Empowering women in conservation

Because conservation is important for the well-being of women and their families, women:



can be powerful and motivated advocates for conservation



can inform conservation efforts about how their communities depend on natural



should have the right to be involved in decisions that affect the resources they depend on.

This is not just a "women's issue"

Men & women can work together as partners to inform, develop, and implement solutions that are important for their communities

Men can be "gender champions" that support women & help build their capacity to work in conservation

Men, women, & children can benefit from gender mainstreaming in conservation

Women can be effective agents of change, including in:

Research

Monitoring

Organizing communities

Raising awareness

the capacity to be

involved

Advocacy

Generating funds

Gender norms: Social expectations about what the different genders can & should do Gender roles in the household & Unequal access to education community **Perceptions & Biases** Perception that Bias against Perception that women don't have women don't have women's

Gender norms shape the roles that women take + their access to education and opportunities

Gender issues are rooted deeply in social & traditional ways of being; changing them requires time, trust, and awareness of the social context.

Key principles

the right or place to

be involved

Context sensitivity

knowledge and

perspectives

Do No Harm

Intersectionality

Meaningful participation

Gender mainstreaming includes working for gender equity institutions:



CONSERVATION **ORGANIZATIONS** (NGOs, CSOs)



COMMUNITIES

AUTHORITIES, **DECISION-MAKERS** above village level

CAUTIONS!

A common issue that comes up when projects work to engage women is an 📥 increase in conflict in households.



Be sensitive to this! Engage husbands, families, & communities to help them understand & support women's involvement, and make it easier for women to participate while maintaining household

Consider the additional burden (time, energy, risk) your project expectations might put on women

Assess these risks & additional responsibilities, and work with community members to minimize these impacts!

Working on gender requires TRUST **SENSITIVITY** MONITORING OF IMPACTS TIME

Incorporate gender equality as a goal in each project

Coordinate gender goals, strategies, & activities across different activities, long-term

Try to collaborate or consult with groups that have experience working on gender issues

It is a **big effort**



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This framework can help quide you in thinking about gender mainstreaming in your projects & organizations

Concern about

safety and expense

of traveling to

activities

Don't think that

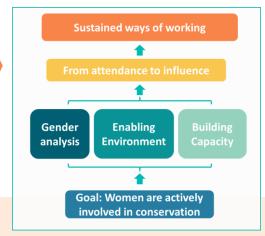
their involvement is

important

Shy to speak in

front of mixed men-

women groups



CRITICAL PARTNERSHIP FUND

> You can use EMPATHY to help you mindfully assess how your project supports women along this framework

> > Consider the experiences & perspectives of women, and how this influences their access to conservation involvement...

> > > ...and how you can

work to reduce

barriers to their

involvement in

conservation

Time needed for tending to household, childcare, livelihood

Gender norms discouraging women's involvement outside of household

> Fear of disapproval from family, neighbors

> > Lack of confidence in public speaking

> > > Scheduling activities

Have participants travel in groups

Covering the costs of a travel companion (e.g. family member)

at most convenient times for women Providing childcare at the activity site

Livelihood strengthening

support

Gender focal person - project

Gender sensitivity trainings and

Training in importance of women in conservation & communities

Providing financial support for travel

> Have women-only spaces available

Public platforms for sharing their voices

member

engagement with communities, including husbands and parents



staff and/or community

Trainings + practical experience in public speaking and other skills

Connect to other

women role models,

networks

Using the framework to think through important questions about how your work will involve & impact women:

