin Institute
CEERC	Conservation Through Economic Empowerment in the Republic of the Congo
CFC	Community Forest Concessions
CSO	Civil Service Organization
COR	Contracting Officer's Technical Representative
DNH	Do No Harm
DRC	Democratic Republic of the Congo
DRG	Democracy, Rights and Governance
ECC	Eglise du Christ au Congo
FABS	Forests and Biodiversity Support Activity
FECOFUN	Fédération of Community Forestry User Groups (Nepal)
FCMC	Forest Carbon, Markets and Communities
FPIC	Free, Prior and Informed Consent
FPP	Forest Peoples Programme
GBV	Gender-Based Violence

GESI	Gender, Equality and Social Inclusion
GHG	Greenhouse Gas
GOVA	Group of Village Organizations for Autonomous Development
GRM	Grievance and Redress Mechanism
HEARTH	Health, Ecosystems and Agriculture for Resilient Thriving Societies
ICCN	Institut Congolais pour la Conservation de la Nature
IDP	Internally Displaced Persons
IIED	International Institute for Environment and Development
IITA	International Institute of Tropical Agriculture
IMET	Integrated Management Effectiveness Tool
IP	Indigenous People
IPLC	Indigenous People and Local Communities
IUCN	International Union for the Conservation of Nature
LDC	Local Development Committee
NAPS	National Adaptation Plans
NDCs	Nationally Determined Contributions
NGO	Non-Government Organization
NNNP	Noubali Ndoki National Park
OAA	Office of Acquisition and Assistance
PA	Protected Area
PASS	Protected Area Social Safeguards
PNKB	Park National Kahuzi-Biega
PSO	Office of Peace and Security
REDD+	Reducing Emissions from Deforestation and Forest Degradation in Developing Countries
REFADD	Réseau des femmes pour le développement durable
REPALEAC	Network of Indigenous and local populations for the sustainable management of forest ecosystems in Central Africa
RFUK	Rainforest UK
ROC	Republic of the Congo
SAGE	Site Level Assessment of Governance and Equity
SCAPES	Sustainable Conservation in Priority Landscapes
SOM	Statement of Managers
TCMR	Tanganyika Conflict Mitigation and Reconciliation Project
TULINDE	Let's Protect Our Rights and Our Environment (Tulinde Haki na Mazingira Yetu) Activity
UCLA	University of California Los Angeles
UMD	University of Maryland
USAID	US Agency for International Development
USFS	US Forest Service
USFWS	US Fish and Wildlife Service
WCS	Wildlife Conservation Society
WICA	African Women's Initiative for Climate Action

# Executive Summary

The Congo Basin is a globally critical area for biodiversity conservation and climate change mitigation. It also harbors some of the world's poorest and most vulnerable peoples. Bold, holistic and large-scale approaches are needed to protect people, wildlife and ecosystems from violence and exploitation.

The intended audience for this analysis is CARPE partners and collaborators. Its purpose is to support them in strengthening Gender and Social Inclusion elements in strategies, workplans, activity monitoring, evaluation and learning plans (AMELP), and to spur discussions at partner meetings and site visits. It is hoped that this Gender, Equality and Social Inclusion (GESI) analysis can advance gender integration in several sectors including Peace and Security, Agriculture, Democracy and Governance.

The analysis is organized in four sections. The first section outlines the approach and philosophy orienting the analysis. It emphasizes the need to take a broad and holistic view of GESI that examines root causes of exploitation and exclusion to discern how the fate of vulnerable people, species and ecosystems are intertwined. It suggests that deep listening<sup>1</sup> and learning from youth, rural women, and Indigenous Peoples (IPs) builds trust and mobilizes strengths. The second section presents observations relevant to GESI from interviews, field visits, document review and experiences. These observations provide context for GESI findings that are covered in the third section. Findings derive from partners' responses to a questionnaire (Annex B) and a focus group conducted at the April CARPE partners' meeting. Recommendations in the final section flow from the previous sections, organized around the CARPE vision (page 8 below; Annex C). Annex A is the bibliography for the analysis.

## What is GESI?

GESI is multilayered. At a fundamental level it is about Do No Harm (DNH)<sup>2</sup> to vulnerable individuals and groups. In terms of specific projects and sites, a GESI approach seeks to engage all actors in common purpose, recognizing that there is diversity in capacity, need and interest and that engagement of some groups may be hindered by prejudice, lack of mobility, poverty, insecurity and other factors. GESI approaches propose ways to overcome these constraints. As such, GESI approaches should address structural (root cause) barriers to

<sup>1</sup> [Deep listening](#) is listening with an open agenda and open mind, participating in events and activities organized by local communities to learn their concerns and priorities, incorporating an understanding of history and culture as well as building on their strengths (Appreciative Inquiry approach described below).

<sup>2</sup> Do No Harm in development is "An approach that helps to identify unintended negative or positive impacts of humanitarian and development interventions in settings where there is conflict or risk of conflict. It can be applied during planning, monitoring, and evaluation to ensure that the intervention does not worsen the conflict but rather contributes to improving it. Do No Harm is considered an essential basis for the work of organizations operating in situations of conflict." <https://inee.org/eie-glossary/do-no-harm>.

engagement and be instrumental in fostering social justice and equitable access to economic, social and political resources. The energies of women, youth, Indigenous Peoples (IPs) and other vulnerable and marginalized groups can then enhance conservation and climate change efforts as they form part of progress towards prosperity, security and better governance.

The summary highlights key recommendations:

1. **To build a future for youth, develop a strategy to mobilize large scale investments in rural areas of conservation and mitigation value, including Community Forest Concessions (CFCs).** Youth of both genders, including IPs, are fleeing rural areas, creating a huge loss of human capital needed to protect the environment.<sup>3</sup> The lack of positive investment, conflict and insecurity also pushes youth into illegal, dangerous and unsustainable activities. In the void, resource exploiters with no stake in caring for the land and its resources have free reign. Protected Areas (PAs) are hugely important but can't do enough on their own. Large scale mobilization of civil society and the private sector to build a green rural economy and strengthen rural institutions is needed to counter these dangerous trends. Despite prejudice, neglect and poverty, there is tremendous strength and knowledge that can be mobilized when people are empowered to protect their territories, resources, cultures and livelihoods.
2. **Where there is a disconnect between immediate needs of IPs and women and conservation objectives, link them strategically and creatively.** For example, craft panyas (cloth wraps) with IP women in literacy classes designed with Indigenous art, literacy and conservation messages.<sup>4</sup> Improve access to clean water through watershed and wetlands restoration. Address food insecurity through access to disease-free seeds/cuttings, which can also reduce agricultural extensification into forests. Thus their priorities and needs are respected, building trust and enabling joint planning.
3. **Move beyond surveys and safeguards to develop holistic deep listening approaches to gathering and sharing social information using tools and guidance cited in this analysis and summarized in Annex B.** Incorporate the history, art and culture of IPs to communicate the story of PAs locally and internationally. It is common practice in many parts of the world to integrate the history of Indigenous Peoples and Local Communities (IPLCs) into PA histories, even the conflict elements.
4. **Develop GESI training programs for PA managers using resources such as the Site Level Assessment of Governance and Equity (SAGE) from the International Institute for Environment and Development (IIED) and the Integrated Management Effectiveness Tool (IMET).** Support Institut Congolais pour la Conservation de la Nature (ICCN)'s GESI advisors and other relevant groups in the region to train ICCN and

<sup>3</sup> Gabon has the highest rate of urbanization in Africa. The Republic of the Congo (ROC) is also highly urbanized. DRC has the third largest urban population in Africa, after Nigeria and South Africa. The average age in DRC is 17, thus it is an extremely young population, necessitating a focus on youth. (Various sources)

<sup>4</sup> This issue came up because women in literacy classes indicated that their most important needs were not being met. While they appreciated gaining literacy, they were uncomfortable appearing in public without appropriate clothing.

other PA staff. Share tools and resources to combat Gender Based Violence (GBV) developed by the USAID/International Union for the Conservation of Nature (IUCN) partnership Advancing Gender in the Environment (AGENT).

5. **To reduce ecosystem degradation and deforestation outside of PAs, such as in CFCs, advocate for women's leadership in management and decision making.** Research (Leisher et al. 2016 and 2017 systematic reviews, currently being updated) presented evidence that gender inclusive management improves environmental outcomes, including reducing deforestation. Work with experts to design and spread low greenhouse gas (GHG) emission agriculture models that can feasibly be implemented by rural women and ideally incorporate land security for women. In addition, as climate finance increases, review [resources on GESI for Reducing Emissions from Deforestation and Forest Degradation \(REDD+\)](#) related to the region, women in agriculture, and IP engagement.
6. **Collaborate with and build trusted local institutions.** As part of new Agency localization ambitions, explore collaboration with faith-based groups such as the Eglise du Christ au Congo (ECC), Catholic dioceses, and Interfaith Rainforest Initiative whose messages reach millions.<sup>5</sup> The [Nobel Prize website](#) put it this way, discussing the 2024 prize for three American economists: "The introduction of inclusive institutions would create long-term benefits for everyone, but extractive institutions provide short-term gains for the people in power. As long as the political system guarantees they will remain in control, no one will trust their promises of future economic reforms. This is why no improvement occurs."
7. **To build constituencies, explore engagement with women's groups that may not be focused on environmental issues.** Key areas include human/women's rights, urban sanitation, household energy, GBV and sexual health, climate change adaptation and food security, food loss and waste, forest restoration, bushmeat consumption and health. Lessons from partnering with women's groups include that care needs to be taken not to exploit their free labor. And that support for family planning must be incorporated into a comprehensive program of maternal and child health.<sup>6</sup> To go beyond small scale efforts, consider creating or supporting an investment fund for women entrepreneurs working in conservation and climate change, especially in rural areas.
8. **Find ways to support environmental defenders, recognizing the inextricable link between protecting people, wildlife and ecosystems from violence, exploitation and degradation.** Develop a strategy with the USAID/DRC mission's Democracy, Rights and Governance (DRG) experts that builds on Agency experience in civil society strengthening. Link up women and IPs in community forestry concessions to create a national advocacy group such as is found in Nepal, where the national community forestry association (Federation of Community Forestry User Groups/FECOFUN) has played a major role in reducing deforestation and promoting gender equality. Consider

---

<sup>5</sup> Some programs are doing this at a local level (e.g., Garamba).

<sup>6</sup> [High population growth](#) is often cited as a driver of deforestation and biodiversity loss in the region due to expanding smallholder farms. However this should not be the guiding motivation for funding family planning services. Such services must be provided as part of a holistic maternal and child health program undertaken by professionals.

how women in India and Kenya were a driving force in environmental protection (e.g., the [Greenbelt Movement](#), the [Chipko Movement](#)).

9. **Engage all stakeholders in defining boundaries and a common vision** to build trust and legitimacy. Through actions such as the participatory demarcation of boundaries, Virunga National Park and other partners work with Indigenous communities to ensure that fair, defensible boundaries of the Park are agreed upon and maintained. Similarly CARPE partner Rainforest United Kingdom (RFUK) engages men, women and IPs in mapping to define boundaries and a common vision in community forestry. Validate participatory boundary demarcation regularly as situations and perceptions change. Ensure that land rights for women and IPs are central to community forestry and other land management efforts.
10. **In gathering data, training and learning, deploy peer-to-peer approaches, which are effective and empowering.** Women learn best from the experiences and knowledge of other women who they trust and respect. The same principle holds for IPs and youth, for example, through the [School for Indigenous and Local Knowledge](#) in Cameroon that supports elders to teach youth about culture and ecology. External scientific and technical knowledge and data can be woven into peer learning, for example through transect walks from the [participatory rural appraisal \(PRA\)](#) toolkit.

Draft USAID Biodiversity Policy for Public Review, December 2023, page 15:  
USAID will undertake a whole-of-Agency approach to catalyze nature-positive, equitable development, in order to achieve **transformative change**. **USAID will go beyond threat reduction and do-no-harm to identify and pursue opportunities to shift societal systems**—governance, financial, food, public health and veterinary, energy, transport, and urban, among others—in support of biodiversity conservation...USAID will use its convening power to **marshall collective action and broad coalitions** needed to address **the twin crises of biodiversity and climate change** together. USAID will also work to mobilize the **financial resources** needed for biodiversity conservation through actions such as promoting reduction of harmful subsidies and catalyzing public and private finance. USAID will **center equity in this approach by partnering with and fostering the leadership of local, marginalized, and/or under-represented groups throughout, while upholding Indigenous rights and mitigating conflict risks**.





