

Empowering women in conservation

KNOWLEDGE PRODUCT
.....
TRAINING MODULES



CRITICAL ECOSYSTEM
PARTNERSHIP FUND

A woman in a green patterned top and a long striped skirt stands at the front of a room, smiling and holding a green folder. She is addressing a group of women who are seated on the floor, facing her. The room has white walls with several posters and diagrams pinned to them. The lighting is bright, and the atmosphere appears to be a professional training or workshop session.

Empowering women in conservation

About

This knowledge product is based on experiences of CEPF Grantees in the Indo-Burma Hotspot, and is meant to provide useful information and guidelines for supporting women in conservation. *Licensed under [CC BY-NC 4.0](#).*

Funded as a part of the CEPF "Building on Success" learning resource series, which aims to promote effective conservation practices across the planet.

How to use this knowledge product

This is a training with 3 modules that can be self-guided or delivered by a trainer to a group, with extra explanations in the optional **Training Script** document.

For more in-depth information on any of the topics covered, there are many useful references available, including those in the Annex (Further Learning).



CEPF is a joint initiative of l'Agence Française de Développement, Conservation International, the European Union, the Global Environment Facility, the Government of Japan and the World Bank.

Modules

Module 1

Why gender is
important in
conservation

Context, Rationale, and
Key Considerations

Module 2

Framework:
Working to
empower
women in
conservation

Module 3

Ways of thinking
& Working in
projects

Annex

Further learning:
Useful resources

Module 1

Why gender is important in conservation

Village women showing a female research team how they sort the fish catch in Mon State, Myanmar.
© TSWhitty

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 resources



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



Women's reliance on
natural resources

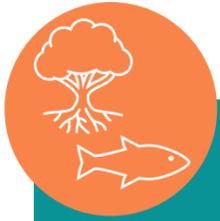


Women's experience
& knowledge



Women's rights are
human rights

3 REASONS WHY WOMEN
SHOULD BE INVOLVED IN
CONSERVATION



Women's reliance on natural resources

Threats to natural resources can negatively impact communities who depend on them.

This includes women and the households that they often manage.



Women's experience & knowledge



Women's rights are human rights

These impacts can be **different between men and women** depending on gender roles, so it is important to understand how women – and their families – use and rely on resources.

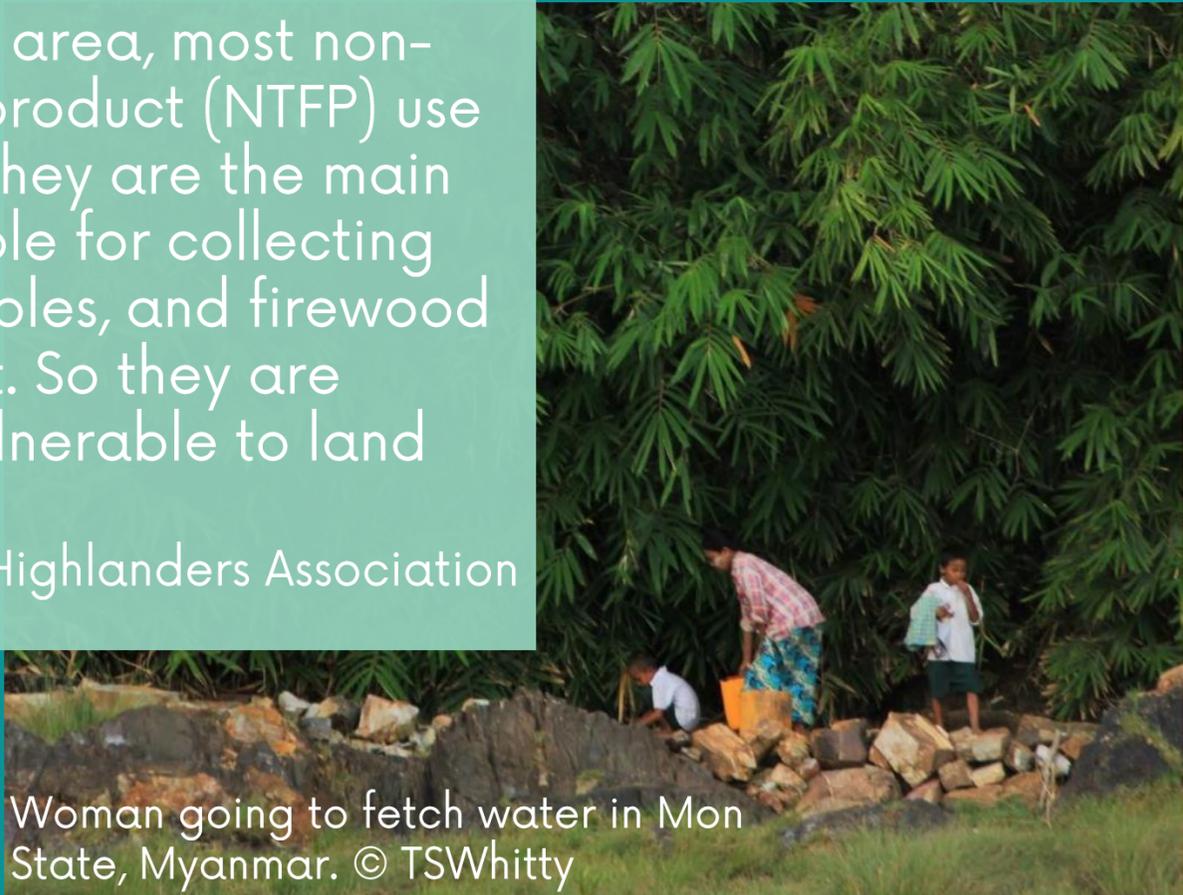


Women's reliance on natural resources

Cambodia

"In our project area, most non-timber forest product (NTFP) use is by women. They are the main ones responsible for collecting water, vegetables, and firewood from the forest. So they are particularly vulnerable to land loss."

Highlanders Association



Woman going to fetch water in Mon State, Myanmar. © TSWhitty



Women's fish processing group in Ou Akol, Cambodia

© Kriya Sith, CI
ក្រុមស្ត្រីកែច្នៃត្រីអនុវត្តគោលការណ៍នាម័យកែច្នៃត្រីសំរាប់លក់ទៅទីផ្សារភ្នំពេញ
Women's fish processing group hygienically processing fish for sale in Phnom Penh market

Cambodia

"Because many of them work in fish processing, women benefit from strong community fisheries management. If the Community Fisheries Committee is not managing fisheries effectively, it will impact women's livelihoods."

Conservation International (CI)



Women's reliance on natural resources



Women's experience & knowledge



Women's rights are human rights

Women can contribute to conservation with their knowledge, experience, and skills related to how they use resources, manage their livelihoods and households, and participate in their communities.

These can includes knowledge and skills that they already have, as well as knowledge and skills that they can learn and use in the future.



Women's experience & knowledge

northern Vietnam

Women have an important role in processing aquaculture products.

So they have the skills to contribute to projects on making those products more valuable.

This includes a “queen of the kitchen” competition to promote product innovations.

Center for Water Resources Conservation and Development (WARECOD)



Women teaching visiting researchers about the mud crab market chain. Gulf of Mottama, Myanmar. © TSWhitty

Cambodia

With their experience in managing household finances, women are seen as strong with financial management.

Fisheries Action Coalition Team (FACT)

Thailand

Women have particular knowledge about food from local edible plants, so they lead Local Ecological Knowledge research efforts on these resources

Mekong Community Institute Assoc. (MCI)



Women's reliance on natural resources



Women's experience & knowledge



Women's rights are human rights

Ethically, it is important that women have the right to be involved in decisions that affect their well-being.

Internationally, women's rights are recognized under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW 1979). Many countries also have policies protecting women's rights. Many donors and funding sources have gender mainstreaming policies and requirements.



Sustainable Development Goals
SDG 5: Achieve gender equality and empower all women and girls

Including Target 5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

Women's rights are human rights



CEPF Gender Policy

“...Gender issues and considerations will be actively incorporated throughout the grant-making process and progress on gender-related outcomes will be monitored.”

Gender Toolkit

This is not just a "women's issue"

Gender focal persons
© Kbal Romeas village,
My Village

Men & women are
"2 wings of the
same bird"

Their communities (the "bird") will fly farther if both wings work together
If women do not have a voice, society loses opportunities to benefit from their ideas, solutions, contributions to communities & conservation

This is not just a "women's issue"

Men can also be harmed by gender biases & stereotypes about men & masculinity

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



This is not just a "women's issue"

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

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



Women can be effective **agents of change**

Development and humanitarian projects have found that where women are meaningfully included in community activities and decisions, the **whole community benefits from:**



ENHANCED ECONOMIC
DEVELOPMENT



IMPROVED PROSPECTS FOR
FUTURE GENERATIONS



STRENGTHENED POLITICAL
& SOCIAL SYSTEMS

Women can be effective agents of change

When women are more educated and empowered, economies & community well-being grow:

- Greater sharing in problem solving
- More opportunities for all
- Benefits for children include:
 - Reduced child mortality
 - Improved health & opportunities mean better quality of life for future generations



ENHANCED ECONOMIC
DEVELOPMENT



IMPROVED PROSPECTS FOR
FUTURE GENERATIONS



STRENGTHENED POLITICAL
& SOCIAL SYSTEMS

Women can be effective agents of change

Research + Monitoring

Women lead Local Ecological Knowledge research on local edible plants and present their findings to communities, authorities, and other organizations with our support

Thailand | MCI

Women who gained knowledge and skills with our project became more motivated to take care of community issues and are capable of mobilizing communities against threats like land encroachment and illegal fishing

Cambodia | FACT



Monitoring local lakes in Cambodia
© 3S Rivers Protection Network (3SPN)

Women can be effective agents of change

Raising awareness

Women are now active in sharing information on indigenous communities' issues (including women's issues) to national and international platforms, such as National Indigenous People's Day and Facebook Live talkshows

Cambodian Indigenous Youth Association (CIYA)



Announcement for Facebook Live event featuring women's voices © CIYA

Advocacy

After building their skills and experience with the project, women are confident in approaching local authorities and other stakeholders to advocate for their communities.

Cambodia | My Village

Women are able to facilitate meetings, produce and submit reports to Commune Councils and local Fisheries Administration officials, and advocate to the public, media, and national government.

They are also strong advocates at international and regional events, such as the Save the Mekong Coalition.

Cambodia | FACT



Community Fishery committee members spreading information on recourse mechanisms © FACT

Some important terms

From the CEPF Gender Policy + Gender Toolkit

Gender Norms

Behaviors or attributes that society assigns to a particular sex.

Gender Balance

Commonly used in reference to equal participation of women and men in all areas of work, projects or programs

Gender Equality

State or condition that affords women & men equal enjoyment of human rights, socially valued goods, opportunities, and resources

Gender Equity

The process of being fair to women and men. Measure must be taken to compensate for historical & social disadvantages that prevent women & men from operating on a level playing field.

Gender Perspective

Taking into account gender-based differences when looking at any social phenomenon, policy, or process

Gender Integration

Strategies applied in program assessment, design, implementation, & evaluation to take gender norms into account and to compensate for gender-based inequalities

Gender Mainstreaming

Incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions, as well as into the institutional culture of an organization

Some important terms

From the CEPF Gender Policy + Gender Toolkit

SIMPLIFIED

Gender Norms

What activities & behaviors are expected of women & men based on their gender

Gender Balance

Having equal participation of women & men (50:50) in an activity, project, organization

Gender Equality

Where women & men can equally access and benefit from opportunities, resources, and rights

Gender Equity

A context that is fair to women and men, which includes compensating for historical and ongoing imbalances (or unfair conditions); e.g., supporting women to overcome disadvantages due to unequal access to education

Gender Perspective

Considering gender issues (norms, roles, experiences of men & women) in your work

Gender Integration

Implementing a **gender perspective** in your work; incorporating an understanding of gender norms, existing inequalities between men & women, and ways of working for greater equality and equity

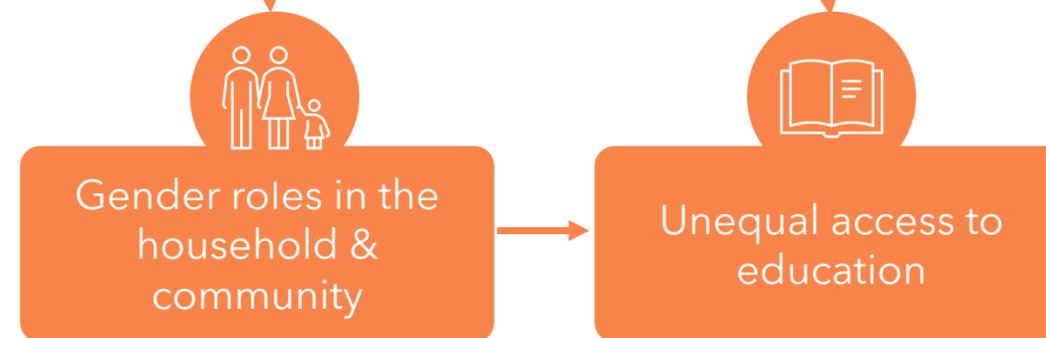
Gender Mainstreaming

Applying **gender integration** throughout your activities, project, and organization

Underlying Context

Gender norms:

Social expectations about what the different genders can & should do



In many cultures, gender norms include expectations that:

- Women care for the children
- Women are responsible for managing household duties, including cooking and cleaning
- It is not appropriate/safe for women to act or travel independently
- Men are the leaders in the communities and in the household

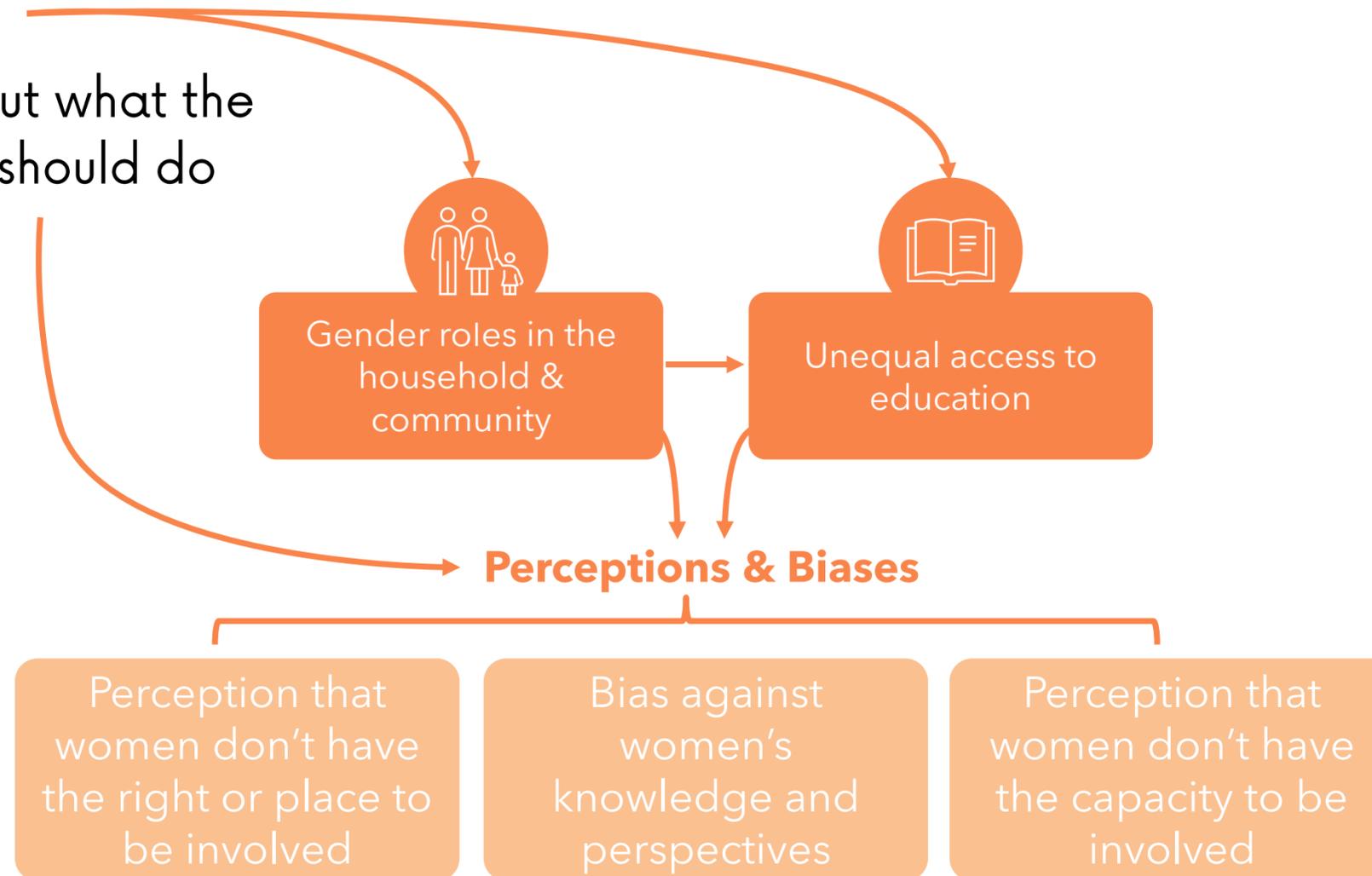
This shapes the roles that women take in the community and in households.

It also means that girls & women are often not provided equal access to education as boys & men, since it is expected they will not work outside of the house

Underlying Context

Gender norms:

Social expectations about what the different genders can & should do

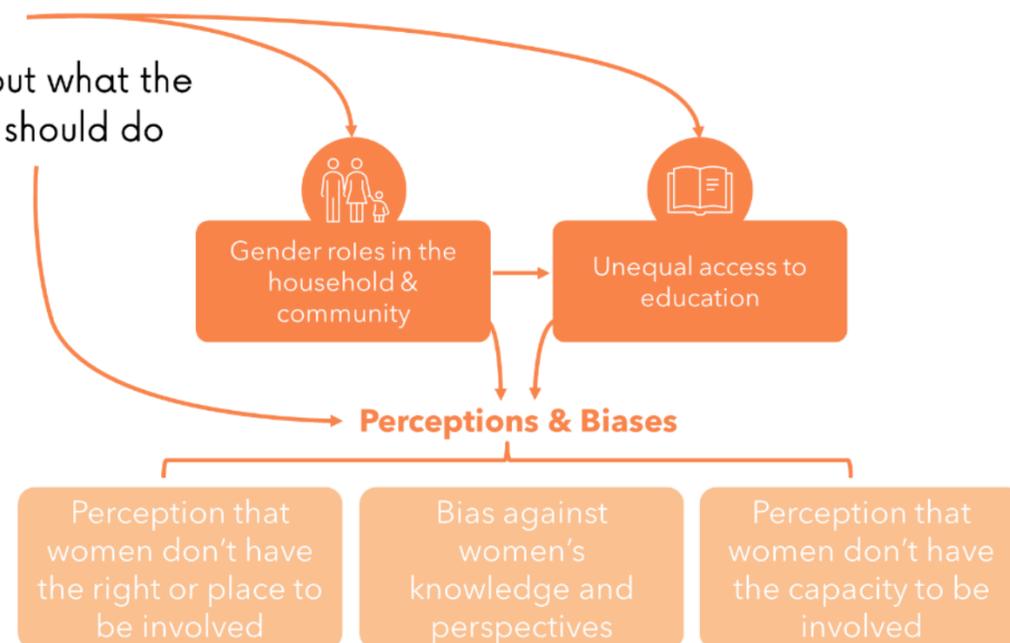


Underlying Context

MODULE 1 | WHY GENDER IS IMPORTANT IN CONSERVATION

Gender norms:

Social expectations about what the different genders can & should do



So, gender issues are rooted in deeply-held beliefs, tradition, and practices – and so can be difficult and complicated to change.

It is important to consider this context when designing & implementing activities involving women or related to gender issues!

Gender mainstreaming across institutions (More in MODULE 2)



CONSERVATION
ORGANIZATIONS
(NGOs, CSOs)



COMMUNITIES



AUTHORITIES,
DECISION-MAKERS
above village level

Gender mainstreaming across institutions

Conservation Organizations can incorporate gender considerations within their own organization through:

- Developing a gender policy for the organization & its activities
- Committing to equity in hiring women & men
- Ensuring that women have access to higher positions & decision-making
- Policies, practices to support female staff
- Enabling environment for women: organization's culture, norms (women feel respected, safe, supported)
- Organizational capacity for gender equity: Building staff awareness, obtaining resources to support gender equity

CONSERVATION ORGANIZATIONS (NGOs, CSOs)

COMMUNITIES

AUTHORITIES, DECISION-MAKERS above village level

Gender mainstreaming across institutions

Within communities, supporting greater gender equity includes:

- Understanding gender roles and norms in households, communities, and natural resource use & management
- Working with women & men to raise awareness of the importance of women's involvement
- Supporting representation of women in activities, leadership, and decision-making

CONSERVATION
ORGANIZATIONS
(NGOs, CSOs)

COMMUNITIES

AUTHORITIES,
DECISION-MAKERS
above village level

Gender mainstreaming across institutions

Supports for gender equity among authorities and decision-makers above the village level can include:

- Improved gender representation in positions of influence (decision-makers, authorities, lawyers, government officials, national media)
- Platforms for sharing women's voices to audiences beyond their communities
- Incorporation of women's voices & ideas in state, national, and international decisions and policies

CONSERVATION
ORGANIZATIONS
(NGOs, CSOs)

COMMUNITIES

AUTHORITIES,
DECISION-MAKERS
above village level

Key principles & Considerations

MODULE 1 | WHY GENDER IS IMPORTANT IN CONSERVATION



Focus Group Discussions on project impacts to women and men in the Gulf of Mottama Project. © TSWhitty

Key principles & Considerations

MODULE 1 | WHY GENDER IS IMPORTANT IN CONSERVATION

Context sensitivity

“Do No Harm”