## Overview

### *Purpose and Scope*

CARPE entered its fourth phase (CARPE IV Vision) in 2020 and as a result needs to update its GESI analysis to guide the program. The analysis builds on two previous gender analyses ([2013](#) and [2018](#)) as well as the [CARPE Guide to Engaging Indigenous Peoples and Local Communities](#) and [Partnering with Indigenous Peoples in Conservation Initiatives: Towards a](#)

[New Conservation Practice](#). In this update, there is an increased focus on IPs, youth engagement, and the impacts of GBV from entrenched misogyny and conflict in eastern DRC.<sup>7</sup>

The main evidence base for this analysis consists of findings from three focus groups,<sup>8</sup> key informant interviews and responses to a questionnaire (Annex C) that identified GESI information and concerns from CARPE implementing partners. A thorough document review uncovered and supported findings and issues related to GESI in the region (Annex B). No fieldwork was undertaken specifically for this GESI analysis, however recent consultations in the DRC and the Republic of the Congo (ROC)—Bukavu, Kalemie, Brazzaville, in and around Ouesso—yielded important insights.<sup>9</sup> It is expected that updates from CARPE staff field visits will continue to enrich the analysis, as it is not a static document, but an ongoing collaborative effort. The bulk of the findings are from CARPE partners working in the DRC; however, CARPE partners in the ROC and Central African Republic (CAR) contributed data and GESI-related information from their USAID funded program activities.

THEMES	STRATEGIC APPROACHES
 <p>1. Land governance works for biodiversity and forests</p>	<ul style="list-style-type: none"> <li>Invest in PAs as hubs of biodiversity, peace, security, and green growth investment</li> <li>Mobilize innovative, international sustainable financing for forest management and biodiversity conservation</li> <li>Build institutional and community capacity to implement and monitor conservation-minded provincial and local land use management</li> </ul>
 <p>2. Civil society works for biodiversity and forests</p>	<ul style="list-style-type: none"> <li>Strengthen environmental monitoring and advocacy efforts</li> </ul>
 <p>3. Law enforcement works for biodiversity and forests</p>	<ul style="list-style-type: none"> <li>Strengthen law enforcement capacity for combating wildlife and forest crime</li> <li>Enable and strengthen regional and interagency coordination and collaboration</li> </ul>
 <p>4. Green enterprises and markets work for biodiversity and forests</p>	<ul style="list-style-type: none"> <li>Support conservation-friendly enterprises and market systems as viable alternatives to extraction</li> </ul>

2020-2025 CARPE IV Vision Themes and Strategic Approaches

This GESI analysis is constructed around the 2020-2025 CARPE IV themes and strategic approaches while considering the overarching political, social, cultural, and economic systems that shape GESI outcomes. USAID supported CARPE activities on land governance, civil society, law enforcement, and green enterprises and markets directly impact the lives of women, IPs, and other marginalized groups (see CARPE Activities list in Annex D).

<sup>7</sup> Conflicts have broken out around [Kisangani](#) and in [Mai-Ndombe](#) and overall conflict around land is predicted to increase with migration and erosion of customary authority.

<sup>8</sup> One focus group consisted of several CARPE partners at the CARPE Partners Meeting; the second and third consisted of invited groups of key informants of women and Indigenous Peoples (Annex A).

<sup>9</sup> Diane Russell also drew on 35 years' experience working in the region on women's empowerment, Indigenous Peoples' history and rights, rural development, conservation and climate change.

## *Philosophy and Approach*

### Philosophy

To improve GESI outcomes, one must consider the root causes or drivers of human behavior. The dynamics of GESI are embedded in social, cultural, political and economic structures. These shape and reinforce destabilizing behaviors such as control, dominance, inequality, exclusion, prejudice and stereotyping on the one hand and social solidarity, personal courage, and collective action on the other hand.

In addition, GESI outcomes are shaped by struggles over control of labor, financial and natural resource assets, playing out at all levels, from the household to the global economy. There is a clear link between the destruction and degradation of ecosystems and the depredation of vulnerable people, who are generally more reliant on ecosystems for livelihoods and survival. It is a system of exploitation of their land, labor and energies, built on historical foundations, to benefit the more powerful and shore up their power over people and resources. The region has long been a place to plunder. Conservation is a powerful force seeking to reverse that trend and it needs all the help it can get.

#### **From the 2020-2025 [CARPE IV Vision](#)**

The “people-centered” approach used by CARPE focuses on actors shaping demand and decisions, and modeling the political economy to understand and address the root causes of tropical forest and biodiversity loss and to avoid potentially ineffective solutions. (Page 9)

CARPE seeks to understand and engage whole communities, often encompassing multiple ethnic groups, and identify, develop, and implement programming to meet the needs of Indigenous Peoples, women, youth, and other marginalized groups. This holistic approach involves working with other sectors, such as democracy, rights and governance, agriculture, economic growth, education, and health, to support targeted services including trauma healing from gender-based violence (GBV), advancing the rights of Indigenous Peoples through advocacy and legal assistance, improving food security and access to markets for women farmers, and scholarships for youth, especially targeting indigenous youth. (Page 10)

### Approach

GESI approaches can help individuals while also contributing to transformational change. For instance, a project can purchase or lease land for a group of women or IPs to grow food and sell it in local markets. If the project also puts effort into changing unfair laws and practices that inhibit women and IPs from obtaining secure access to land, this generates greater impact. Even more so if it works through genuine local institutions, aiding them to be more effective and inclusive.

Listening to IP and Bantu women, Bukavu,  
May 2021 (Photo: Diane Russell)

Given the importance of social and cultural context, a sound GESI approach is *holistic*, engaging all stakeholders and not just focusing on women and IPs. To change attitudes and practices towards women, one must work with men; changing attitudes and practices towards IPs means engaging with more dominant ethnic groups.<sup>10</sup> Men also have challenges that are important to understand, for instance the pressure on young men to accumulate cash and resources for bridewealth and incentives to engage in dangerous work and militias.<sup>11</sup> To meet the scale of threats to



an ecosystem with the global importance of Congo Basin, significant large-scale investments are needed, beyond small-scale enterprises and “alternative livelihoods” such as commercializing non-timber forest products.<sup>12</sup> But these investments, including climate finance, must incorporate GESI or they will reproduce the dominant political economy.

Another key element of a sound GESI approach is ensuring that it aligns with the program’s technical objectives. In the example above, secure tenure for women and IPs can support the adoption of more sustainable agricultural practices ([Volcourt et al. 2024](#)) and improve ecosystem health, given that smallholder agriculture accounts for most deforestation in the DRC ([UMD CARPE](#)). Thus, this GESI analysis is largely constructed around the CARPE IV Vision themes and strategic approaches while considering overarching political, social, cultural, and economic contexts that shape GESI outcomes.

---

<sup>10</sup> In Tanganyika province, Luba (“Bantus”) were targeted by BaTwa (IPs), blaming them for lack of land rights and other discrimination. The inclusive approach taken by USAID’s [Tanganyika Conflict Mitigation and Reconciliation Project](#) (TCMR) project has been effective in reducing conflict and improving social resilience and cohesion.

<sup>11</sup> This [New York Times article](#) illuminates men’s struggle with isolation and depression. Although the article focuses on the US context, the insights are universally applicable where men’s opportunities become constricted and there is loss of status and purpose. Generational struggles between young men and elders are common in many communities due to inheritance and labor control dynamics.

<sup>12</sup> While commercialization of non-timber forest products can provide income to individuals and households, these efforts have not proven to be alternatives that reduce participation in higher value exploitation such as logging, hunting and mining (Dove 2009).

Learning from past efforts is critical. For instance, the USAID Forest Carbon, Markets and Communities (FCMC) program developed a [suite of GESI resources](#) to guide implementers of climate mitigation programs, including an in-depth study of gender and shifting cultivation in DRC and Cameroon. This resource can inform climate change programming to ensure women's knowledge and needs in low emissions agriculture are incorporated.

Finally, a fundamental element of the approach is deep listening. The analysis is informed by interviews with over 35 people individually and in focus groups. Discussions were open and honest, in some cases revealing painful experiences. There was no judgment placed on views or beliefs. For instance, if an individual did not see the point of GESI in their work they were free to express that view.

Virtually all informants for this analysis are relatively "social and economic elite" compared to the vast majority of people in the region. It's critical for CARPE and partners to deploy deep listening during site visits to hear views and gather knowledge not heard in Kinshasa or Brazzaville. Rural dwellers in the region as a class are perhaps the most vulnerable, forgotten, and oppressed given lack of government essential services, little political influence and weak rural economies. Yet they have tremendous strengths that must be mobilized to conserve their patrimony.

## Observations

The observations in this section are based on key informant interviews, document review, survey responses, and CARPE's senior social scientist Diane Russell's four decades working in rural development, studying IP history, culture and rights, women's rights and empowerment with respect to conservation and natural resource management in the Congo Basin and globally.

### **Women's Security and Safety are Essential for Achieving Positive GESI Outcomes**

While there is significant civil society organization (CSO) and individual activism and some progress, the security situation of women in the DRC is daunting.<sup>13</sup> Domestic violence is designed to break women's spirits and keep them subservient. In the case of conflict, rape and torture of women are designed to break the spirit of the whole community as women are seen as its moral center. Emotional violence is just as damaging, for example when a woman is raped and then rejected by her own family.<sup>14</sup> The situation of Indigenous women is even more dangerous as some cultural beliefs about the "healing powers" of Indigenous women incite rape. Thus, the most important elements of GESI in the region are safety and security,

<sup>13</sup> According to [UNWomen](#), up to 52 percent of women in DRC are survivors of domestic violence and 39 percent of Congolese women report having been threatened or injured. Twenty seven (27) percent of women in DRC are victims of harmful traditional practices.

<sup>14</sup> One informant recounted how her fiancé rejected her on the eve of their wedding upon hearing that she had been raped. In fact, she had not been raped but had gone into a coma when she was attacked and her driver was killed as she worked in humanitarian assistance in eastern DRC.

without which there can be no progress. This may entail the creation of **safe spaces and women-only spaces**, as suggested by informants.

### Fight Impunity and Foster Solidarity

*Impunity*, the propensity to act maliciously with few or no consequences, is the enabler of exploitation of people and biodiversity. *Solidarity*, on the other hand, is the pathway to reducing exploitation. Harnessing the energies of people directly impacted by biodiversity loss, climate change and natural resource degradation involves boosting their agency, linking up groups working on related issues, and reducing barriers to engagement. Imagine if a critical mass of people in the Congo Basin were active in forest protection, biodiversity conservation and mitigating climate change, recognizing that exploitation and degradation of their natural resources threatens future generations and causes numerous social ills.<sup>15</sup>

### Cultural Norms Act as Barriers: Focus on Youth to Realize Positive Change

The key barrier to GESI advancement is power imbalances embedded in cultural norms.<sup>16</sup> However, blaming culture and tradition and seeing these as inviolable is a way to maintain power relations. Women's and IPs' labor in high wage occupations has long been captured by men and higher status groups and thus there can be strong resistance from elites to shifting the balance of power. Changing cultural norms and the status quo takes personal courage and long-term support. A generational effort and a **focus on youth**<sup>17</sup> is thus needed. Informants for the analysis noted that traditional authorities, largely older men and some women, are critical to changing norms due to the respect they engender and their power over land allocation and key community decisions. Some cultural norms are favorable to women and IPs, for instance women are highly valued as household managers and IPs are known as first inhabitants of the land and forest. In cases of social crisis, women, IPs and youth can play key roles.<sup>18</sup>

### Women and IP Concerns Must Be Prioritized in CARPE Programming

Women and IPs generally lack the financial, political and labor resources for large scale exploitation although the cumulative impact of the expansion of shifting cultivation is a major concern, especially in the DRC. However, they are the most vulnerable to the impacts of ecosystem deterioration. To reduce the impact of ecosystem degradation outside of PAs, such as in CFCs, their concerns should be prioritized and they need to become leaders in

---

<sup>15</sup> Social ills in the region linked to natural resource exploitation include loss of heritage and patrimony, rural out-migration, conflict and corruption. For approaches linking human rights and environment, with a focus on Natural Climate Solutions, see the [USAID Sustainable Landscapes-Democracy, Rights and Governance Cross-Sectoral Guide](#).

<sup>16</sup> The [anthropological view of culture](#) is that it is not static and uniform but ever-changing and diverse, even within one "cultural unit." This view means that culture can and does change, sometimes swiftly. While [views of women are shaped by culture](#), sadly [misogyny](#) is virtually universal.

<sup>17</sup> This focus could entail scholarships, employment and engagement in co-design. See also the section below on youth.