Meaningful participation

Intersectionality

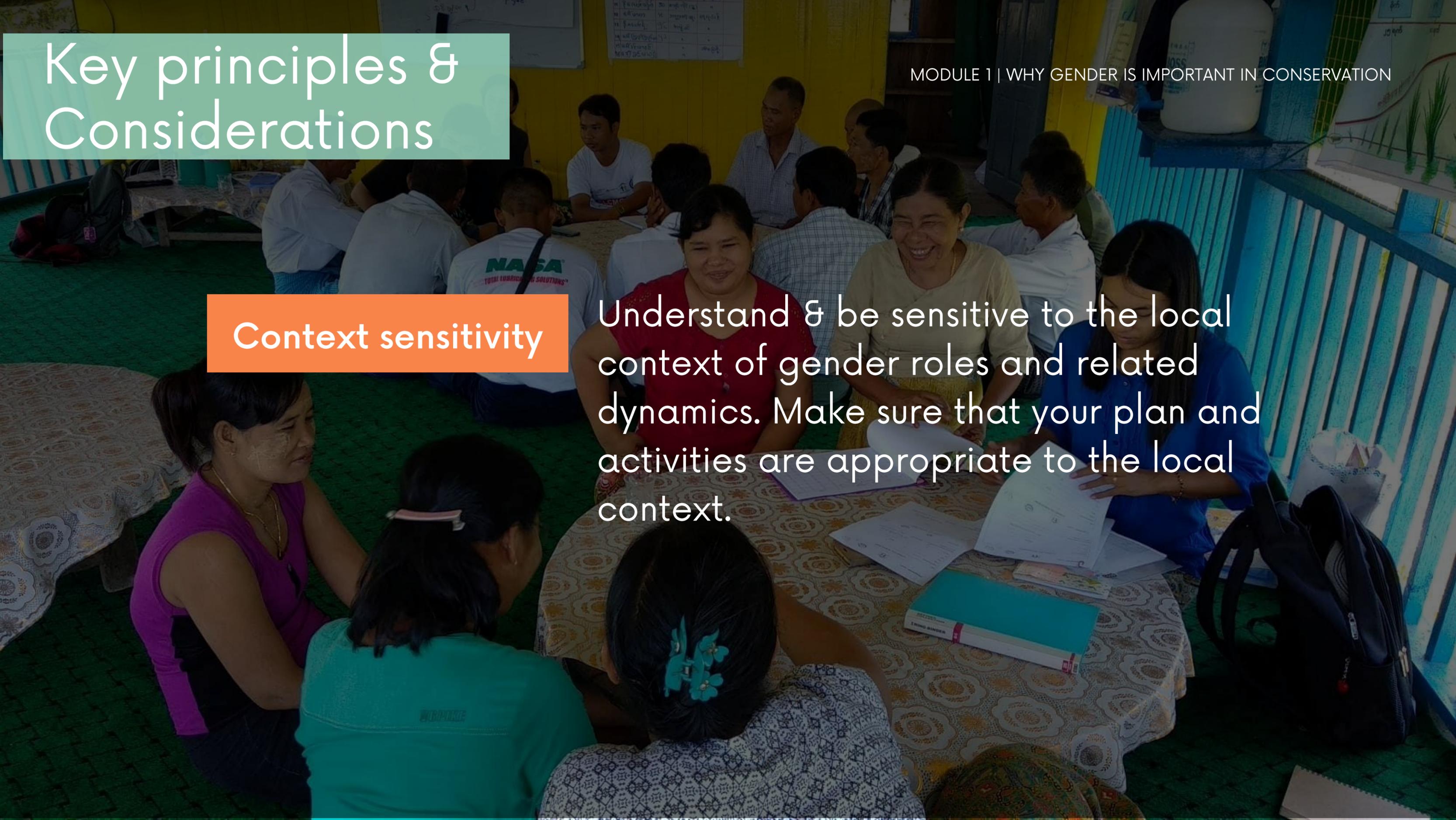


Key principles & Considerations

MODULE 1 | WHY GENDER IS IMPORTANT IN CONSERVATION

Context sensitivity

Understand & be sensitive to the local context of gender roles and related dynamics. Make sure that your plan and activities are appropriate to the local context.



Key principles & Considerations

MODULE 1 | WHY GENDER IS IMPORTANT IN CONSERVATION

A common principle for humanitarian aid and medical professionals: The well-being of the people we are trying to help must be the focus of our efforts to help them.

“Do No Harm”

→ Project interventions must not cause harm to the target communities.

Key principles & Considerations

MODULE 1 | WHY GENDER IS IMPORTANT IN CONSERVATION

Many projects might aim for 50% (or similar) of their activity participants to be women, but this does not tell us much about how these women are participating.

It is important to support women to **actively participate (and lead)**, not just to attend meetings without acting

Meaningful participation

Key principles & Considerations

MODULE 1 | WHY GENDER IS IMPORTANT IN CONSERVATION

Gender is important, but there are many other factors that also influence how a person is treated.

These include: ethnicity; religion; socioeconomic status; disability; age. These can also interact to have a combined effect (e.g., experiences of indigenous women, indigenous men, non-indigenous women, and non-indigenous men are all different)

Intersectionality

CAUTION

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

This can be a result of:

- Husbands/other family members not approving of their wives being active in the community
- Wives not having enough time to participate in activities *and* tend to their household/childcare duties → husbands/other family members get upset
- Disapproval/gossip from community members about women who become active outside of their households

CRITICALLY IMPORTANT

ensure that your activities avoid this as much as possible – through engaging husbands, families, and communities to help them understand and support women's involvement, as well as making it easier for women to participate while maintaining their household activities

CAUTION

Consider the **additional burden** your project expectations might put on women who are already busy.

Think about:

How your project adds responsibilities to your participants' lives

e.g., women are often expected to prepare food for project events; all participants need to make time to attend meetings/events, trainings, etc.

How your project might add risk to your participants' lives

e.g., risk of being punished for speaking out against government projects; travel-related safety risks; etc.

Whether your project supports women (and other participants!) to make these additional responsibilities and risks minimal and manageable

CRITICALLY IMPORTANT:

ensure that you assess these risks & additional responsibilities, and work with community members to minimize these impacts!



Working on gender issues requires

trust
sensitivity
monitoring of impacts
and **time**

It can be helpful to

collaborate

with organizations & experts that focus on women's rights, community development, humanitarian aid, etc.

(More in MODULE 3)



Working on gender issues in your organization, project, communities, and positions of influence is a **big effort**

It will require more than a small grant!

So:

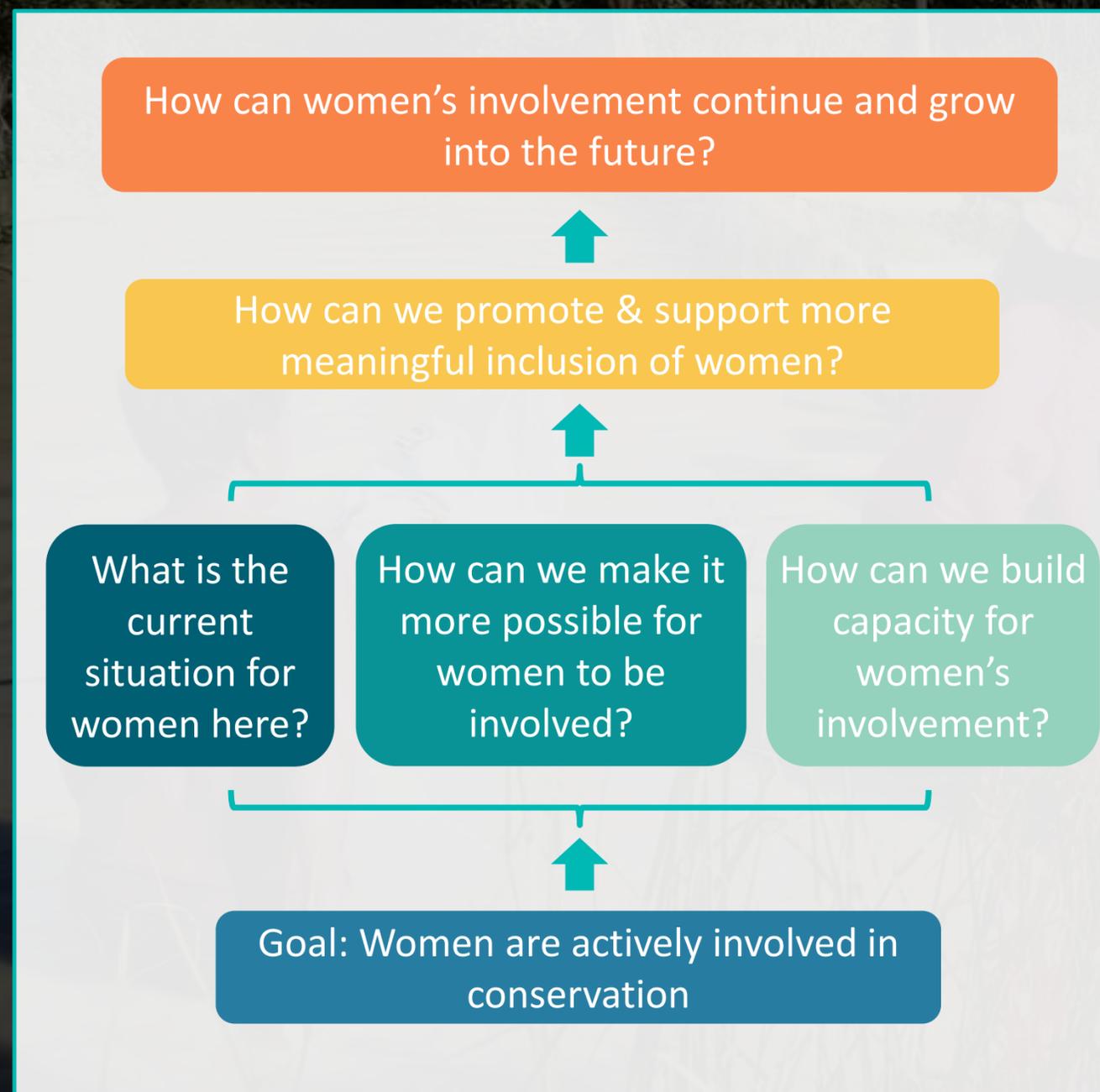
- a) Make sure that each project incorporates gender equality as a goal for project activities, and
- b) Work to coordinate gender equality goals, strategies, and activities across different projects over time

(More in MODULES 2 + 3)

Module 2

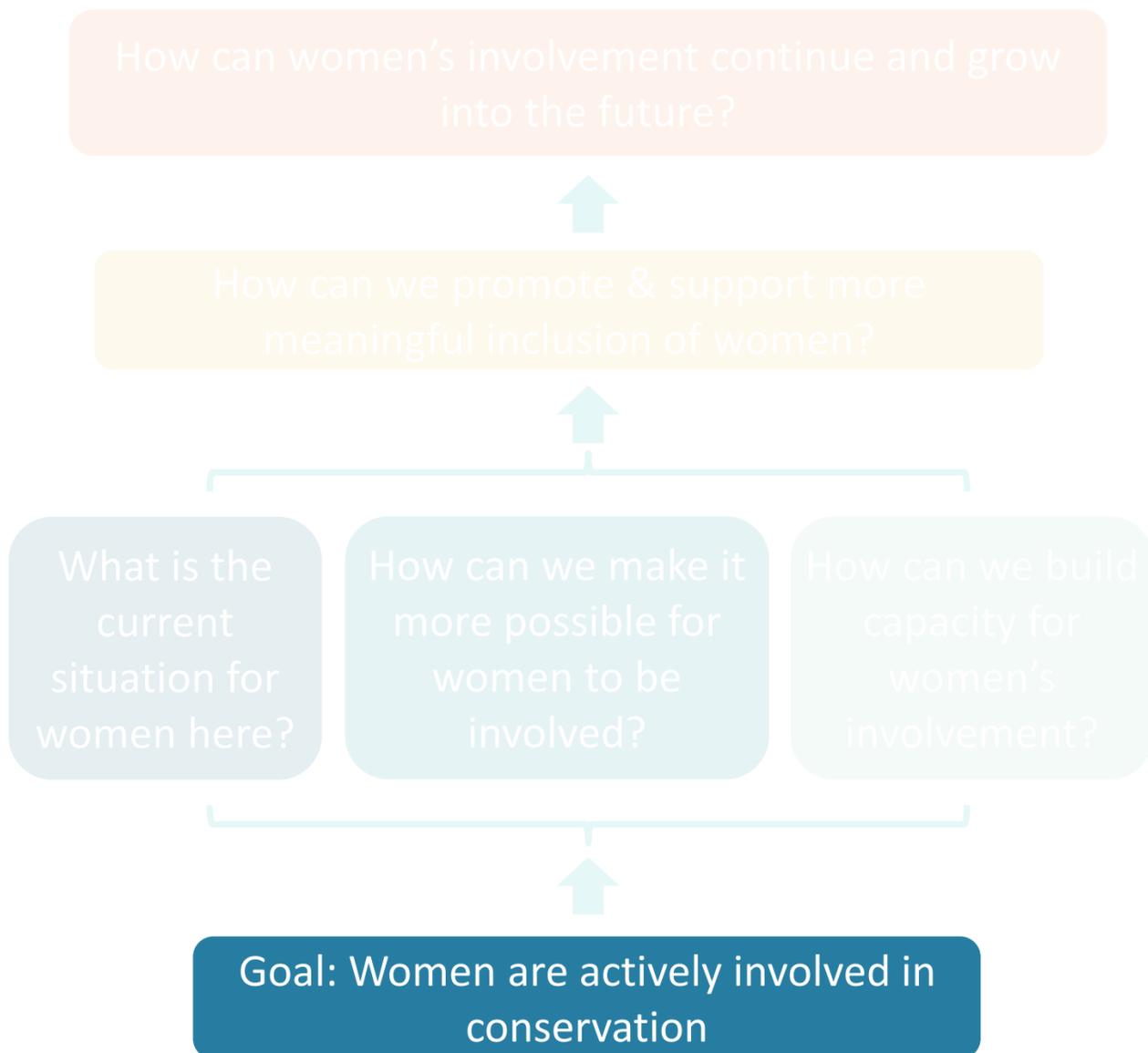
Framework: Working to Empower Women in Conservation





This framework is one way to guide how you think about gender mainstreaming in your projects.

We explain it with some examples from organizations and projects in the Indo-Burma Hotspot



Women's involvement as a goal

Institutions & projects can develop goals for women's involvement in conservation, including any policies, objectives, and guiding principles

Your goals for gender inclusion in conservation might be motivated by:

- Your belief that women should be included
- Your organization's gender policy
- Your donor/funding source's requirements and interests
- Your project community's interests

No matter what the motivation is, it is important for your organization to clearly understand why involving women in conservation is important, and what your specific goals are for promoting gender inclusion in your work

Identifying goals

- Your organization's goals and policies
- Gender-related goals for your projects
- Requirements from donors/funding sources for gender-related work
- National policies that support or mandate women's involvement and rights in conservation (and more generally in communities, education, employment)
- Gender-related policies and strategies from any platforms, networks, consortium that you work with

Connecting goals to actions

- What gender-related goals/requirements do you need to include in your work?
- What national policies related to gender must be incorporated in your organization and project?
- If there are no gender-related goals for your project or organization, how will you work to develop them?
- Does your team understand these goals and policies, and why they are relevant to your work?
- Are your project and organization gender goals linked to clear, feasible objectives?
- How will you assess whether you have achieved any of these goals?

Examples

National policy

Cambodia:

- Organizations must provide maternity leave for female staff
- Gender Mainstreaming Policy and Strategy in Fisheries Sector endorsed by Fisheries Administration, for “enhancement of gender equality in the fisheries sector through active cooperation of both women and men...”

Promoting gender policy development

In Cambodia, Fisheries Action Coalition Team (FACT) encouraged Community Fisheries Committees to develop gender policy about composition of committees and to also highlight the importance of women in natural resource management



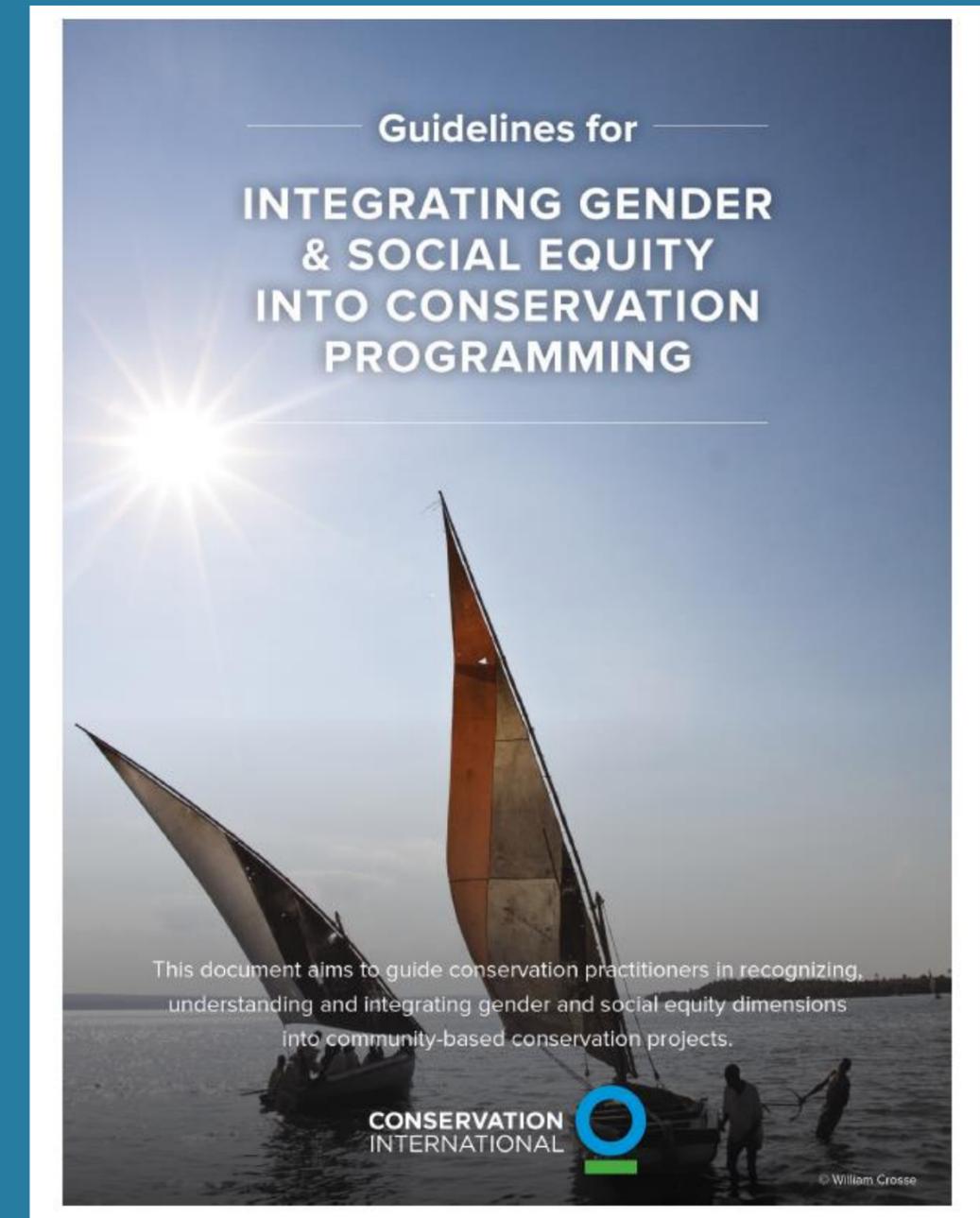
Organizations' Strategies + Policies

Highlander Association (HA) in Cambodia:

- Gender policy with goal for equal (50:50) gender representation in activities + promoting women in leadership positions
- Strategy from 2021-2025 includes goal of more women involved in decision-making

My Village in Cambodia developed a gender policy to guide staff on how to involve women & men in project management cycle

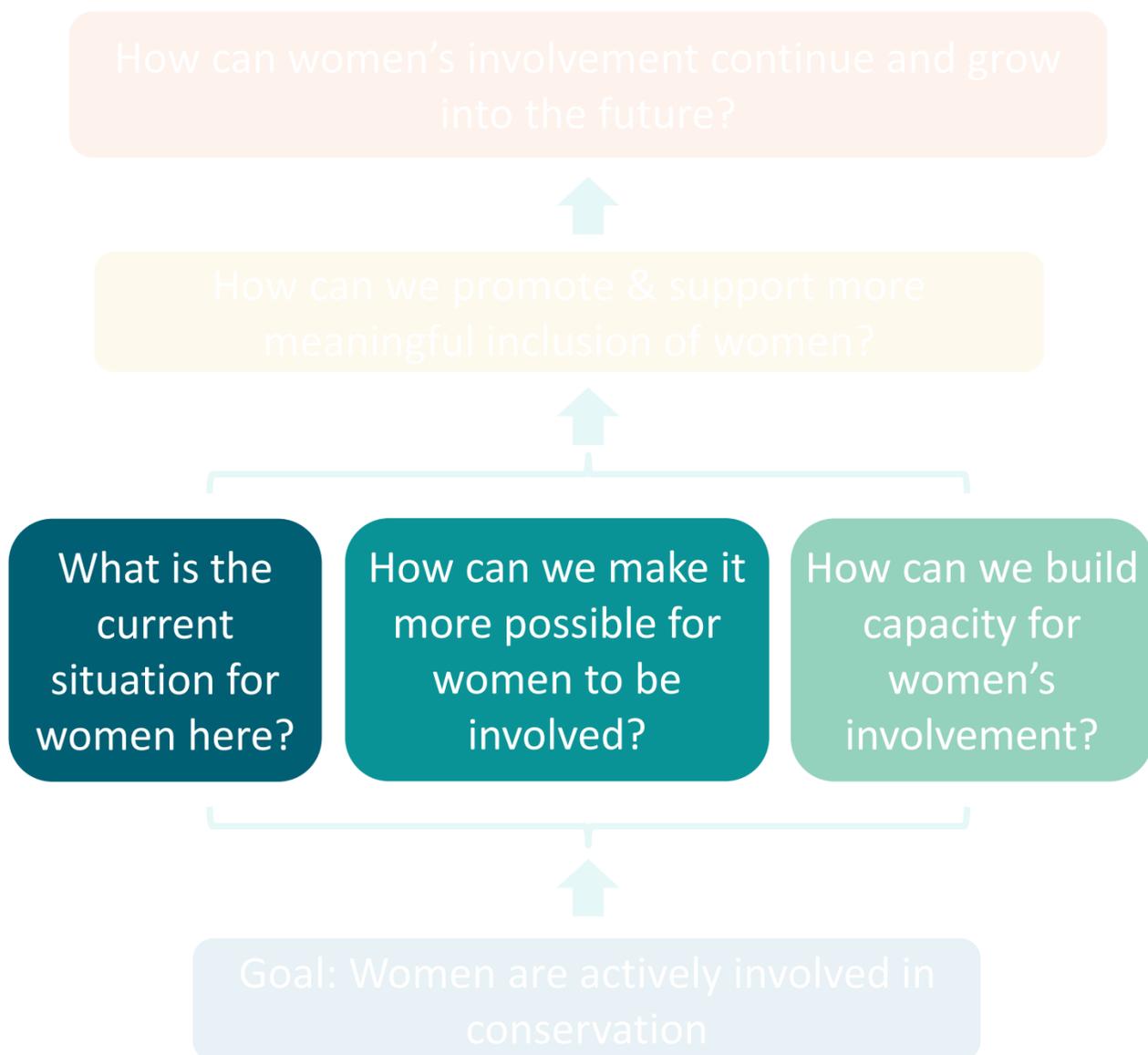
3S Rivers Protection Network (3SPN) in Thailand: Gender policy includes considering gender in staff recruitment, projects, and M&E, and how to apply their budget to gender mainstreaming



Conservation International's guidelines for integrating gender equity in conservation projects

Making involvement in conservation more accessible to women

- Understanding the current context of gender and conservation
- Working to create an enabling environment in communities and institutions
- Building capacity for women's involvement