<sup>18</sup> For instance, women can demonstrate publicly with bared breasts to protest injustice and corruption. Youth may play a role in confronting "sorcery" by elders that leads to negative social impacts (Russell and Tchamou 2001). People turn to IPs for healing medicines and ceremonies, often trusting these more than western medicine. These roles could be harnessed for conservation.

management and decision making processes as evidence points to improved outcomes with gender-diverse management (Leisher et al. 2016, 2017). Women's concerns include food security, access to clean water, support to create and grow businesses and trade, access to land for income and food production and the rights and power to fight perpetrators of physical violence.<sup>19</sup> Efforts to mobilize collective action—for example, watershed restoration or tree planting—must take care not to rely on uncompensated female and IP labor.

## Land Governance of Protected Areas

GESI considerations within PAs center on how ICCN, DRC's conservation institution as well as similar institutions in Republic of Congo (ROC) and Central African Republic (CAR), and USAID partners interact with surrounding and internal populations as well as within their staffs. The most fundamental principles are respect for human rights and Do No Harm (DNH).

### Protected Areas Rely on Surrounding Communities

Beyond DNH, should PA management allocate resources to improve the situation of women, IPs and vulnerable groups and if so, how? Some may argue that these societal issues are not within their mandate. But PAs do not exist in a vacuum. People who exploit resources within PAs may hide out in surrounding communities and be a danger to people as well as to biodiversity, for example the Lord's Resistance Army around Garamba National Park and M24 militias around Kahuzi-Biega National Park (PNKB). These dangers fall disproportionately on women and vulnerable peoples. PAs must rely on surrounding communities for social license to operate (ref [CARPE guide to partnering with Indigenous Peoples and Local Communities \(IPLCs\)](#), page 13), provisioning, reconnaissance, staffing and reducing incursions and pressures. Dialogue that builds trust is critical. A key message is that PAs are safeguarding the patrimony and natural assets of *local*, not only national and international, communities.

Violence, human rights abuses, impunity, dire poverty, food insecurity and gross inequality in and around PAs are not conducive to conservation: what happens to people also happens to wildlife and ecosystems. Vulnerability and fragility are shared. PAs cannot face these challenges alone. Comprehensive and holistic approaches and investments are needed and, as documented below, CARPE is taking steps to develop such approaches. These steps are laudable, but a larger scale and concerted strategy is needed.<sup>20</sup>

### Improved Equality Over Improved Livelihoods May Bring More Benefits to Women

A common theory of change within CARPE is that improving livelihoods of peoples in and around PAs will improve community-PA relations, reduce threats and enhance human wellbeing. A relevant [publication](#) by the IIED argues that “giving more attention to enhancing equity, rather than directly improving livelihoods, could lead to greater contributions of PAs to

---

<sup>19</sup> In the region women are typically not landowners and thus they farm land belonging to husbands or male family members. This limits their ability to grow and sell higher value perennial crops such as coffee or cocoa. IPs in many areas also do not own land as historically they worked the land of Bantu families in patron-client and semi-kinship relationships.

<sup>20</sup> This is especially important as [new research](#) shows biodiversity declining in PAs.

human wellbeing, as well as better conservation.” This publication offers a number of ideas and tools to enhance equity and improve PA relations with the community. Many of the elements described are already operational at CARPE-supported sites (e.g., [Free Prior and Informed Consent/FPIC](#)) or are being put into place, while others (e.g, recognition of customary tenure) are aspirational.

The insight from IIED is important in another way: working on livelihoods may add burdens to women for little benefit. Research has shown lack of evidence for the efficacy of alternative livelihoods either for raising living standards or for achieving conservation goals (Roe et al. [2015](#)). And without mobility and land rights it may not even be possible for women and IPs to obtain significant benefits.<sup>21</sup>

It is important to note, however, that delivering economic benefit is critical when dealing with poor communities. They will not be satisfied with just talking about equity. The question is how to improve the rural economy in a sustainable and inclusive way. In general, options that increase employment and wage labor have more promise than small scale household enterprises as jobs bring stability and other social benefits.<sup>22</sup>

#### Deploy and Enhance PA Assessment Tools That are Applicable to the Local Context

Another important tool for improving PA management is the Integrated Management Effectiveness Tool (IMET), which has been developed and tested in Central Africa. A [recent review](#) noted that “Some areas [issues], identified as important for protected areas, are not fully covered in IMET. Indicators measuring the impact of local and regional social and economic institutions, voices of disadvantaged or vulnerable groups like females are not always fully considered during the assessment...as a solution IMET coaches are advised to recommend additional assessment tools to address these issues.” IIED’s SAGE is a useful complementary tool for GESI analysis and action.

#### **Need for Positive Narratives to Address Media Stories**

The US Congress’ 2020 Statement of Managers (SOM) drove the creation of USAID’s Protected Area Social Safeguards ([PASS](#)), including Grievance and Redress Mechanisms (GRMs) and mandated FPIC around PAs with IPs. Congress was concerned about controversies surrounding [alleged human rights violations](#). These mandates and controversies have focused CARPE partner efforts on demonstrating DNH. Similarly the purpose of the Basic Necessities Surveys’ (BNS), developed by the Wildlife Conservation Society (WCS) and used by them and other partners, has been to demonstrate that people around PAs are not worse off economically, in response to [debates](#) and conflicting evidence on this topic.

<sup>21</sup> One promising avenue lies in the fisheries sector where women can have autonomy to earn money through fishing, smoking and selling fish and can also be engaged in improved fisheries management.

<sup>22</sup> Researchers in rural areas of the region note that people regret the departure of concessions. Although they were exploitative, concessions brought clinics, schools, and potential for advancement. The lack of these benefits has sparked the major migration to cities thus further weakening the rural economy.

In discussion with partners, it is clear that not enough information on the **positive impact of PAs** in the region is being collected and disseminated to the media and the general public. Positive news about reduction of GBV and advances of women and IPs would be important elements of such narratives. As well, partners need to develop a more holistic approach to gathering information about local conditions and well being, particularly one grounded in deep listening or [Appreciative Inquiry \(AI\)](#), and Participatory Rural Appraisal and similar tools (Annex D), rather than “pre-cooked” surveys.

#### Support GESI Teams Within ICCN and Other Government Agencies

ICCN has a small GESI team that has experience and good ideas but lacks influence and resources. USAID can’t directly fund them, due to restrictions on direct funding to the DRC government—although they claim to be independent of ICCN—but it’s important to find ways to help the GESI team work within ICCN. The team has a good relationship with WCS, so CARPE may be able to work with them through WCS. Agencies in ROC and CAR may have similar teams. If so, linking them up across the region can increase their visibility and enable them to share lessons and tactics.

## Land Governance Outside of PAs

#### A USAID Assessment Tool to Support Improved Land Governance

The [Natural Resource Governance Tool](#) was developed under the USAID supported Sustainable Conservation Approaches in Priority Ecosystems (SCAPES) program by WCS and USAID staff, with advice from prominent political scientists. It may be deployed for assessment of management of CFCs and other areas outside of PAs with mixed management regimes, including “buffer zones,” where multiple actors play a role. The tool gathers perceptions of different stakeholders—men, women, IPs, local authorities—about the effectiveness, power and legitimacy of management entities. It can thus reveal divergent views of genders and ethnicities relating to benefits, security, planning, communications and other key elements of management. The data can then inform revisions to rules, regulations and practices.

Ensuring women’s, youth and IP engagement in [community mapping](#), such as that undertaken by partner RFUK, is also critical for planning and ongoing dialogue. Combining the governance tool with mapping can show areas with strong or weak governance to prioritize support.

#### Land Tenure for Women and IPs

Improving tenure security for women can seem beyond the mandate of CARPE yet many other USAID climate and biodiversity funded programs have placed emphasis on this important objective,<sup>23</sup> recognizing that sustainable land management requires stability and equity. A step in that direction is CFCs, which provide tenure security at the community level. However, within

---

<sup>23</sup> Examples include Zambia ([Tenure and Global Climate Change project](#)) and Kenya ([ProMara](#)).

the community women and IPs may still be marginalized. It is unclear if there is any strategy for improving access and rights to land for women and IPs in CFCs.

### IPs Have Their Own Strategies

IPs are developing their own strategies for obtaining land and reducing conflict with PAs. One idea posited by informants was the creation and support of “eco-villages” based on principles of sustainable development. Eco-villages are small, self-sufficient communities that live from their natural surroundings. Such efforts could be accomplished by buying or leasing land from concessions. There are many barriers to and questions about such a strategy but it is positive that IPs are pursuing such ambitious goals. Multi-donor action could help advance this plan.

## Civil Society and Localization

Localizing conservation and climate action means relying less on western institutions and approaches and seeking deep understanding of what is feasible and meaningful for local actors. For concepts and approaches specific to the region, see [Peterson et al. 2010](#); [Peterson 2017](#).

### Women-Led Local CSOs in Environment are Scarce

One of the most important actions that partners need to take in supporting GESI is to identify strong and trusted local institutions. Localization has been difficult to implement in the region, in part due to perceived lack of capacity<sup>24</sup> and in part because USAID does not include grantees under contract and local subpartners in a mission’s “localization quota.” It is even more difficult when it comes to identifying women’s groups working on environmental issues. Most groups devoted to women’s empowerment are not focused on environmental issues, with the exception of groups working on urban sanitation.<sup>25</sup> Women and IPs interviewed for this analysis had a strong focus on human rights but, again, few if any links to conservation. The one group working directly on gender and conservation that CARPE supported in the past, Réseau des femmes pour le développement durable (REFADD), could not be located. However, leaders of the Association of Indigenous Pygmy Women (AFAP), a group devoted to the rights of and opportunities for IP women in biodiversity, were interviewed for this analysis.<sup>26</sup>

### Environmental Defense and Human Rights are Strongly Linked

*“Defending the environment is becoming increasingly dangerous: Nearly half of the 194 human rights defenders killed in 2022 were environmental defenders” ([Mongabay 2023](#)).*

In other parts of the world, **environmental defenders**—many of them [young people](#), women and IPs—are critical to calling out and halting unsustainable and illegal natural resource exploitation that harms their well being and territories. But—given limited information available from partners for this analysis—no CARPE partner or activity has directly supported

---

<sup>24</sup> Perceived lack of capacity feeds into actual lack of capacity as donors do not invest.

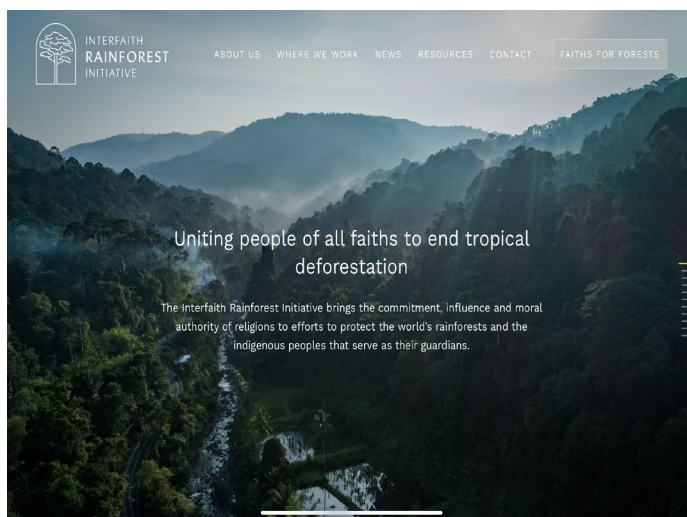
<sup>25</sup> USAID cannot work on pollution and sanitation with biodiversity funds, and there is very little financing in general to tackle these issues. USAID does work on charcoal alternatives for climate change mitigation but this has become largely decoupled from pollution and women’s health concerns.

<sup>26</sup> AFAP is [getting support from Bezos Earth Fund](#).

environmental defenders at the community level. (Virunga ranger [Katembo](#) and Okapi staff [Ewango](#) received the Goldman Environmental Prize.) There is [no lack of such defenders](#) in the DRC such as [Olivier Bahemuke](#), winner of the 2023 Front Line Defenders Award and the 2024 Global Citizen Prize for work to protect Virunga. Recognizing that human rights and the fight to defend the environment are inextricably linked confronts powerful interests. The limitations to directly awarding local organizations are likely one reason why environmental defender groups have not been supported. Another reason may be because working with them poses political risks in a volatile political climate. This can be especially concerning for CARPE's international NGO partners when working in a foreign country.

### Faith-Based Groups are Overlooked Potential Partners

Engaging faith based groups is also critical to expand the role of civil society in conservation



and climate change mitigation, given the centrality of religion in society. Aside from some local efforts such as in Garamba, there has not been a pathway to identify, much less partner with, umbrella religious groups such as Catholic parishes, Église du Christ au Congo (ECC)<sup>27</sup> and the [Interfaith Rainforest Initiative](#), which has a chapter in the DRC.<sup>28</sup> CARPE partnerships with such groups will advance shared development and humanitarian goals. Hearing GESI messages from religious leaders will help normalize and advance them.

### Some Progress on Partnerships with IPs but Ongoing Dialogue is Needed

The dominant approach to conservation in the region has been to rely on the technical expertise of Western institutions due to perceived lack of local capacity and difficulties in funding local groups (see localization section). There has been a fraught relationship between some IP rights groups and USAID partners due to media spotlights on abuse of IPs in and around PAs. In 2019, CARPE commissioned a [report](#) and a [guide](#) for working with IPs to address issues and provide a strategy for stronger partnerships. Since then, WCS and the Indigenous rights organization Forest Peoples Programme (FPP) have collaborated to produce guidelines for IP rights and RFUK, an organization committed to both human rights and environmental protection, is currently a CARPE partner. Due to the continued severe marginalization of IPs, genuine dialogue and openness on IP rights and a push on localization efforts is needed.

<sup>27</sup> In the 1990s, USAID partnered with ECC member the Congo River Baptist Church to disseminate information about bonobos to its many parishes along the Congo River. It did so by providing school notebooks with bandes dessinées (cartoons) about bonobos and asking parishioners to report contacts.

<sup>28</sup> See also this [story](#) about the role of religious organizations in combating climate change.

# Green Enterprises and Markets

## Women as Market Actors and Entrepreneurs

Women are engines of the local economy, not only in production and processing but in deploying revenue to strengthen families and communities—despite the fact that their labor has been appropriated since time immemorial.<sup>29</sup> What can their energy and business savvy do for conservation and combating climate change?

### Agriculture Remains a Poverty Trap for Women in Rural Areas

Agriculture, the major activity engaging rural women, is a poverty trap given very low farmgate prices, the high cost of consumer goods in rural areas, and the difficulties of getting produce to market, exacerbated by GBV. “Illegal” trade is often far more lucrative, as seen in this [startling Vice News video](#) about marijuana enterprises in eastern DRC. The video also offers insights into the machinations of various groups vying for power within the ongoing conflict in the east and the role of IPs as traditional purveyors of marijuana. The video, while misguided,<sup>30</sup> depicts women struggling to leave prostitution, which sadly is a path to economic independence. In the video, women mentor other women as they seek other pathways.

**A reality check about the rural economy.** Opportunities to earn an income sufficient to pay school, medical and other expenses, much less to advance a family to better economic status, are extremely limited. They are even more limited for women, who are less mobile, and for IPs, who have few assets to begin with. Many failed “alternative livelihood” projects litter the landscape. Women are trained in “modern” agricultural technology but there is little follow up or infrastructure to sustain it. IPs are stereotyped as benign forest dwellers whereas many now live in urban areas and pursue “illegal” livelihoods. Local actors such as artisanal loggers and miners, bushmeat hunters, charcoal producers, “slash and burn” farmers are seen as threats while major investors and exploiters are rarely identified, much less punished. The reality is that breaking or bending the law is how many people must survive. “Tracasserie” (forms of harassment by security forces) is a dominant livelihood strategy for those with guns. These conditions have been in place since the Colonial Era and remain entrenched.<sup>31</sup> To achieve a sound GESI strategy, these realities can be addressed through alliances with the private sector, human rights and good governance actors as part of a holistic rural development approach to conservation ([Russell, Mbile and Tchamou 2011](#); [Russell 2023](#)).

<sup>29</sup> *The most corrosive injustice encountered, up close, in every single human culture I've walked through? That's easy: the shackles that men lock, cruelly, arbitrarily, on the potential of women. (Who's always underpaid? Who's typically undereducated? Who wakes up first to a morning of toil? Who's the last to rest?)* —Paul Salopek, *National Geographic* explorer who walked the earth for ten years. June 13, 2023. <https://www.nationalgeographic.com/culture/article/salopek-out-of-edden-china-yunnan-handmade-road>

<sup>30</sup> The video unethically exposes informants to arrest and prosecution. The focus on “weed” enterprises is also off-putting given the violence and conflict documented.

<sup>31</sup> While less severe in other Congo Basin countries, rural poverty, tremendous power and wealth imbalances, and impunity of security forces are realities across the region.

### Women-Owned and Operated Business Enterprises Can Increase Tangible Benefits to Women

Women (and IPs) need to accumulate tangible assets that cannot be taken from them. This is especially key as women are rarely inheritors of family assets, in fact familial assets can be removed from them as widows. Examples of women-owned enterprises that could bring tangible benefits and support conservation include 1) providing women ecoguards with sanitary products, psycho-social support, and other specialized women's services; 2) kitchen gardens and restaurants for conservation personnel where proprietors own the land and have access to credit; 3) climate change advisory services for women farmers and IPs; 4) legal and policy



advocates for women and IP tenure rights (for instance, Fondation Marie Claire, interviewed in focus group); 5) solar energy for homes and businesses; 6) tourism for women; and 7) women-owned firms that consult on green enterprise in policy and private sector fora. Such efforts could be supported by non-governmental organizations (NGOs) but would be more sustainable as business enterprises independent of donor funding. Going beyond small scale efforts, **USAID can support a women's investment fund to develop such businesses.**

Aissiatou Oumarou of the Network of Indigenous and local populations for the sustainable management of forest ecosystems in Central Africa (REPALEAC) discussing women's knowledge of medicinal plants and biodiversity conservation in Central Africa during a Land Dialogue webinar, June 13, 2024. She notes financial independence is the most critical element in supporting women in biodiversity. Direct support to women's groups to transform local products can have a much bigger impact than expensive external projects (Screenshot from webinar by Diane Russell).

## Women and IPs in Research

What would it mean if more women and IPs were engaged in biodiversity and climate change research? They may be engaged but are they allocated the resources and power to follow through with research recommendations?

### Support for Women and IPs in Research Benefits Science and Society

Some local institutions such as [Djolu Technical College](#) are prioritizing women in conservation research and practice. Another group that CARPE supports, the Congo Basin Institute/University of California, Los Angeles (CBI/UCLA), has created a [school for Indigenous knowledge](#) in Cameroon. These are investments in the future for youth. Partnerships with local universities such as University of Kalemie and scholarships for women and IPs, such as in the Tulinde Activity, are important steps to foster women's and IPs contributions to science.

### Support Programs Such as the [Africa Women's Initiative for Climate Action \(WICA\)](#)

Generally, throughout the region, there are few women in technical roles related to the sustainable management of natural resources and climate action. To respond to this gap, the US Forest Service launched the Climate Fellows Program through WICA.

## Indicators Developed by Women and IPs can Improve Buy-In and Science

Activity Monitoring, Evaluation and Learning Plans (AMELPs) can be greatly enhanced by identifying and integrating “grassroots indicators” of environmental and social change developed



A multisectoral problem: Shifting cultivation in a food-insecure biosphere reserve, Yangambi, Democratic Republic of the Congo. Photo by Diane Russell, June 2016.

by women, youth and IPs.<sup>32</sup> Such indicators will reveal Indigenous and local knowledge and priorities. These can also be the foundation for scientific research. For instance, informants for the [history of CARPE](#) noted how IPs’ local knowledge of ecosystems and species was foundational in the creation of PAs.

Women’s knowledge of environmental changes in farming systems was the basis of a [woman-to-woman extension service](#) in the DRC (ex Zaire).<sup>33</sup> This point resonates with

[new findings](#) about the importance of Indigenous and women’s knowledge of local varieties and landraces for food security. Western science can be integrated into Indigenous knowledge through the tools of PRA<sup>34</sup> (e.g., conservation and agricultural planning for climate change; combining scientific data and indicators identified by farmers, local hunters and gatherers).

## Climate Change

Climate change offers multiple openings to work with women’s groups. [Adaptation planning](#) focuses on agriculture, water resources, energy and health, domains where women’s work and knowledge are essential. Given that CARPE does not currently have adaptation funding, the program can identify cases where adaptation and mitigation are linked, for example in developing low-emissions agricultural systems. As climate financing ramps up, it is crucial to review the Forest Carbon, Markets and Communities ([FCMC](#)) [GESI materials](#), developed over six years with international experts, local communities and USAID missions.

## Low-Emissions Agriculture Can Be Beneficial to Women But There are Barriers

In the FCMC [report on gender, REDD+ and shifting cultivation](#), findings and recommendations included supplying women farmers with improved seeds that would reduce crop losses.<sup>35</sup> The [Mai-Ndombe](#) REDD+ project claims to be successfully introducing low-emissions agriculture. A

---

<sup>32</sup> See for example, [Grassroots Indicators for Desertification](#).

<sup>33</sup> The environmental changes in the former Bandundu Province were the result of deforestation from extensive cassava cultivation enforced by the government to provision urban areas. Women accustomed to planting in forest areas learned savanna cultivation techniques from other women. USAID/Zaire supported this pilot project.

<sup>34</sup> See page 41 below for link to PRA tools.

<sup>35</sup> The author of that report, Jacques Pollini, has been working on a REDD+ program in Maniema Province and is open to being consulted.

key barrier for women and IPs to engage in low-emissions agriculture is their limited land rights. This is especially problematic when the farming system involves planting or regenerating trees on farms and creating tree crop plantations as tree planting requires secure tenure, which rests with male household heads.

Another activity with promise is developing and marketing alternatives to charcoal and fuelwood, such as a program in Kinkole, a village upriver from Kinshasa, undertaken by a women's group to create charcoal from waste.



Charcoal briquettes made by women out of waste in Kinkole, DRC (Photo: E. Ntamuzimunda)

## Women and IPs in Climate Policy

### Women Serving in Environmental Leadership Roles Can Bring Benefits

According to [UN climate science](#), “Women and girls – including students, moms, indigenous women, and celebrities – have been [leading global and national climate movements](#) that have put a spotlight on the urgency of the climate crisis and the need for action for the sake of this and future generations. Women also play a key role in driving change as consumers, workers, political and business leaders.” The recent elections in the DRC saw a small [increase in women](#) representatives in the National Assembly (10 percent to 12.8 percent) and Judith Suminwa was named as Prime Minister on April 1, 2024. Eve Baziba continues as Environment Minister in the DRC and Arlette Soudan-Nonault serves as Environment and Tourism Minister in ROC.

Key questions for GESI and climate policy include: Will the political advances for women translate into crafting climate policy that protects women, IPs and vulnerable populations in general from forest exploitation given that final decisions often rest in the hands of male leaders? Can women leaders attract private sector investment to improve women's lives and reduce stresses on ecosystems? How can IPs become political actors to influence climate policy, as is the case in many other countries? IPs are highly underrepresented in government.

# Findings

## General Findings

This section summarizes information from CARPE partners participating in a focus group at the CARPE Partners meeting (April 23-24, 2024) and from answers to the questionnaire (Annex B). The findings are grouped by CARPE IV Vision key themes and anonymized.

### Set the Conditions for Increased Women's Participation in Biodiversity and Conservation

- Improve gender language in biodiversity conservation by challenging condescending sexist/misogynistic abuse in conversation. Progressive inclusion of women in biodiversity and conservation activities including clear definition of women's role and recognition of their contributions. Improve integration of women into the biodiversity conservation governance structures at village level.

### Train Stakeholders, Including Government, on GESI Strategies and Actions

- Support training of stakeholders, including government stakeholders in gender integration in USAID programming and activities. The training should integrate practical tools and examples built on local practices and experiences, so that the government stakeholders in charge of ensuring behavior change in the long term appropriate for themselves the concepts related to gender equality.

### Reinforce a Gender Community of Practice Among Partners

- Reinforce a gender community of practice (COP), with more experience sharing and lessons learned from CARPE partners and other partners working in conservation, forest management and business development in the target areas.

### Support Women as Champions of Nature-Positive and Equitable Programming

- Engage women as employees, partners, beneficiaries, and community representatives across programming and throughout the Park in pursuit of locally beneficial conservation.

### Be Attentive that GESI is Not Only Externally Motivated

- GESI issues vary from place to place and might even cause conflict especially if external actors are suggesting an equal status.
- Local authorities, other projects focal points, grantee leaders understand the need to have women and IPs in activities and to increase their benefit from natural resources management, but often they will be the one talking for the women and IPs (especially IPs) in project activities and trying to define what is best for each category.
- Improvements in the status of women, in particular their economic empowerment, seems to be appreciated in different ways by the local population, but the movement is widely perceived as exogenous.