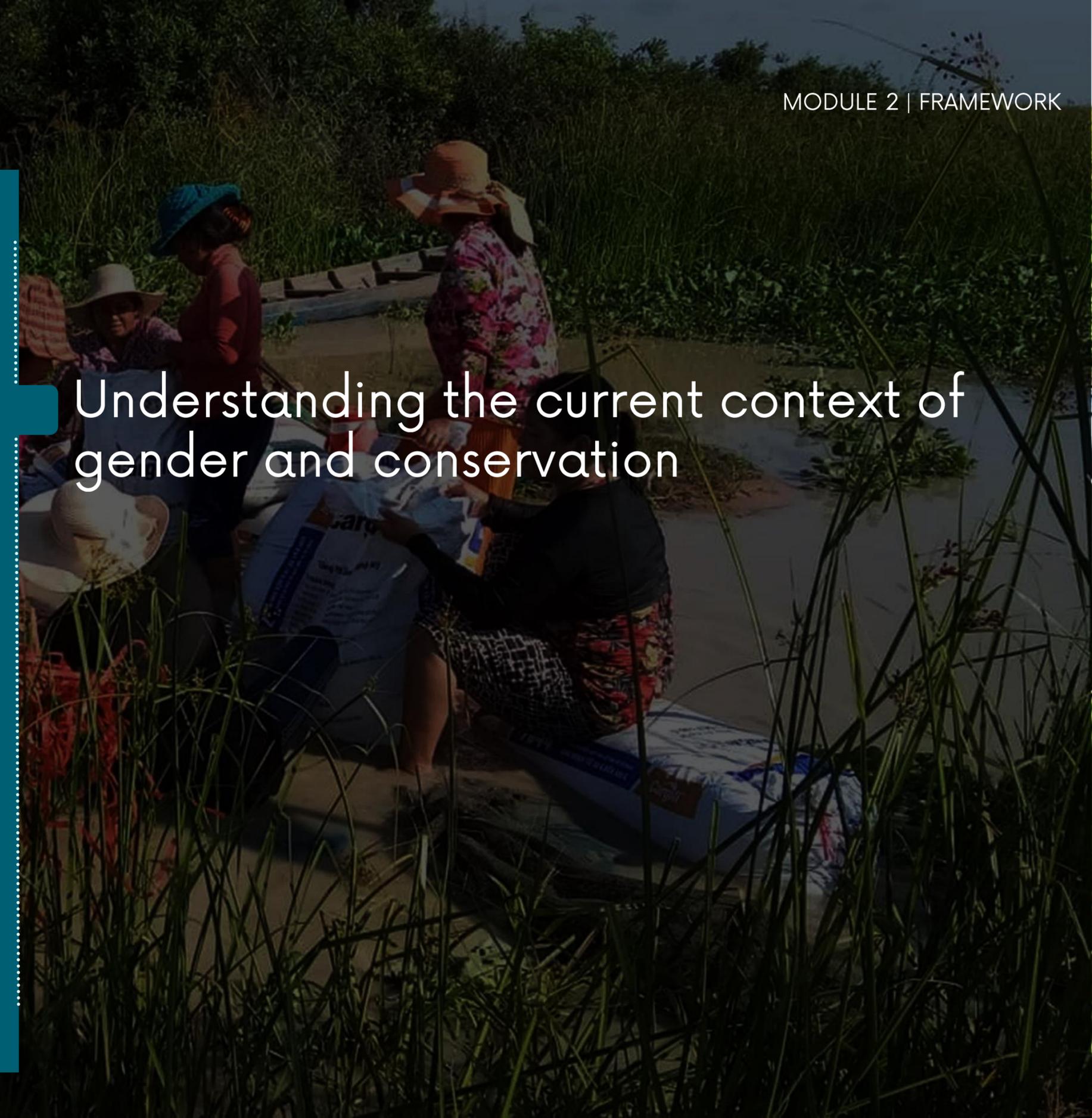
GENDER CONTEXT

What women currently do (& why) + what they could potentially do

This helps you understand:

- Women's roles in their communities and households
- Women's involvement in conservation
- Barriers to women's involvement
- Opportunities for further involvement
- Support needs for empowerment

Understanding the current context of gender and conservation



GENDER CONTEXT

In many rural communities in the Indo-Burma Hotspot, including indigenous communities:

Gender norms:

- Women are supposed to focus on household duties + childcare
- Being involved in activities outside of household duties + outside of the community is discouraged

Common conditions:

- Women have less access to education than men and relatively low literacy
- Unequal employment opportunities
- Women feel shy/reluctant to actively participate or speak up
- Women are especially vulnerable to land loss – collecting water, plants, and firewood as women's job



Women sorting through fish catch & tending to children in Mon State, Myanmar. © TSWWhitty

GENDER CONTEXT

Women also have existing + potential strengths in their skills, knowledge, and experience that can contribute to conservation efforts

- Within households, women can play active roles – managing household finances
- Women are highly involved in work in market chains related to natural resources

We found that women were very influential as communicators, using a more diplomatic and less confrontational approach than men. It was useful to have men and women involved in designing management activities and approaches, since they brought up different perspectives

WorldFish | Cambodia

Women are seen as strong with financial management, transparency, and accountability, so engaging them in financial positions is a good first step. The project chose to engage women based on their current roles (secretarial and finance) as a starting point for building toward more leadership roles.

FACT | Cambodia

GENDER CONTEXT

What women currently do (& why) + what they could potentially do

GENDER ANALYSIS

Assessment of gender norms & gender roles in households, communities, and specific areas of work (e.g., conservation)

One definition:

“The process of collecting and interpreting information on the respective roles and responsibilities among women and men in six domains of activity:

- practices and participation
- access to resources
- knowledge and beliefs
- laws
- policies
- and regulatory institutions.”

GENDER ANALYSIS

COMMON ELEMENTS INCLUDE:

Gender norms

Perspectives on what women & men should do and can do

Gender roles in households & communities (and/or organizations, positions of influence)

Gender roles & experiences in natural resource use and management/conservation

Skills, experience, knowledge

- Existing skills, experience, and knowledge from their activities, roles
- Potential skills and knowledge that are still needed for greater involvement

Barriers to greater involvement in conservation

- Social norms that limit women's participation?
- Logistics – not enough time, limited means of transportation, etc.?
- Safety concerns?
- Limited skills and confidence?

Opportunities for greater involvement

- Possible areas where women could be involved (and what support is needed)
- Areas where women are interested in being involved
- Means of mitigating barriers & increasing women's involvement without “causing harm”
- Policy support for gender equity

GENDER ANALYSIS

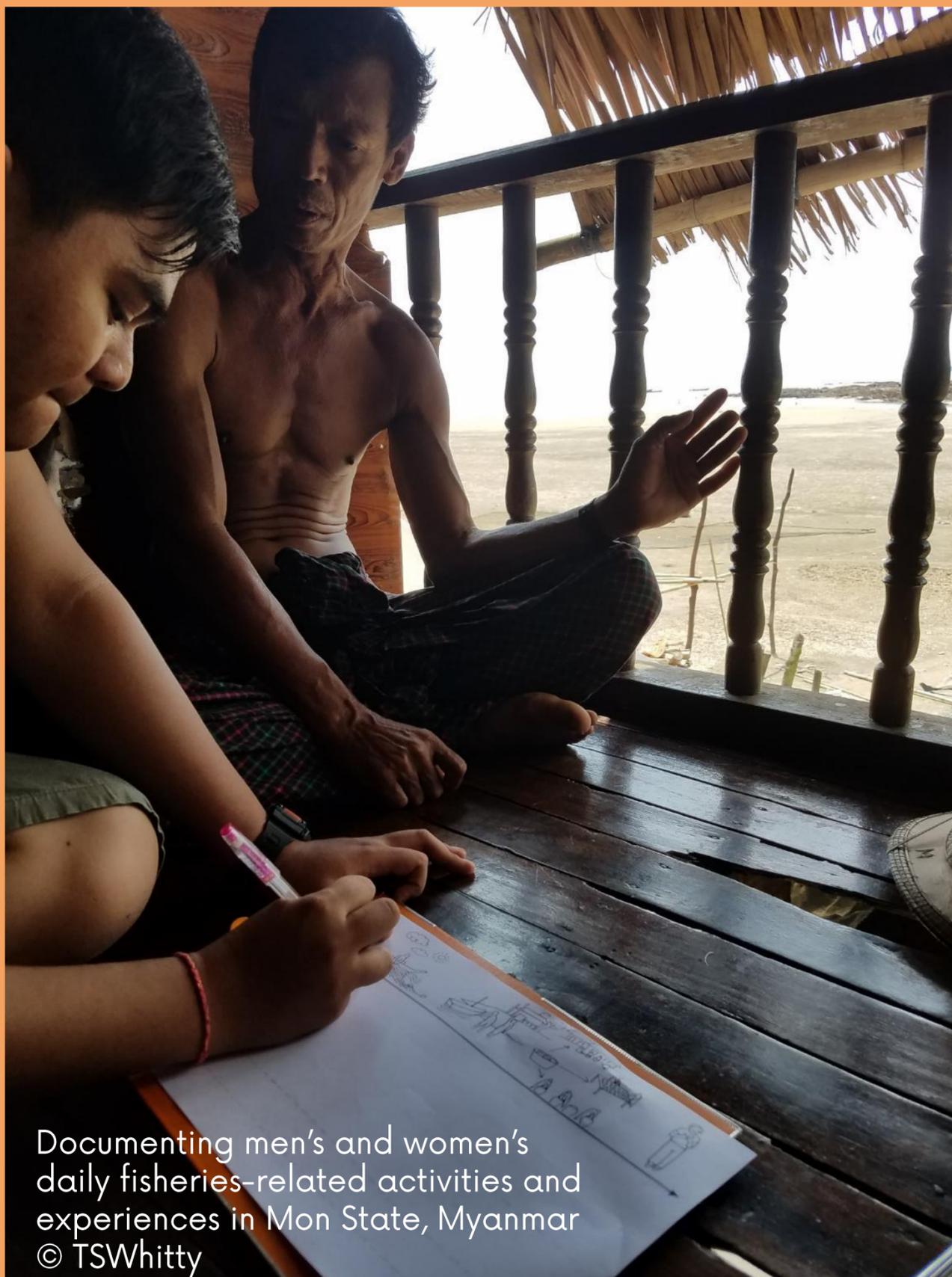
Can be conducted through

- Interviews
- Focus Group Discussions
- Reviewing existing data and reports

IMPORTANT CONSIDERATION:

Collect information that is representative of the community

→ men, women, boys, girls of different ethnicities, religions, socioeconomic status, etc.



Documenting men's and women's daily fisheries-related activities and experiences in Mon State, Myanmar
© TSWhitty

how to conduct a

GENDER ANALYSIS

There are many approaches, but generally:



Women-led discussion to reflect on progress of community fisheries management and fisheries resource conservation. © FACT

- 1 Identify your key gender questions – what you need to know in order to better support women’s involvement
- 2 Review any existing reports or data related to gender roles in households, communities, livelihoods, etc.
- 3 Choose your methods/toolkits, making sure to adapt to your project
- 4 Select a **representative sample** of community members to interview or to join Focus Group Discussions
- 5 Analyze the data to synthesize answers to your key questions

some tools for **GENDER ANALYSIS**

Questionnaire about norms, roles

Structured questionnaire asking about expectations and roles of women, men, girls, boys in the community + natural resource use and management

Resource mapping

Making maps of the resources used by women & men – including labeling the resources, how they are used, & by whom

Interview + Discussion guides

Open questions and/or a list of topics to guide more detailed interviews or group discussions about gender norms, issues, experiences

Seasonal calendar

Outlining the different activities of women & men over the seasons – since natural resource use often changes with seasons, so do people's activities

Journey mapping

Documenting how women & men experience their days or certain processes (e.g., the process from fishing to selling fish products), including their activities and feelings

Seasonal calendar

Outlining the different activities of women & men over the seasons – since natural resource use often changes with seasons, so do people’s activities

EXAMPLE:

This seasonal calendar documents the activities of men, women, boys, and girls related to **household duties, fisheries, and agriculture.**

Men’s activities are marked with a white square at the beginning, women’s with a white circle – the line indicates the intensity of their activities.

Notes on the type of activity are also added.

Activities

Stress Periods

- Heavy Workload
- Hunger/illness
- Many expenses

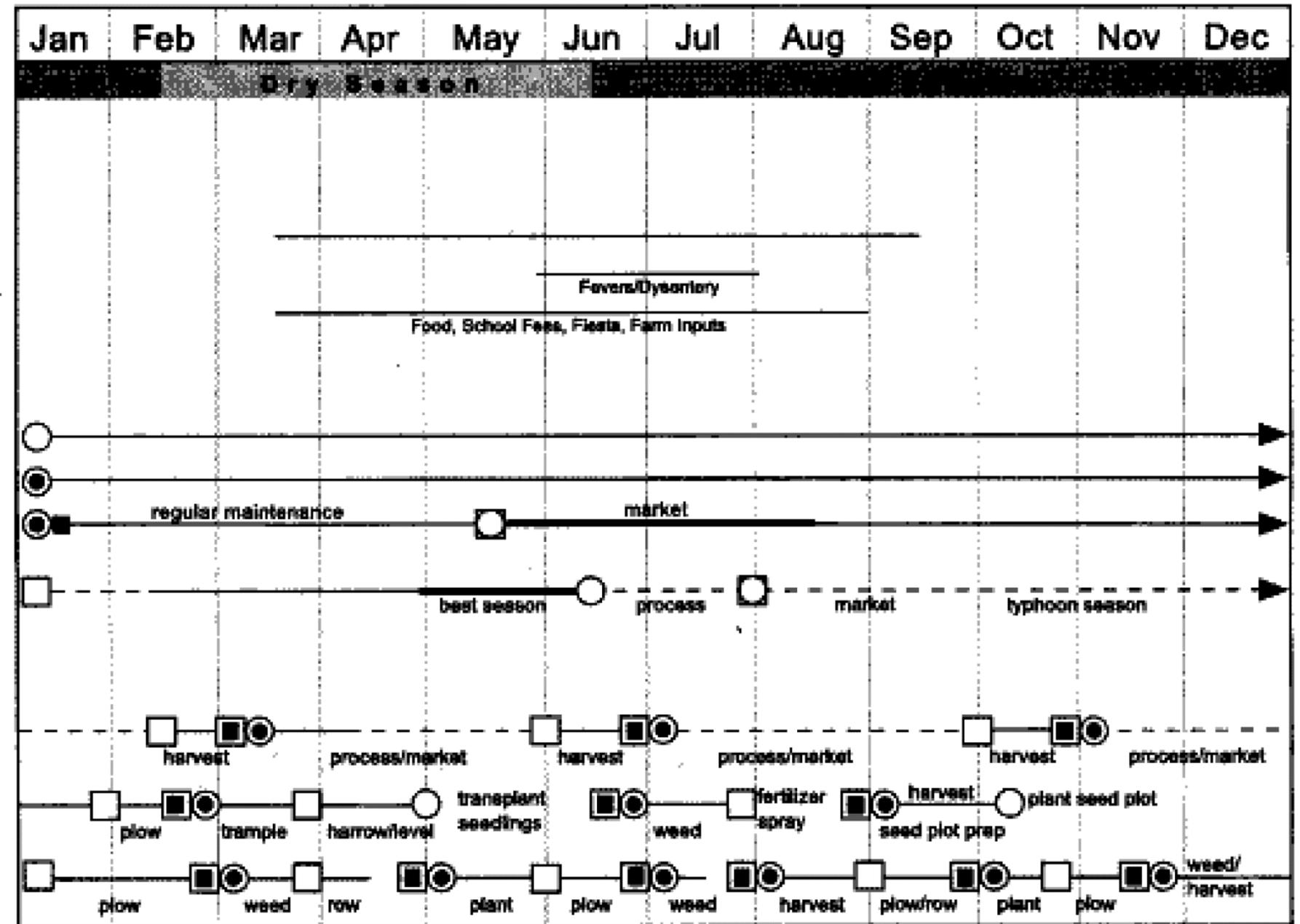
Household Production

- Cooking
- Childcare
- Small Livestock

Fisheries

Major Crops

- Dried Coconut
- Rice (2-3 crops)
- Corn (1 crop/field)



- = Adult Male
- = Male Child
- = Adult Female
- = Female Child

- Sporadic Activity
- Continuous Activity
- More Intense Activity

Source: Thomas-Slayter, Barbara, Esser, Andrea Lee, and Shields, M. Dale. 1993. *Tools of Gender Analysis: A Guide to Field Methods for Bringing Gender into Sustainable Resource Management.*

There are many toolkits & manuals on gender analysis tools that you can use & adapt for your own project's needs!

Gender analysis can also be done as **PARTICIPATORY RESEARCH**

(More in MODULE 3)



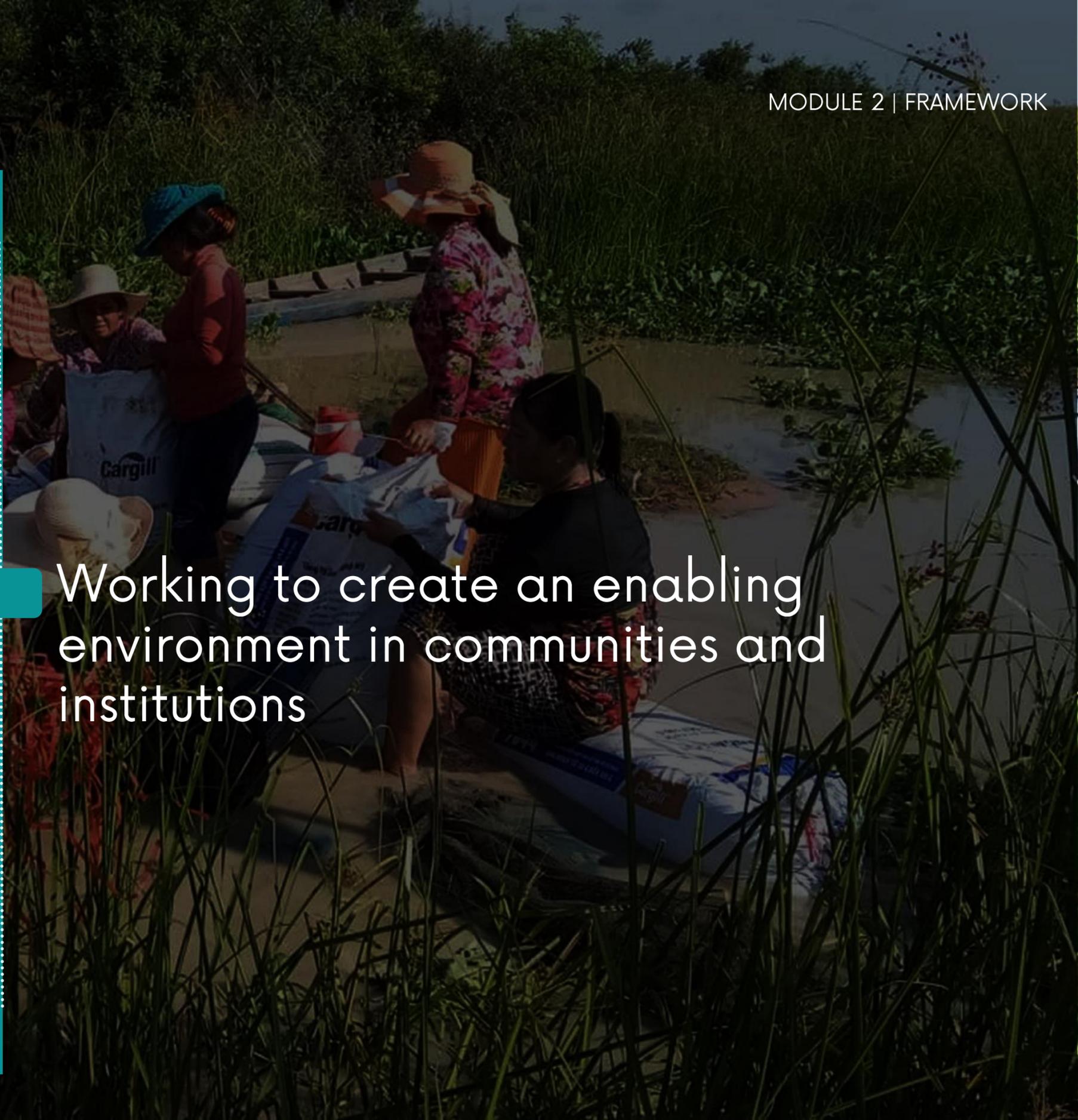
Community researchers reviewing data. © Teerapong Pomun, MCI

Making involvement more accessible to women

How can you create an environment that enables women's involvement in conservation?

- What are barriers to women's involvement?
- How can these barriers be reduced or adapted to make it easier for women to be involved?

Working to create an enabling environment in communities and institutions



Making involvement more accessible to women

How can you create an environment that enables women's involvement in conservation?

- What are barriers to women's involvement?
- How can these barriers be reduced or adapted to make it easier for women to be involved?

Information from your

GENDER ANALYSIS

will help you understand the barriers facing women

and should help you identify possible ways to work with these challenges!

Common Challenges to women include:

Gender norms

Social pressures that discourage women's active participation outside of the household or community

Lack of time, energy

Women are often very busy with household duties and other traditional roles – difficult for them to make time for new activities

Limited experience/confidence

Without experience in leadership, public speaking, etc., and with limited education, women are often hesitant/shy to participate, and need support to build skills

Key questions to consider:

What can our project and organization do to reduce barriers to women's participation – in our project, in the community, in our organization, in positions of influence?

How can we help women feel more safe and comfortable?

How can we help husbands, parents, other family members support the involvement of women in their families?

More specific questions include:

- Where women sit during mixed-gender meetings – often it is at the back of the meeting room
- Who is most often talking during meetings, and who is listened to?
- Who will women be comfortable talking in front of and collaborating with?
- How can men/family members be engaged in supporting women's involvement?

Examples

Challenge: Women are shy/hesitant to actively participate in activities

Possible approaches:

- Hire/appoint female staff and/or community focal points for the project
- Build confidence and skills through trainings and practical experience
- Amplify women's voices: Moderate conversations/discussions to allow space for women to speak, and ensure that their perspectives are considered
- Offer women-only spaces for certain activities
- Connect with other women role models, including through women's networks



Local women, especially Moken women, felt more comfortable being interviewed by a woman researcher/staff member. Myeik, Myanmar.
© TSWhitty

Challenge: Women are shy/hesitant to actively participate in activities



Women in a training on climate change and natural resource management © FACT

Female staff to engage with women

- Assigning female staff to work with & act as role models for women in communities | HA, Cambodia
- Female staff investing a lot of time & effort to visit women one-on-one in communities to build connections | HA, Cambodia
- Have female staff run the trainings for community women | CIYA, Cambodia

Women-friendly spaces

- Offer all-women spaces; when women are comfortable, they have many things to share | MCI, Thailand
- Moderate meetings in a way that encourages women, including newcomers, to speak | FACT, Cambodia
- Have female staff run the trainings for community women | CIYA, Cambodia

Examples

Challenge: Families, husbands concerned about women being involved in activities

Possible approaches:

- Gender awareness activities aimed at all community members, including husbands and families
- Discussions with families, husbands, women about concerns and possible solutions
- Demonstrating women's capacity, including their ability to produce more income through economic empowerment

Economic empowerment

Encourages grantees to work with women's inclusion, e.g. through savings groups, small business support, women-focused discussions | SADP, Cambodia

Try to improve livelihoods of women; when they have more income and connections, conditions will change and they will have more influence and opportunities | CI, Cambodia



Women's Savings Group working with Community Fishery Committee, Cambodia.
© Layhim Vann, CI

Challenge: Families, husbands concerned about women being involved in activities

Including men + families

Include men in trainings on gender issues | FACT, Cambodia

Family forum: brought family members together to analyze gender norms and roles, and to discuss how to broader opportunities to girls and women | HA, Cambodia

Work to prevent/avoid conflict; engage men and women in explaining the purpose of including women in research and advocacy | MCI, Thailand

Women focal people work with families to explain how women will be involved & to build trust – we've observed families changing and allowing daughters and wives to join activities more | My Village, Cambodia



Gender and Natural Resource Management training, Cambodia
© Conservation International

During trainings, use stories & role plays showing the importance of women; include outreach to men, including Community Fisheries Committee members and local authorities, to help them understand the importance of gender equality | CI, Cambodia

Not only seek women to participate, but men who will work to support women | CIYA, Cambodia

Examples

Challenge: Women's schedules are busy

Possible approaches:

- Schedule activities at convenient times for women
- Provide childcare options at activity venues
- Consider compensation for their time (but this can be a sensitive issue – be careful!)