- It's critical to listen to IP women and respond to their immediate needs rather than impose what seem like good ideas.
- NGO Partners are the ones bringing up the issues.

## Main Challenges to GESI

### Gender-Based Violence is Harming Women's Lives, Health and Access to Opportunities

- Lack of GBV referral systems, including those that can provide psychosocial health care, Lack of Clinical Management of Rape and menstrual hygiene awareness.
- Need to go beyond GRMs because they do not support GBV—there is no access to health, legal aid, no trauma healing services and psycho-social support; there is minimal reporting of abuse and trauma.
- Early/unwanted pregnancies are significant barriers to engagement.
- Women are subject to specific forms of violence. In a partner survey, 123 out of 343 consider themselves to be victims of GBV (35.9 percent).... emotional violence (61.8 percent of victims), physical violence (54 percent of victims) and sexual violence (14 percent of victims). *Most instances of GBV are attributed to alcohol and money*; several participants noted that local women are sometimes denied economic opportunities by their husbands, who force them to stay at home rather than go out to work.

### The Void of Women and IPs in Leadership and Decision-Making Roles is Hindering Progress

- The rate of career progress for both women and IP is very low.
- At the local level, there are few literate women so there was a disadvantage from the start.
- Limited female and IP job applicants have resulted in lower representation of these groups among staff compared to the wider population.
- Lack of partners for GESI.

### Cultural Norms Are Significant Barriers to Women and IPs Advancement and Engagement

- Cultural norms and attitudes that reserve a subordinate role for women and IPs are the greatest barrier.
- The weight of tradition, which excludes women from community development issues, is a major constraint.
- Women's health, and in particular pregnancy and childbirth, is undoubtedly one of the main problems facing local health care centers.
- The biggest constraints to achieving these objectives are the deeply ingrained gender differences within local communities. These gender differences result in, among other things, a much smaller pool of women who are qualified and willing to take positions within the project, and cultural taboos against female participation in project activities.
- Who controls the land is the one of the drivers that keep women from participating.

### The Lack of Education and Access to Resources is Limiting Women's and IP Participation

- Poor education of women and IPs (high illiteracy rate); Low financial resources allocated to GESI activities; Poor dissemination of texts and laws on gender equality in the communities surrounding the park.
- Lack of documentation (birth certificates, ID/electoral cards) by IPs for accessing social services like education, employment and participation in major political decision-making platforms e.g. general elections. Very low level of education (IPs) hinders engagement and puts IP women at risk.

### Violence, Insecurity and Impunity Prohibit Progress in PA Management and in Relationships with IPs and Marginalized Groups

- The greatest roadblocks to our success in achieving our objectives are the same roadblocks that challenge our full portfolio of programs — the continued violence and insecurity faced in Eastern Congo due to armed groups.
- Abuse of power, including roadblocks, is widespread (this point relates to the issue of **impunity** mentioned in Observations).

## Approaches to Implement GESI

### Supporting and Resourcing Partners and GESI Programming

- Assign specific resources to GESI from initial activity design and budgeting if we want to achieve more ambitious results.
- Complete activity-wide gender assessment and develop an action plan for implementation at the site.
- Enhance planning and implementation of opportunities for challenging retrogressive gender perception through the celebration of International Women's Day, observation of gender neutrality in program implementation.
- Conduct Free Prior and Informed Consent (FPIC) for programming where women and vulnerable groups contribute to the determination of the program direction. Support the implementation of GESI programming, especially access to GBV services and networks; Support the implementation of affirmative actions including opportunities for accessing basic social services like education through additional scholarships and provision of scholastic materials; Provide workshops for implementing partners on achieving GESI outcomes.
- Identify new partners and organizations that have an explicit focus on GESI objectives, and strengthen the knowledge and integration of GESI into other partnerships.
- Train staff and partners (men and women) on the concepts of GESI to better integrate this cross-cutting component into all project activities, following partners' principles and policies on gender, human rights and IPs, and applying the principles of an environmental and social safeguards framework.

### Including Women, IPs and Youth in Leadership and Decision Making Positions

- Gender equality in the implementation of project activities ensures that diverse perspectives are considered in decision-making processes.

- Having women within a team at key technical and leadership positions, the activity can better target women in several ways: proactive outreach and adaptive planning to ensure female participants; establishing beneficiary selection mechanisms to overcome common known barriers to women participation (e.g., establishing an oral presentation of projects for small grants support in addition to the file submission and encourage selection).
- Recruitment of at least thirty percent of women into community governance structures, including Local Development Committees (LDCs) - This rate is currently 21 percent nationwide. Designation of at least 30 percent women in the management bodies of CFCs, including at least 25 percent women in decision-making positions.

#### Supporting and Empowering Women's Access to Employment, Training and Resources

- Empower women at the same level as men with material and equipment and approaches in promoting sustainable farming and conservation practices have a positive impact on climate change in the three target value chains.
- Work with private sector partners to increase agronomy training for women.
- In the grant design process, one partner asked how to include more women in business. Proposals were rated higher when women were included; this was one of the factors stressed. Women had many challenges including not knowing how to write. Have to identify strategies to overcome limitations to women participating.
- Integrating gender equality and women's empowerment job offers and providing good working conditions in a way that is attractive to women.

#### Building Staff Capacity and Providing Guidelines and Resources for GESI Programming

- Implementation of activities to drive behavior change that supports GESI across the full range of strategic approaches; tools to manage and monitor progress towards GESI objectives; Capacity development and support for all staff to implement the strategy.

#### Supporting Inclusion and Participation of IPs in Governance and Decision Making

- Increase the inclusion of the IPs to promote enabling conditions to reduce marginalization and stigmatization and participate in local governance.
- Where IP groups are present, during project activities always make sure they fully participate, in the governing bodies set up by the communities, they are present and during meetings, focus groups discussions allow them to bring out their specific perspectives and concerns contributing to the overall objective of the project.
- Support senior literacy programs particularly for women and IPs for instance through scholarships
- Through programs such as the participatory demarcation of the Park's borders, work with Indigenous communities to ensure that fair, defensible Park boundaries are agreed upon and maintained, and that programming incorporates conflict reduction and poverty alleviation to benefit the Indigenous communities living alongside the Park. Highly value Indigenous knowledge — both ecological and political — held by our Indigenous partners, who are consulted consistently to ensure the success of our program.

### Involving Youth in Programming for Yielding Positive Outcomes

- Engaging youth is extremely important for the project and something that intersects with our gender objectives as well, as younger men are often more amenable to revise their attitudes about women. Since many of our activities include the use of technology—mapping, land use planning, forest monitoring—youths are often encouraged by their communities to participate along with the leaders, as they are often more tech savvy.
- Youth are a key target for training in the tourism sector and have been involved in the tracker/guide training run by the tourism project.
- The active involvement of youth, Internally Displaced Persons (IDPs), and other marginalized groups are fundamental to our mission of building a nature-based peace economy in Eastern Congo. Develop specific targeted programming for youth (including an extensive environmental education program reaching thousands of youths each quarter) and for IDPs (including specific efforts and programs in the growing IDP camps). Both groups have a high likelihood of recruitment into armed groups if their needs are not met, and therefore they have been and will continue to be high-priority target groups for our programming.

## Progress Made

### Women Hiring in Leadership and Decision Making Positions has Improved

- Appointed a woman representative to the Park's Health and Hygiene Committee and organized a delegation to represent the Park at the official International Women's Day celebration hosted by the government in 2023.
- Improved integration of women into the biodiversity conservation governance structures at the village level.

### Training and Employment of Women and IPs Has Improved

- Substantially increased female participation in the Ranger force, among employees, and among participants and continue to prioritize gender parity and Indigenous representation in recruitment and hiring processes.
- Currently, 11 out of 20 staff are female. For implementing partners, female presence is much smaller, although increasing. Several of the partners have female communications staff, some female field facilitators, and in one case, a lawyer working on advocacy.
- Female participation in the farmer field school, which provides agronomy, household nutrition, and gender equity training has been high with female attendance at or exceeding 46 percent female.

### Support for Women's Employment Has Improved

- Try to make a significant contribution to equality by (a) applying a recruitment strategy that not only offers no distinction against women but preferably employs women if of similar qualifications, (b) offering a woman-friendly work environment, (c) ensuring that any community outreach measures, as well as direct incomes, benefits men and women equally (i.e. in employees households, procurement of goods etc.) and (d) ensure that all committees developed promote seats for women.

#### Local Government and Judiciary Services have Improved

- Started receiving reports of incidents related to usury/harassment and have held advocacy meetings with departmental justice services and local government authorities.

#### Income Generating Activities Have Improved but Need to Promote Unique Skills of IPs

- Launched income-generating activities for communities, but need to develop activities that better economically promote the unique skill sets of IPs.

#### GESI Education and Adult Literacy Have Improved

- Accelerated gender education and awareness including the establishment of women-led adult literacy schools.
- Support senior literacy programs particularly for women and IPs.

#### Effectiveness of Interventions Supporting Women Have Increased

- Increased effectiveness of interventions. Presently in our target areas, women groups are among the most dynamic, and highly contribute to mobilizing funds for community development projects.

#### Effectiveness of Peer-to-Peer Learning is Improving

- Peer-to-peer learning is the most effective approach. Women to women peers and women as trainers of other women is very effective and empowering. One activity introduced a village saving and loan association, when started the association of a group of women who met weekly. They give microloans among themselves to develop microbusiness. Started with ten pilot groups. Husbands were not supportive. Women had to convince husbands to provide money to save. With the money that they saved in one year plus interest, they were able to show husbands how much money they saved after one year. Results might take time to develop. This is a good example of an entry point.

## Recommendations

### Recommendations for CARPE IV and V Programming

Note that there is duplication in this section with the Observations and Findings sections.

#### Land Governance

##### Integrate GESI Recommendations to Better Support Women and IPs in PAs and Land Governance

- Pay attention to [wider land governance issues](#) that impact vulnerable people and propel biodiversity and forest loss. New evidence shows that PAs in many areas are degrading

faster than surrounding non-protected areas ([Guardian 2024](#)). One example given is Conkouati in ROC, which is 65% covered in oil and gas concessions.

- Explore the use of IMET and the IIED tools to gather information on GESI issues in PAs and advise management decisions.
- Find ways to support ICCN's gender unit. One powerful option would be to organize a learning event with ICCN and partners on the IIED approach to improving equity and local benefit in PAs. The IIED approach incorporates a strong GESI component. GESI elements can be incorporated into IMET and other tools are being used to gauge PA management effectiveness.
- Help partners to supplement the focus on DNH through GRMs, which are a major component of the PASS. GRM data could be used to co-create new approaches to reducing harm and building trust through pause and reflect sessions. More critically, use deep listening approaches such as Appreciative Inquiry to identify and draw on strengths in the community so there is focus not only on reducing harm but on channeling positive energies.<sup>36</sup>
- Help partners create longer term, systemic partnerships. Some projects are partnering with groups with specialized skills and knowledge such as GBV and IP rights but these partnerships could be more systematic so that longer term capacity building is possible. Informants noted that partnering is difficult because many development-oriented groups do not want to work in more remote areas, due to low population densities and logistical hurdles. CARPE can help partners identify and develop long-term coalitions with trusted development and human rights CSOs to reduce stress on conservation partners that are being tasked to take on major societal problems such as poverty, impunity and corruption. New [evidence](#) shows that PAs can deliver on economic growth with the right conditions.
- To reduce ecosystem degradation outside of PAs, such as in CFCs, advocate for women's leadership in management and decision making. Research (Leisher et al. 2016 systematic review, currently being updated) has shown that gender inclusive management improves environmental outcomes.
- Engage all stakeholders in defining boundaries and a common vision to build trust and legitimacy. Through actions such as the participatory demarcation of borders, Virunga, and other partners, work with Indigenous communities to ensure that fair, defensible Park boundaries are agreed upon and maintained. Similarly CARPE partner RFUK engages men, women and IPs in community mapping to define boundaries. Update these actions regularly as situations change and may impact opinions and options.
- Identify options and examples of land ownership by women and IPs. These may include collective ownership, inheritance, retention of marital lands after death of husband, long term leasing or women and IPs being able to buy land. Consider how examples could be replicated.

---

<sup>36</sup> USAID Resilience, Environment and Food Security Bureau held a webinar on Appreciative Inquiry on June 25. PDF of slides [here](#) (partners can request access).

## Green Enterprises and Markets

### Integrate GESI Recommendations to Better Support Women and IPs in the Green Economy

- Question the logic and evidence behind if and how GESI can improve technical outcomes. CARPE can commission the design of a research and monitoring protocol to test if and how investing in women-owned green enterprises supports CARPE goals. Direct threats such as extensification from shifting cultivation or bushmeat hunting are embedded in gender and power relations so it is necessary to gauge how much control women and IPs actually have over these actions.

#### Can increased leadership of women and IPs lead to better conservation and enterprises?

Per the IIED SAGE approach and Leisher et al. (2016, 2017), incorporating women and IPs into conservation, land and forest management decision-making bodies leads to better management and improved enterprise approaches and options. In any case, this may be a prerequisite for women and IPs to adequately benefit from enterprises.<sup>37</sup>

- Given the lack of evidence that small scale enterprises and “alternative livelihoods” significantly improve rural economies and counter large scale threats, CARPE needs to focus more on ambitious approaches to partnering with the private sector such as in the The Health, Ecosystems, and Agriculture for Resilient, Thriving Societies ([HEARTH](#)) program, which includes Gorilla Coffee. This may include revitalizing plantations and concessions (with conditions to foster GESI and protect the environment) in rural areas that lack basic services. Another is working with other donors on the creation of an investment fund or agency for women and IP businesses (not NGOs) in conservation and climate change.



Women green entrepreneurs in Kinkole (Photo: Elodie Ntamuzimunda)

<sup>37</sup> It is unlikely that CARPE will have the resources to rigorously test if increased numbers/proportion of women and IPs in management and decision-making results in improved conservation outcomes, however anecdotal information would be useful. It is possible that relevant data are being collected by RFUK for CFCs.

## Civil Society

### Integrate GESI Recommendations to Better Support Women and IPs in Civil Society

- In discussion with the USAID/DRC Localization working group and the Office of Acquisition and Assistance (OAA), develop a realistic approach to localization that enables increased investment in local groups. (This is already in process.)
- Reach out to groups such as ECC, Catholic parishes and the Interfaith Rainforest Initiative, which has a [chapter in the DRC](#), to find ways to reach faith leaders about GESI in their conservation work.
- Engage women's groups working on rights, urban environment, GBV/sexual health, good governance and other issues to incorporate conservation, climate change and natural resource management in their work. Several people interviewed for this analysis represented groups that have national networks that could be mobilized. Points of engagement include 1) GBV; 2) bushmeat consumption and health; 3) women's land rights and ecosystem restoration; 4) food loss and waste (reducing GHG emissions); 5) women-led ecotourism; and 6) women-led sustainable agriculture. Family planning should be incorporated into a comprehensive program of maternal and child health.<sup>38</sup> Take care not to rely on the free labor of women, however, for example for tree planting, which in any case [may not be advisable as a climate change mitigation strategy](#).
- Consider ways to support environmental defenders, recognizing the inextricable link between protecting people, wildlife and ecosystems from violence, exploitation and degradation. Develop a strategy with USAID DRC mission's Democracy, Rights and Governance (DRG) experts within the Office of Peace and Security (PSO) that builds on their experiences in other countries where such support has come under the umbrella of "civil society strengthening." This strategy was undertaken in part to avoid directly identifying defenders who may be at risk.
- Support women and IP students at local universities, link them up so that they can become a united force for change. Consider ways to mobilize **alumni or old boy/old girl associations**, which are multiple and culturally important, to support women and IPs at their institutions.
- Link up women and IPs in community forestry concessions to create a national advocacy group such as is found in Nepal, where the national association FECOFUN has played a major role in sustaining community forestry and reducing deforestation; similarly, in Kenya and India women have been a driving force in environmental protection and justice (e.g., the [Greenbelt movement](#), the [Chipko movement](#)).
- Develop a communications strategy targeted to locally and internationally respected media focusing on how CARPE partners are improving the lives of women and IPs.
- Where there is a disconnect between immediate needs of IPs and women and conservation objectives, link them strategically and creatively. For example, offer panyas to IP women in literacy classes and design them with Indigenous art, literacy and conservation messages. Improve access to clean water through watershed and

---

<sup>38</sup> [High population growth](#) is often cited as a key driver of deforestation and biodiversity loss in the region. However this should not be the guiding motivation for funding family planning services. Such services must be provided as part of a holistic maternal and child health program undertaken by professionals.

wetlands restoration. Address food insecurity through access to disease-free seeds and plantings, which may also reduce extensification.

## Law Enforcement

### Integrate GESI Recommendations to Better Support Women and IPs in Law Enforcement

- Train a cadre of women rangers, using Virunga and other African PAs with women rangers and brigades as models.
- When women and IPs want to enter the PA to gather firewood or medicinal plants, develop clear guidelines and associate a well-trained ecoguard to accompany them (recommendation from CARPE IPLC Guide). A woman ecoguard could even be paired with a woman gatherer for longer term trust-building and knowledge sharing.
- Address human wildlife conflict in and around PAs, as this is a significant danger to women and also causes resentment against the PA.
- Consider replicating the Garamba model of collaborating with respected Indigenous<sup>39</sup> interlocutors to negotiate on enforcement issues.
- Consider creating safe spaces or women-only spaces in conservation areas.
- Encourage GBV screening to be incorporated into [Leahy vetting](#) of rangers and ecoguards.

## Recommendations for Achieving CARPE Cross-Cutting Themes

### Gender-Based Violence

#### Integrate GESI Recommendations to Better Support the Fight Against Gender-Based Violence

- Develop comprehensive approaches to GBV for each site/partner that include trauma healing, medical care and other follow up actions to support victims. Identify appropriate local institutions that can provide such services. Such investments (beyond the GRM) should be mandatory for GBV that occurs within the project site as a result of project actions.
- Although the term may raise sensitivities, there is quite a lot of discussion in gender circles, even within ICCN, about “positive masculinity. Without such a concept, regardless of what it is called, there is little hope of reducing GBV. This calls upon male authority figures in institutions to be role models. CARPE can diplomatically explore how this concept might work for conservation and climate change action, depicting men who care for and about women, children and the environment.
- Share with partners tools to combat GBV developed by the USAID/International Union for the Conservation of Nature (IUCN) partnership Advancing Gender in the Environment (AGENT). The DRC is a focus country and partners can apply for [Resilient, Inclusive and Sustainable Environment \(RISE\) grants](#).

---

<sup>39</sup> There is discussion within African Parks Network about whether “Mbororo” pastoralists are considered Indigenous Peoples.

## Indigenous Peoples

### Integrate GESI Recommendations to Better Support IP Participation and Inclusion

- Per recommendations from CARPE's [Guide to Partnering with Indigenous Peoples and Local Communities](#), seek ways to recognize the history and role of IPs in PAs through communications, Indigenous Knowledge schools, training for staff and recognition of elders.
- Support IP students at local universities, link them up so that they can become a united force for change. Learn what IP students need to flourish in these environments and incorporate that information into solicitations and guidelines.
- Develop a communications strategy targeted to locally and internationally respected media focusing on how CARPE partners are improving the lives of women and IPLCs.



## Youth

### Integrate GESI Recommendations to Better Support Youth

- Integrate GESI recommendations to better support youth in co-creation and planning using integrated groups of IP and “Bantu” youth. This approach has led to the identification of many commonalities and joint planning.
- Undertake study of dilemmas of young men in earning income and status and how that impacts on natural resource management (e.g., artisanal mining, militias, hunting).
- Use positive male and couple role models in leadership and training. Identify men and couples who promote and demonstrate gender equality.
- Cover basic health and psychosocial necessities of young men and women in conservation programs.

Indigenous Youth in Bukavu, May 2021 (Photo: Diane Russell)

- Consider a large-scale program of scholarships for young people in conservation and climate change. Such a program ([AFGRAD](#)) was a major success of USAID/Zaire/DRC in developing a leadership cadre in the country for agriculture.

## Localization

### Localization and GESI are mutually reinforcing

- In discussion with USAID/DC Localization office and OAA, develop a realistic approach to localization that enables increased investment in local groups, especially women and IP organizations that have been historically disadvantaged.
- Prioritize Indigenous knowledge and women's knowledge in crafting conservation and climate change mitigation and adaptation approaches. Pride in history and stewardship is also a prime motivator for collective action. The case of the Group of Village Organizations for Autonomous Development (GOVA) in Isangi DRC illustrates how

history and culture motivated people to work together to improve their livelihoods and invest in education (see the film [‘Mabele Na Biso’ \(Our Land\)](#)).

## Climate Change

### Integrate GESI Recommendations to Better Support Climate Change Policy and Practices

- Support strengthening of gender and IP elements of National Adaptation Plans (NAPs) and Nationally Determined Contributions (NDCs).
- Work with the Economic Growth/Feed the Future team, the Mai Ndombe Wildlife Works project and partners engaged in tree crops to identify low-emission agriculture and food security approaches/technologies that work for women farmers. These will differ depending on ecosystem, farming system and population density but general principles can be identified. Disseminate findings to CFCs and other groups engaged in agriculture, partnering with agricultural specialists such as the International Institute of Tropical Agriculture (IITA) or Rikolto (partner in Shade-Grown Cocoa).

## Recommendations for Monitoring, Evaluation and Learning

- Commission listening sessions with women, IPs and youth for new Activity designs.
- Integrate the findings and recommendations from this analysis into work plans, AMELPs and site level discussions.
- Link this GESI analysis with the Political Economy Analysis (expected early 2025) to identify structures that underlie and maintain power imbalances, corruption and impunity in CARPE sectors. Create a learning group to consider implications and next steps.
- Integrate GESI findings and insights into national policy recommendations.
- Promote a holistic approach to gathering social data and knowledge using deep listening and Appreciative Inquiry. The data should not be limited to “basic needs” but also focus on issues of trust, conflict, social norms, local views of environmental change and social progress (“grassroots indicators”).

## Annex A: Bibliography

Barrons. 4 Killed in Conflict in Eastern DRC. <https://www.barrons.com/news/4-killed-in-land-conflict-in-northeast-dr-congo-f8224390>

Accessed June 23, 2024.

Bialowolski, Piotr, Domoina Rakotobe, Andrea Marelli, Paolo Raggeri, and Carlo Paolini. “Use of the IMET tool in the evaluation of protected area management effectiveness in Central Africa.” *Journal of Environmental Management* 326: A (15 January 2023). <https://www.sciencedirect.com/science/article/pii/S0301479722022538>

Brockington, Daniel, and David Wilkie. "Protected areas and poverty." *Philosophical Transactions B* 370: 1681 (November 5, 2015).

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4614728/>

Chipko Movement. [https://en.m.wikipedia.org/wiki/Chipko\\_movement](https://en.m.wikipedia.org/wiki/Chipko_movement). Web page accessed July 10, 2024.

Cornwell, W. 2024. Conservation and economic development go hand in hand more often than expected. *Anthropocene Magazine*.

[https://www.anthropocenemagazine.org/2024/06/conservation-and-economic-development-go-hand-in-hand-more-often-than-expected/?utm\\_source=rss&utm\\_medium=rss&utm\\_campaign=conservation-and-economic-development-go-hand-in-hand-more-often-than-expected](https://www.anthropocenemagazine.org/2024/06/conservation-and-economic-development-go-hand-in-hand-more-often-than-expected/?utm_source=rss&utm_medium=rss&utm_campaign=conservation-and-economic-development-go-hand-in-hand-more-often-than-expected)

Cultural Survival. "Defend the defenders, Protect the protectors." *Cultural Survival Quarterly* 48, no.2 (June 17, 2024). <https://issuu.com/culturalsurvival/docs/csq-482>

Dove, M. 2009. A Revisionist View of Tropical Deforestation and Development. Cambridge University Press. <https://www.cambridge.org/core/journals/environmental-conservation/article/abs/revisionist-view-of-tropical-deforestation-and-development/2649A6660A4FAEC3B43BBA17234FDA0C>

DRC Ministry of Gender, Family and Children. Stratégie Nationale de Lutte Contre Les Violences Basées Sur Le Genre, Révisée (June 2020).

"Ethnic Conflict kills 11 people in western Congo." Reuters, January 31, 2024.

<https://www.reuters.com/world/africa/ethnic-conflict-kills-11-people-western-congo-2024-01-31/#:~:text=At%20least%203%2C000%20people%20have,leader%20Martin%20Suta%20told%20Reuters>

"From AFP News: 4 Killed In Land Conflict In Northeast DR Congo." Agence France Press, May 4, 2023. Barron's. <https://www.barrons.com/articles/4-killed-in-land-conflict-in-northeast-dr-congo-f8224390>

Front Line Defenders. "Olivier Ndoole Bahemuke, HRD Lawyer."