Challenge: Safety concerns for women

Possible approaches:

- Provide options for travel companions if safety during travel is a concern
- Ensure that women's concerns are taken seriously and that men take a role in helping address these concerns

Supporting women staff in organizations

Staff well-being project: classes to support mindfulness, meditation; option for 14-day meditation leave | SADP, Cambodia

Space in office for kids; men as well as women can bring their kids | SADP, Cambodia

Staff discussions on managing work with families, across men and women | SADP, Cambodia

Flexibility in their schedule for childcare, maternity leave | 3SPN, Cambodia

Consider gender, age, power dynamics in organizations and across institutions

Examples

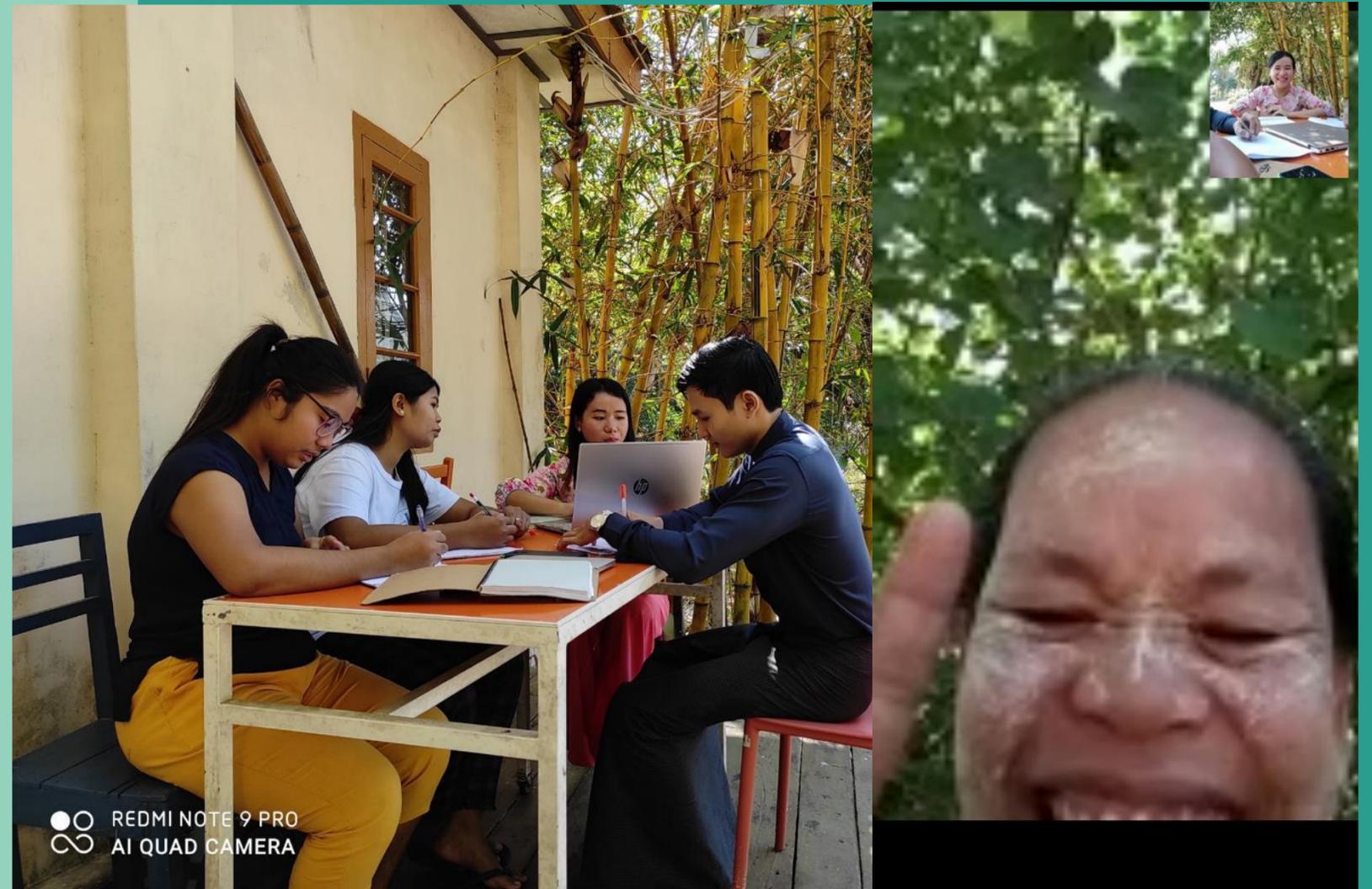
Challenge: Women's schedules + Safety concerns

Considering women's needs in planning activities

Work to consult women one-on-one to assess their needs and how to support them | SADP, Cambodia

During COVID19, the switch to remote meetings actually made it easier for women to participate – less expense, more access, no need for risky travel | CIYA, Cambodia

Women sometimes have to travel with kids to provincial meetings; sometimes the husbands or other family join. So we revised our policy to support the logistics & expense for travel of family members | My Village, Cambodia



Young researchers conducting community interviews with women & men by video call. © Yin Yin Htay, Myanmar Coastal Conservation Lab

Examples

How projects have created enabling environments

Consulted with women on how to create a more enabling environment, which included:

- Meetings with only women – women seemed to be more comfortable talking around other women without men around
- Having women share the message of **why** it's important to be involved - a powerful way to get more women involved
- Ask community focal points to suggest times/days for activities that are most convenient for different community members, including women
- Organized community events with flexible schedule – **though this can be challenging to plan**

WorldFish, Cambodia

When recruiting staff, make special effort to recruit women and indigenous peoples

CIYA, Cambodia

Our consultant leading Community Action Research components will allow extra time to doing household visits, prioritizing speaking with women. This is a more informal space to chat with younger women and single mothers

International Rivers, Cambodia

Examples

How projects have created enabling environments

- Hired a young woman as staff focal point in the communities
- Make sure to schedule meetings at times more convenient to women
- Encourage women to bring their children/babies to activities
- Relied less on literacy (low literacy rates among indigenous communities, especially women, in this area), more on visual materials and more talking than lots of writing
- Encouraged more experienced women to stand up, present, and moderate as role models for other women
- Represent women at least equally in project outputs like videos and written reports
- Share experiences of other communities, inviting local communities from Thailand and Cambodia where women leaders are active as inspiration

Mekong Watch, Cambodia – Lao PDR – Thailand



Women's Fish Processing Group receiving materials to improve hygiene in fish processing, Srey Chek community, Cambodia.
 © Chanthorn Sorn, CI

SUPPORTING & BUILDING WOMEN'S SKILLS

For many rural women, limited access to education and lack of opportunities → limited experience, skills, and confidence in public communication, reading & writing, and leadership

So, there is often a need to build skills and confidence!



Building capacity for women's involvement

SUPPORTING & BUILDING WOMEN'S SKILLS

For many rural women, limited access to education and lack of opportunities → limited experience, skills, and confidence in public communication, reading & writing, and leadership

So, there is often a need to build skills and confidence!



COMMUNICATION



PARTICIPATION IN PUBLIC MEETINGS



RESEARCH



PROJECT MANAGEMENT



COMMUNITY ORGANIZING,
LEADERSHIP



COMMUNITY RIGHTS,
LEGAL FRAMEWORKS

SUPPORTING & BUILDING WOMEN'S SKILLS

"Many NGOs advocate for women's rights, but are weak on the side of building capacity for women. For younger women, in particular, many NGOs raise their awareness of their rights, but without the capacity needed to advocate for those rights.

We need to strengthen their knowledge so they can understand what's happening with natural resources and the community's rights, and what they can do to help."

Anonymous CEPF grantee

Building capacity across institutions

Building organization staff knowledge & skills for gender equity

- Trainings staff, including young women, in organizational capacity, project management, funding | Global Environmental Institute (GEI), Myanmar
- Recommending women staff as participants to regional workshops and events | GEI, Myanmar
- Organization commits to hiring female applicants even if additional training is needed to develop their work skills | CIYA, Cambodia
- Raising awareness among staff as well as executive board on gender issues | GreenViet, Vietnam
- Staff trained in using CEPF Gender Tracking Tool | FISHBIO, Lao PDR and Cambodia



Young CSO staff attending a training on gender in Natural Resource Management, Myanmar. © TSWWhitty

CONSERVATION ORGANIZATIONS (NGOs, CSOs)

COMMUNITIES

AUTHORITIES, DECISION-MAKERS above village level

Building capacity across institutions

Learning from organizations with experience in gender work

- Invested a lot of resources to train our gender focal staff, including sending them to intern with other NGOs that focus on women's issues – needed to build organizational capacity to work on gender | HA, Cambodia
- Planning to launch a women's fellowship program with Women's Earth Alliance, who have long history of running women's leadership programs | International Rivers, Cambodia – Lao PDR – Thailand – Vietnam

CONSERVATION ORGANIZATIONS (NGOs, CSOs)

COMMUNITIES

AUTHORITIES, DECISION-MAKERS above village level



Young CSO staff attending a training on gender in Natural Resource Management, Myanmar; the training was developed with advice from the Mon Women's Organization. © TSWhitty

Building capacity across institutions

Trainings on important topics

- Trained local communication team in environmental regulations and communication practices | WARECOD, Vietnam
- Trainings on land rights and policy so indigenous women know their communities' rights and how to advocate for them | HA, Cambodia
- Trainings on communication, advocacy, negotiation leadership, legal frameworks, livelihood strengthening | FACT, Cambodia
- Refresher trainings are important! | FACT, Cambodia
- Trainings in research (*several groups*) – *MODULE 3*



Women attending a training and group discussion on fisheries resource management and climate change.

© FACT

CONSERVATION
ORGANIZATIONS
(NGOs, CSOs)

COMMUNITIES

AUTHORITIES,
DECISION-MAKERS
above village level

Building capacity across institutions

Economic empowerment

Originally tried to engage local women to run in local elections, but this was difficult due to low literacy rates.

We are not equipped to do literacy training, so we are instead working to build their skills through Fish Processing & Savings groups.

- These groups use their earnings to support Community Fisheries activities – the Community Fishery Committee presents a proposal for how to use the money
- This economic empowerment is an entry point into making decisions
- This changes previous assumptions that women cannot bring in significant income

Through this process, women build skills step-by-step to prepare them to be CFC members in the future

CI, Cambodia



CONSERVATION ORGANIZATIONS (NGOs, CSOs)

COMMUNITIES

AUTHORITIES, DECISION-MAKERS above village level

Building capacity across institutions

Investing in education for more diverse future leaders

- Support educational opportunities for indigenous youths, including women – access to high school, practical experience with projects, and university; now some alumni women have become lawyers | HA, Cambodia
- Supported education of 7 indigenous women who are now environmental lawyers | CIYA, Cambodia



CONSERVATION ORGANIZATIONS (NGOs, CSOs)

COMMUNITIES

Supporting women in media

Working to engage female journalists in activities to raise capacity for environmental reporting | Center for People and Nature Reconciliation (PAN), Vietnam

AUTHORITIES, DECISION-MAKERS above village level

Meaningful involvement:

In **project activities**, assess how women are involved, and **facilitate their meaningful participation**

In your **GENDER ANALYSIS and project implementation**:

- **Pay attention** to how women are participating in activities
- **Assess** if this participation is meaningful & addresses your gender goals through **monitoring & evaluation**.

How can women's involvement continue and grow into the future?

How can we promote & support more meaningful inclusion of women?

What is the current situation for women here?

How can we make it more possible for women to be involved?

How can we build capacity for women's involvement?