2024. <https://www.frontlinedefenders.org/en/profile/olivier-ndoole-bahemuke>

Gadsen, David. 2023. "Indigenous Knowledge, Captured on Maps, Aims to Protect Congo Basin Diversity." Esri blog (blog). August 15, 2023. <https://www.esri.com/about/newsroom/blog/congo-basin-indigenous-knowledge/>

Goldman Environmental Prize, The "2005 Goldman Prize Winner Corneille Ewango." <https://www.goldmanprize.org/recipient/corneille-ewango/#recipient-bio>

Guardian, the. 2024. [Biodiversity is Declining Even Faster in Protected Areas, Scientists Warn COP16.](#)

———. “2017 Goldman Prize Winner Rodrigue Katembo.

”<https://www.goldmanprize.org/recipient/rodrigue-katembo/>

Greenbelt Movement. <http://www.greenbeltmovement.org/> Web page accessed June 10, 2024.

Hautzinger, Sarah. “‘Do We Still Belong There?’ Interfaith Climate Organizations’ Critical Engagement at COP 28.” Engagement (blog). *Anthropology and Environment Society*. May 31, 2024. <https://aesengagement.wordpress.com/2024/05/31/do-we-still-belong-there-interfaith-climate-organizations-critical-engagement-at-cop28/>

Inter-agency Network for Education in Emergencies. Glossary term: Do No Harm. Web page accessed July 23, 2024. <https://inee.org/eie-glossary/do-no-harm>.

Interfaith Rainforest Initiative (IFI). “Uniting people of all faiths to end tropical deforestation.” Accessed June 25, 2024. <https://www.interfaithrainforest.org/>

———. “IRI DRC secures declaration of commitment by religious leaders to work collaboratively in the promotion of sustainable development.” May 15, 2024.

<https://www.interfaithrainforest.org/2024/05/15/iri-drc-secures-declaration-of-commitment-by-religious-leaders-to-work-collaboratively-in-the-promotion-of-sustainable-development/>

International Development Research Center. Grassroots Indicators of Desertification: Experiences from Eastern and Southern Africa. 1996

<https://idl-bnc-idrc.dspacedirect.org/server/api/core/bitstreams/c177f441-5f44-4990-9b41-c5700b22d646/content>

International Institute for Environment and Development (IIED). 2016. “From livelihoods to equity for better protected area conservation.” August 2016.

<https://www.iied.org/sites/default/files/pdfs/migrate/17370IIED.pdf>

IUCN. “Apply to the Resilient, Inclusive, and Sustainable Environments (RISE) grants challenge – 2024.” Accessed June 25, 2024. <https://genderandenvironment.org/rise-challenge/call/>

IPU Parline, Global Data on National Parliaments. “Democratic Republic of the Congo.”

Accessed June 25, 2024. <https://data.ipu.org/parliament/CD/CD-LC01/election/CD-LC01-E20181230/>

Le Bec, Christophe. “In Focus | DRC: Environment minister Eve Bazaiba at loggerheads with Congo’s forestry barons.” *Africa Intelligence*, June 6, 2023.

<https://www.africaintelligence.com/central-africa/2023/06/19/environment-minister-eve-bazaiba-at-loggerheads-with-congo-s-forestry-barons.109995065-ge0>

Leisher, Craig, Gheda Temsah, Francesca Booker, Michael Day, Leah Samberg, Debra Prosnitz, Bina Agarwal, et al. "Does the gender composition of forest and fishery management groups affect resource governance and conservation outcome? A systematic map." *Environmental Evidence* 5, no.6 (2016).

<https://environmentalevidencejournal.biomedcentral.com/articles/10.1186/s13750-016-0057-8>

Leisher, C. et al. [A preliminary theory of change detailing how women's participation can improve the management of local forests and fisheries](#). SocArXiv Working Paper. 2017.

MacGaffey, J. et al. 1991. [The Real Economy of Zaire: The contribution of smuggling and other unofficial activities to national wealth](#). University of Pennsylvania Press.

Milideo, Lauren. "Modern Seeds Aren't Ready For Climate Change: In a changing climate, smallholder farmers hold the key to feeding the world adapting our seeds, UVM evolutionary biologist Yolanda Chen says." University of Vermont Gund Institute for Environment.

<https://www.uvm.edu/news/gund/modern-seeds-arent-ready-climate-change>

Moïse, Robert E., and Diane Russell. "Engaging Indigenous Peoples and Local Communities: A Guide for CARPE Staff and Partners." Accessed June 25, 2024.

[https://pdf.usaid.gov/pdf\\_docs/PA00WPXD.pdf](https://pdf.usaid.gov/pdf_docs/PA00WPXD.pdf)

Moise, Robert E. [Partnering with Indigenous Peoples in CARPE Initiatives: Towards a New Conservation Practice](#), 2019.

Nater, Olivia. "The Disappearing 'Lungs of Africa': Deforestation in the Congo Basin." *Population Connection*. June 12, 2023. <https://populationconnection.org/article/the-disappearing-lungs-of-africa-deforestation-in-the-congo-basin/>

Nobel Prize website press release on economics prize 2024.

<https://www.nobelprize.org/prizes/economic-sciences/2024/press-release/>

Pearce, Fred. Why Ambitious Tree Planting Projects are Failing. Yale360, October 6, 2022.

<https://e360.yale.edu/features/phantom-forests-tree-planting-climate-change>

Peterson, R. 2017. Conversations in the Rainforest: Culture, Values and the Environment in Central Africa. Web edition, first published by Westview Press in 2010.

[https://web.archive.org/web/20190430162455id\\_/https://dune.une.edu/cgi/viewcontent.cgi?article=1000&context=env\\_facbooks](https://web.archive.org/web/20190430162455id_/https://dune.une.edu/cgi/viewcontent.cgi?article=1000&context=env_facbooks)

Peterson, R. D. Russell, P. West and P. Brosius. 2010. Seeing (and doing) Conservation through a Cultural Lens. *Environmental Management* 2010 Jan;45(1):5-18. doi: 10.1007/s00267-008-9135-1. Epub 2008 Jul 1.

<https://pubmed.ncbi.nlm.nih.gov/18592304/>

Pollini, Jacques. "Shifting Cultivation, Gender and REDD+ in Cameroon and the Democratic Republic of Congo – Brief." USAID, FCMC. 2015.

<https://biodiversitylinks.org/projects/completed-projects/forest-carbon-markets-and-communities-fcmc-project/resources/shifting-cultivation-gender-and-redd-in-cameroon-and-the-democratic-republic-of-congo>

Population Connection. The Disappearing "Lungs of Africa": Deforestation in the Congo Basin.

<https://populationconnection.org/article/the-disappearing-lungs-of-africa-deforestation-in-the-congo-basin/> Website accessed June 10, 2024.

Rainforest UK. Mapping for Rights. <https://www.rainforestfoundationuk.org/our-projects/mapping-for-rights/>

Website accessed June 11, 2024.

REPALEAC. "Strategy 2018-2025 for the Sustainable Development of Indigenous Peoples and Local Communities in Central Africa." [https://pfbc-cbfp.org/actualites-partenaires/PACL-repaleac.html?file=files/docs/partners/Repaleac%202020/REPALEAC%20Strategy\\_EN\\_final.pdf](https://pfbc-cbfp.org/actualites-partenaires/PACL-repaleac.html?file=files/docs/partners/Repaleac%202020/REPALEAC%20Strategy_EN_final.pdf)

f

Reuters. Ethnic Conflict Kills 11 in Western DRC Accessed June 24, 2024.

<https://www.reuters.com/world/africa/ethnic-conflict-kills-11-people-western-congo-2024-01-31/#:~:text=At%20least%203%2C000%20people%20have,leader%20Martin%20Suta%20told%20Reuters.>

Roe, D., et al. 2015. Are alternative livelihood projects effective at reducing local threats to specified elements of biodiversity and/or improving or maintaining the conservation status of those elements? [Environmental Evidence](#) 4, 22 (2015).

<https://environmentalevidencejournal.biomedcentral.com/articles/10.1186/s13750-015-0048-1>

Russell, D. and N. Tchamou. 2001. Soil Fertility and the Generation Gap: The Bene of Southern Cameroon. Chapter 10 in section on Intergenerational Equity and Access to Resources in Colfer, J. and Byron (Eds) *People Managing Forests: The links between human well being and sustainability*. New York: Routledge.

<https://www.taylorfrancis.com/books/edit/10.4324/9781936331789/people-managing-forests-carol-colfer-yvonne-byron>

Russell, Diane, P. Mbile and N. Tchamou. 2011. Farm and Forest in Central Africa: Towards an Integrated Rural Development Strategy. *J. of Sustainable Forestry*, Vol 30, 2011. Conservation and the Agricultural Frontier. Integrating Forests and Agriculture in the Tropics, Part 2.

<https://www.tandfonline.com/doi/abs/10.1080/10549811003757751>

Russell, Diane, and Malcom Russell Einhorn, Nicole Walter, Adi Greif, and Noureen Akber.

"Cross Sectorial Guide: Sustainable Landscapes & Democracy, Human Rights, and Governance." 2019. Accessed June 25, 2024. [https://pdf.usaid.gov/pdf\\_docs/PA00XD46.pdf](https://pdf.usaid.gov/pdf_docs/PA00XD46.pdf)

Russell, Diane and C. Ann Claus. 2023. "Anthropology" in Miller, D. Scales. I. and M. Mascia. Eds. *Conservation Social Science: Understanding People, Conserving Biodiversity*. Wiley <https://www.wiley.com/en-us/Conservation+Social+Science%3A+Understanding+People%2C+Conserving+Biodiversity-p-9781444337570>

Russell, D. 2023. Natural resource management in agricultural markets and food systems: Focus on Africa. [Agrilinks](#).

Russell, D. 2023. [What does anthropology have to say about misogyny?](#) *International Journal of Applied Psychoanalytic Studies*, Vol 30, Issue 3. Wiley.

Salopek, Paul, and Photographers Zhou Na & Gilles Sabrié. 2023. "Inside the 'factory of the world,' there is still a corner untouched by machines." *National Geographic*. July 2023. <https://www.nationalgeographic.com/culture/article/salopek-out-of-edden-china-yunnan-handmade-road>

Schneider, Victoria. "Poor governance fuels 'horrible dynamic' of deforestation in DRC." Mongabay: News & Inspiration from Nature's Frontline, December 21, 2020. <https://news.mongabay.com/2020/12/poor-governance-fuels-horrible-dynamic-of-deforestation-in-drc/>

Survival. "Green Genocide: 'The Baka belong to the forest. It is our home.' Baka community plea, Cameroon." <https://www.survivalinternational.org/campaigns/green-genocide>

Tanganyika Conflict Mitigation and Reconciliation project, Annual Report, 2021. Success story, page [https://pdf.usaid.gov/pdf\\_docs/PA00XX54.pdf](https://pdf.usaid.gov/pdf_docs/PA00XX54.pdf)

Toto, Elodie. 2023. "'We won't give up': DRC's Front Line Defenders award winner Olivier Ndoole Bahemuke." Mongabay: News & Inspiration from Nature Frontline, November 17, 2023. <https://news.mongabay.com/2023/11/we-wont-give-up-drcs-front-line-defenders-award-winner-olivier-ndoole-bahemuke/>

———. 2023. "Inaugural Indigenous women's forum spotlights Congo Basin conservation." <https://news.mongabay.com/2023/05/inaugural-indigenous-womens-forum-spotlights-congo-basin-conservation/>

United Nations, Climate Action. "Why women are key to climate action." Accessed June 25, 2024. <https://www.un.org/en/climatechange/science/climate-issues/women#:~:text=At%20the%20political%20level,%20research,and%20have%20stricter%20climate%20policies>

UN Environment Program. “Who are environmental defenders?” Accessed June 25, 2024. <https://www.unep.org/topics/environmental-law-and-governance/who-are-environmental-defenders>

UN Women, Africa. “Democratic Republic of Congo.” <https://africa.unwomen.org/en/where-we-are/west-and-central-africa/democratic-republic-of-congo>

USAID. “Safeguards for Activities Supporting Parks and Protected Areas.” Accessed June 25, 2024. <https://www.usaid.gov/environmental-procedures/environmental-compliance-esdm-program-cycle/safeguards-for-activities-supporting-parks-and-protected-areas>

———. “Vision for Central Africa Regional Program for the Environment.” January 2020. [https://www.usaid.gov/sites/default/files/2023-04/USAID\\_Vision%20Report\\_CARPE\\_03302023.pdf](https://www.usaid.gov/sites/default/files/2023-04/USAID_Vision%20Report_CARPE_03302023.pdf)

———. “Brief for USAID/Philippines on the integration of Sustainable Landscapes and Democracy, Rights and Governance.” December 19, 2019. Unpublished. <https://docs.google.com/document/d/1j0YL3tsmwBMj7jm2fSA4YIN8J98LWed3BTawjryJmwl/edit#heading=h.9gl24whacqaj>

———. “USAID-funded Tanganyika Conflict Mitigation and Reconciliation. Annual Report – FY 19. October 1, 2018-September 30, 2019.” [https://pdf.usaid.gov/pdf\\_docs/PA00WFDf.pdf](https://pdf.usaid.gov/pdf_docs/PA00WFDf.pdf)

———. “Updated Gender Analysis for the Central Africa Regional Program for the Environment (CARPE) 2018-2020.” May 2018. <https://docs.google.com/file/d/12HBwwTrBiXSFFnuEOJKuEi-supCUw6d1/edit?filetype=msword>

———. “Guidelines for learning and applying the Natural Resource Governance Tool (NRGT) in landscapes and seascapes.” June 2015. [https://pdf.usaid.gov/pdf\\_docs/PBAAE424.pdf](https://pdf.usaid.gov/pdf_docs/PBAAE424.pdf)

———. “Staying Engaged: Program Strategy in the Democratic Republic of the Congo.” 1999. [https://pdf.usaid.gov/pdf\\_docs/pdabr863.pdf](https://pdf.usaid.gov/pdf_docs/pdabr863.pdf)

USAID, CARPE. “Small holder clearing drives forest loss in the Congo Basin.” Accessed June 25, 2024. <https://carpe.umd.edu/news/small-holder-clearing-drives-forest-loss-congo-basin>

USAID, FCMC (Forest Carbon, Markets and Communities). “Social and Environmental Soundness (SES).” Accessed June 25, 2024. <https://biodiversitylinks.org/projects/completed-projects/forest-carbon-markets-and-communities-fcmc-project/task-areas/SES>

USAID, Republic of Zaire Department of Rural Development. “Second Annual Report October 1988-October 1989. USAID/Zaire Area Food and Development Project (660-0102).” [https://pdf.usaid.gov/pdf\\_docs/PDABA287.pdf](https://pdf.usaid.gov/pdf_docs/PDABA287.pdf)

USAID/Zaire. Mission-Wide Evaluation of Women in Development. 1988.

[https://pdf.usaid.gov/pdf\\_docs/pdabm646.pdf](https://pdf.usaid.gov/pdf_docs/pdabm646.pdf)

Vice News. “The Congolese Tribes Selling Weed to Survive | WEEDIQUETTE.” YouTube Video, 42:16, May 21, 2024. [https://www.youtube.com/watch?v=REu0M\\_naDIs](https://www.youtube.com/watch?v=REu0M_naDIs)

Vice News, 2024. “The Disturbing Use of Mass Rape in DRC.” YouTube Video.

<https://youtu.be/-lffpoUQpDc?si=LcVdqlv56u0Zcnaz>

Volcourt, Nicholas, Jeffrey Walters, Sara Carlson, Katie Safford, Lexine Hanson, Diane Russel, Kristi Tabaj, and Rachel Golden Kroner. “Mapping drivers of land conversion among small holders: A global systems perspective.” *Agricultural Systems*, 218 (June 2024).

<https://www.sciencedirect.com/science/article/pii/S0308521X24001367?dgcid=coauthor>

Whippman, Ruth. “Boys Get Everything, Except the Thing That’s Most Worth Having.” *New York Times*. June 5, 2024. [https://www.nytimes.com/2024/06/05/opinion/boys-parenting-loneliness.html?smid=nytcore-ios-](https://www.nytimes.com/2024/06/05/opinion/boys-parenting-loneliness.html?smid=nytcore-ios-share&referringSource=articleShare&u2g=c&pvid=2D6D992E-DE6F-430C-A4B4-D6CF0A2FAE26&sgrp=c-cb)

[loneliness.html?smid=nytcore-ios-](https://www.nytimes.com/2024/06/05/opinion/boys-parenting-loneliness.html?smid=nytcore-ios-share&referringSource=articleShare&u2g=c&pvid=2D6D992E-DE6F-430C-A4B4-D6CF0A2FAE26&sgrp=c-cb)

[share&referringSource=articleShare&u2g=c&pvid=2D6D992E-DE6F-430C-A4B4-](https://www.nytimes.com/2024/06/05/opinion/boys-parenting-loneliness.html?smid=nytcore-ios-share&referringSource=articleShare&u2g=c&pvid=2D6D992E-DE6F-430C-A4B4-D6CF0A2FAE26&sgrp=c-cb)

[D6CF0A2FAE26&sgrp=c-cb](https://www.nytimes.com/2024/06/05/opinion/boys-parenting-loneliness.html?smid=nytcore-ios-share&referringSource=articleShare&u2g=c&pvid=2D6D992E-DE6F-430C-A4B4-D6CF0A2FAE26&sgrp=c-cb)

Wikipedia. Participatory Rural Appraisal. Website accessed June 23, 2024.

[https://en.wikipedia.org/wiki/Participatory\\_rural\\_appraisal](https://en.wikipedia.org/wiki/Participatory_rural_appraisal)

Wildlife Works. “The Mai Ndombe REDD+ Project.” Accessed June 25, 2024.

<https://www.wildlifeworks.com/redd-projects/mai-ndombe>

Workman, Belle, Carla Pascoe Leahy, Jacqueline Peel, Kathryn Bowen, and Rebekkah Markey-Towler. “Women leading the fight against climate change.” *Race to Zero*. March 8, 2022.

<https://climatechampions.unfccc.int/women-leading-the-fight-against-climate-change/>

World Wildlife Fund. “The Care – WWF Alliance.” Accessed June 25, 2024.

<https://www.worldwildlife.org/partnerships/care-wwf-alliance>

## Useful tools mentioned in this analysis

[Appreciative Inquiry](#)

[Participatory Rural Appraisal](#) (FAO Guide)

[IMET](#)

[IIED SAGE](#)

[CARPE Guide to Partnering with Indigenous and Local Communities](#)

[Partnering with Indigenous Peoples in CARPE Initiatives: Towards a New Conservation Practice](#)

[Forest Carbon, Markets and Communities Social and Environmental Soundness for REDD+](#)

[materials](#)

[Cross-Sectoral Guide: Democracy, Rights and Governance and Sustainable Landscapes](#)

[Grassroots Indicators for Desertification](#)

## Other useful guides and reference materials

[2020 USAID/DRC Gender Analysis](#)

[Policy on Promoting the Rights of Indigenous Peoples \(PRO-IP\)](#)

[Effective Engagement with Indigenous Peoples in the Biodiversity Sector](#)

[Effective Engagement with Indigenous Peoples: USAID Sustainable Landscapes Guidance Document](#)

[USAID Community Engagement Guide for Protected Areas](#)

[Gender and Biodiversity Resources on BiodiversityLinks](#)

[Conservation Social Science textbook](#)

## Annex B: Questionnaire Sent to Partners

### QUESTIONNAIRE

#### Project Information

Project:

Partner(s):

Location(s):

Name(s) of Gender POC/Respondent:

Staffing: No. of Male\_\_\_\_\_ No. of Female (or % Male\_\_\_\_\_ % Female\_\_\_\_\_)

No. of Indigenous Persons \_\_\_\_\_

1. How have gender equality and women's empowerment contributed to:

- Your project objectives and results
- CARPE's biodiversity conservation and Protected Area objectives
- Climate change objectives

2. Are there Indigenous Peoples established in your area? If so, how have IPs working in your project and interacting with you contributed to (if relevant, include other categories of marginalized peoples):

- Your project objectives and results
- CARPE's biodiversity conservation and Protected Area objectives
- Climate change objectives

3. What gender equality and social inclusion (GESI) objectives, if any, have you set over the past five years? Please list and provide relevant details.

4. What has been your progress in achieving those objectives? Rate each objective as 1-High level of progress, 2-Medium level of progress, or 3-Low level of progress, and provide relevant details.

5. What are the five most critical actions remaining to achieve objectives mentioned above if not achieved yet? Please list and include evidence for the effectiveness of particular actions and approaches in mitigating harm and providing benefit.
6. What are the biggest constraints to achieving those objectives? Please include, where relevant, issues concerning GBV (and overall peace and security) and efforts to combat them. Note if these issues emerged as a result of your Grievance and Redress Mechanism (GRM).
7. Have you recruited and retained female and IP staff since 2013? If yes, how many? If so, what has been the impact on your programming? Rate each action as 1-High impact, 2-Medium impact, or 3-Low impact, and provide relevant details.
8. Since 2018, have you carried out a gender analysis at your site(s) or your program? If so, would you be willing to share the findings of your gender analysis? (for private use only)?
9. Since 2018, if you carried out a Basic Necessities Survey (BNS) or similar socioeconomic survey can you please provide information relevant to gender and Indigenous differentials in assets, income, employment, or other factors?
10. Please provide any observations on the status and roles of youth, internally displaced people (IDPs), or other marginalized groups in your project, if relevant.
11. How can the USAID and CARPE program assist you in achieving GESI results?
12. Are there any other issues not covered in the questionnaire that you would like to discuss?

[Link](#) to consolidated responses to questionnaire (internal to USAID).

## Annex C: CARPE IV Vision Activities

The CARPE IV Vision aspires to achieve: A Congo Basin with healthy ecosystems and dynamic local leadership that supports stability and prosperity in communities. This Vision is realized through its four key themes: land governance, civil society, green enterprises and markets, and law enforcement work for biodiversity and forests. Each theme is grounded in GESI and supports GESI through implementation of the theme specific strategic approaches used in CARPE activities.

The Land Governance theme supports GESI by investing in PAs, mobilizing financing for forest management, conserving biodiversity, and building institutional capacity for land use management. CARPE activities in this theme include:

- Tulinde Mazingira Ya Okapi, Kwa Maendeleo Yetu (Protect the Okapi Habitat) Activity (WCS), Okapi Wildlife Reserve, Ituri, DRC
- Engaging the Private Sector: Tourism Expansion in the Nouabalé Ndoki National Park Activity (WCS), ROC
- Policy and Capacity Building: Forest Resource Management Activity (USFS), Regional

- Salonga Conservation and Sustainable Management Partnership Activity (WWF), DRC
- Forest for the Future Activity (RFUK), DRC

The Civil Society theme supports GESI by strengthening environmental monitoring and advocacy efforts. CARPE activities in this theme include:

- Community Forests Concessions Activity (RFUK), Equateur, Maniema and North Kivu, DRC
- Empowering Communities: Community Based Countering Wildlife Trafficking Activity (APN), Garamba National Park, Haut Uele, DRC
- Strengthening Conservation Management in Central Africa Activity (USFWS), Regional

The Green Enterprises and Markets theme supports GESI by supporting conservation-friendly and inclusive market systems. CARPE activities in this theme include:

- USAID's Conservation through Economic Empowerment in the ROC Activity (Tetra Tech), ROC
- Soso Pona Moto Nyonso (Poultry) Activity (WCS), ROC
- Garamba Alliance Activity (Adam Smith International Ltd.), Garamba National Park, DRC
- USAID's Gorilla Coffee Alliance Activity (TechnoServe), South Kivu, Kahuzi Biega National Park, DRC
- CEERC, Conservation Through Economic Empowerment in the ROC Activity (Tetra Tech)
- Positioning Shade-Grown Cocoa to Improve Conservation and Rural Livelihoods Activity (UCLA), Okapi Wildlife Reserve, Ituri, DRC
- USAID's Forest and Biodiversity Support Activity (Tetra Tech) Regional
- Virunga Development Activity (Virunga Foundation), DRC

The Law Enforcement theme supports GESI by strengthening law enforcement capacity to combat wildlife and forest crime and improving regional and interagency coordination and collaboration. CARPE activities in this theme include:

- Protected Area Management: Garamba/Chinko Protected Areas Activity (APN), Garamba NP, Haut Uele, DRC, Chinko Nature Reserve, CAR

- Forestry and Biodiversity Support Activity (Tetra Tech), Regional
- Strengthening Conservation Management in Central Africa Activity (USFWS), Regional

**CLEARANCES (USAID/DRC):**

<b>Requestor:</b>	Elodie Nsamba, CARPE Gender POC	
<b>CARPE Office Director:</b>	Ani Zamgochian	Date: <u>11/06/2024</u>
<b>DOC Office:</b>	XXXX XXXXX	Date: <u>.../...../2024</u>
<b>Program Office Director:</b>	XXXXXXXXXXXXXX	Date: <u>.../...../2024</u>
<b>Acting Deputy Mission Director:</b>	XXXXXXXXXXXXXX	Date: <u>.../.../2024</u>