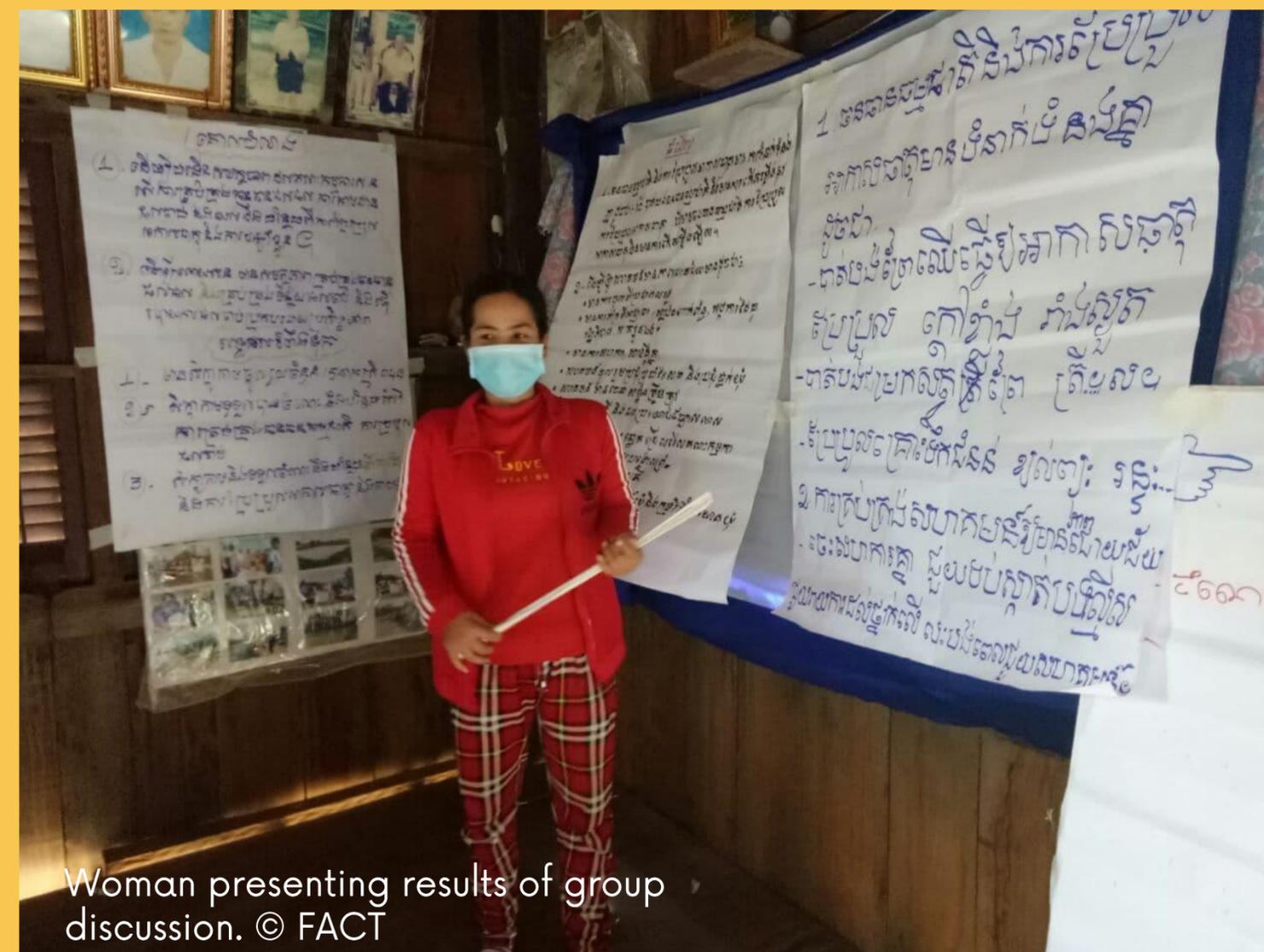
Goal: Women are actively involved in conservation

Meaningful involvement

There are important differences between **attendance**, **participation**, and **leadership**.

“Inclusion” is more than inviting women to participate!

It means facilitating the active participation of women in activities and decision-making.



Woman presenting results of group discussion. © FACT

Meaningful involvement

There are important differences between **attendance, participation, and leadership.**

“Inclusion” is more than inviting women to participate!

It means facilitating the active participation of women in activities and decision-making.

Example

From FISHBIO's work in Lao PDR:

- Women do attend meetings, but are often mostly involved in supporting roles, e.g. cooking for other attendees
- We would like to see women more involved in decision-making and leadership roles
- We currently work to involve women in research – recording fisheries logbooks, fish tag monitoring, reporting on social media – since all of the fish go to women for cooking and selling.

how to assess if your work has improved women's **Meaningful involvement**

MONITORING & EVALUATION

You can assess the outcomes from your work on gender by using

- (1) QUANTITATIVE and
- (2) QUALITATIVE

methods

1

QUANTITATIVE monitoring



A common example of a quantitative indicator of gender inclusion is the # and % of activity participants of each gender

This requires **sex disaggregated data:**
i.e., collection of data for men and data for women.

Aggregated data: 50 participants

Sex disaggregated data: 38 men, 12 women participants

Other examples of indicators to monitor:

#/% of leadership positions held by women

of women trained in key skills

how to assess if your work has improved women's **Meaningful involvement**

MONITORING & EVALUATION

You can assess the outcomes
from your work on gender by
using

- (1) QUANTITATIVE and
 - (2) QUALITATIVE
- methods

2

QUALITATIVE methods:



Gives you more rich information than quantitative – can help you understand women and men's experiences and impacts as a result of gender-focused work

Many methods for this, usually through interviews and focus group discussions. Examples include:

- Collecting stories from men and women about their experiences
- Discussing women's experiences in focus groups, including identifying ways to improve inclusion
- Assessment with participants (men and women) about how they have benefitted from project activities

examples of Meaningful involvement

Cambodia | FACT

A lot of success stories for women we work with!

- More women have been elected as commune council and local authorities; e.g. one of the most active local fisheries activists was elected to the District Council
- Women are able to facilitate meetings, produce and submit reports to Commune Councils, and advocate to the public, media, and national Fisheries Administration
- Change in mindsets: Women who gained knowledge and skills became more confident & motivated to take care of community issues and capable of mobilizing communities against threats, e.g. illegal fishing or land encroachment
- Men's attitudes have changed, too: as they see that women have the capacity to be strong and informed, they grow more willing to collaborate and listen
- We engage women in monitoring & evaluation to ensure that women's perspectives are included in assessing project progress and impacts



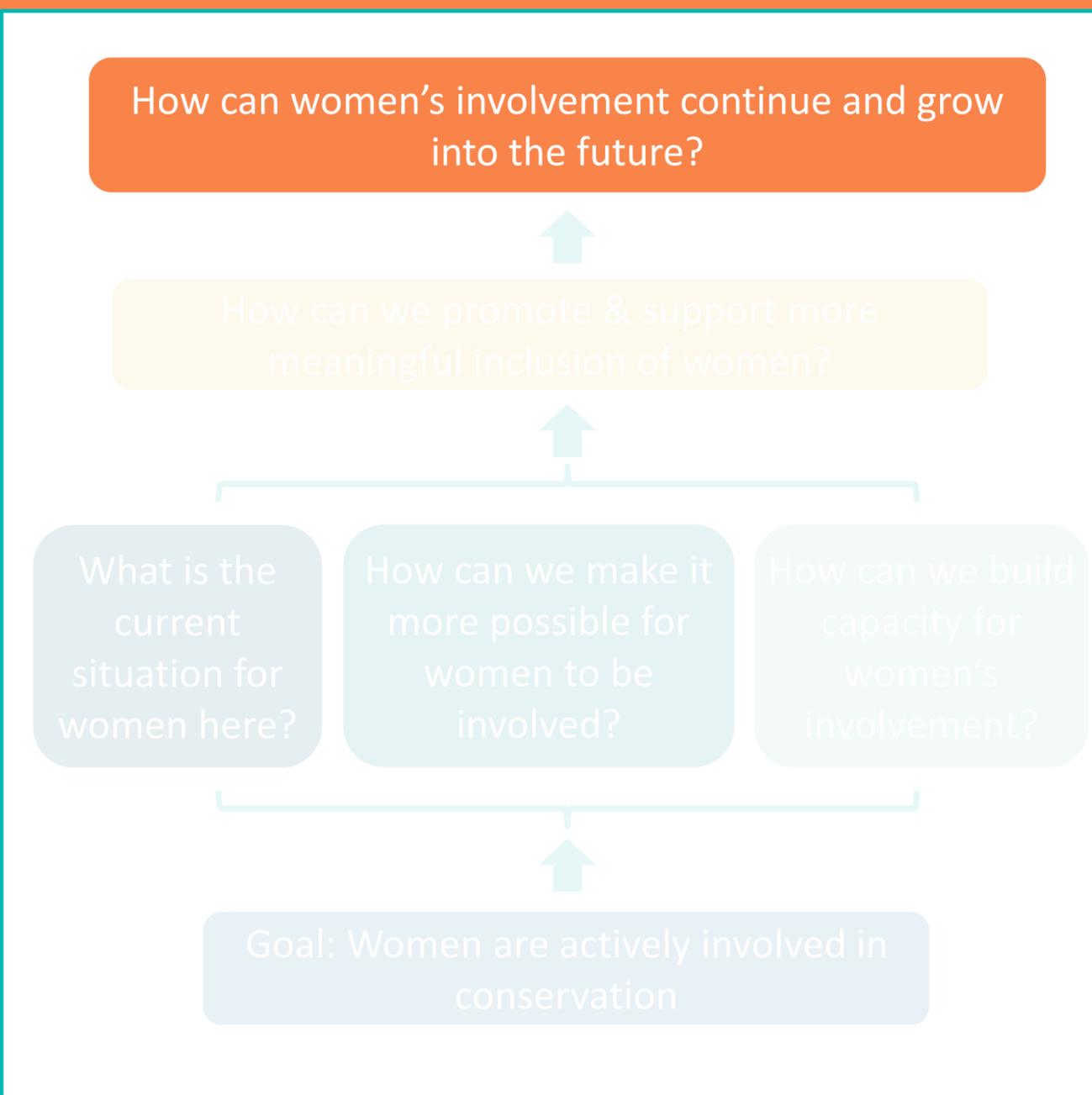
Women-led discussion to reflect on progress of community fisheries management and fisheries resource conservation.

© FACT

Establishing sustained ways of working

How can women's involvement be mainstreamed in long-term work at this site?

How can you institutionalize women's involvement – and the work needed to establish empowering environments and support capacity – so that it can continue even beyond the current grant cycle?



Establishing sustained ways of working

- Incorporate gender issues in institutional policies (e.g., community committees, organization's strategies, lobby for institutions to establish or update gender guidelines/policies)
- Support mechanisms for maintaining & sharing skills and knowledge
- Support/facilitate connections to other communities and institutions supporting women's involvement – especially **women's networks** (more in Module 3)
- Collaborate with organizations that specialize in gender, human rights, community organizing
- Have a long-term strategy for community engagement for gender equality, since this work requires time for trust-building and working with traditional norms

How can women's involvement be mainstreamed in long-term work at this site?

.....

How can you institutionalize women's involvement – and the work needed to establish empowering environments and support capacity – so that it can continue even beyond the current grant cycle?

examples of **Establishing sustained ways of working**

Coordinating gender work across projects

WorldFish | Cambodia

Many benefits from engaging women weren't directly from one project, but from synergies across different projects and areas of work

Work with women under their CEPF grant set the stage for future events and interactions – part of a longer-term process

FACT | Cambodia

Learned a lot from other donors, including Oxfam, while implementing projects funded by CEPF and others

Working across sectors

From experience in Lao PDR

Engaging with government institutions with gender as an “entry point” has opened up new spaces to work on environmental issues

We propose collaboration with government departments to work on gender mainstreaming to align with international commitments to gender equality

This has made it easier for us to approach politically sensitive topics like addressing hydropower project impacts to natural resources & communities

examples of **Establishing sustained ways of working**

Having a long-term vision

HA | Cambodia

Started working on gender in 2009, and continuing today; have seen a change in men and women's perspectives, with more involvement by women (and families allowing for more involvement). However, there is still more change

We support high school and college education of indigenous youths to build their long-term capacity. They exchange their knowledge with indigenous women in the village, who share their traditional knowledge in collaboration with the students

Allocating resources to gender mainstreaming

International Rivers | Mekong Basin

Designing programs and budgets to allow us to support and enable women's needs

- e.g., budgeting for additional travel support needed for travel companions for women
- e.g., translators for participants who are not fluent in the project language

This framework can help you think through gender integration in your work

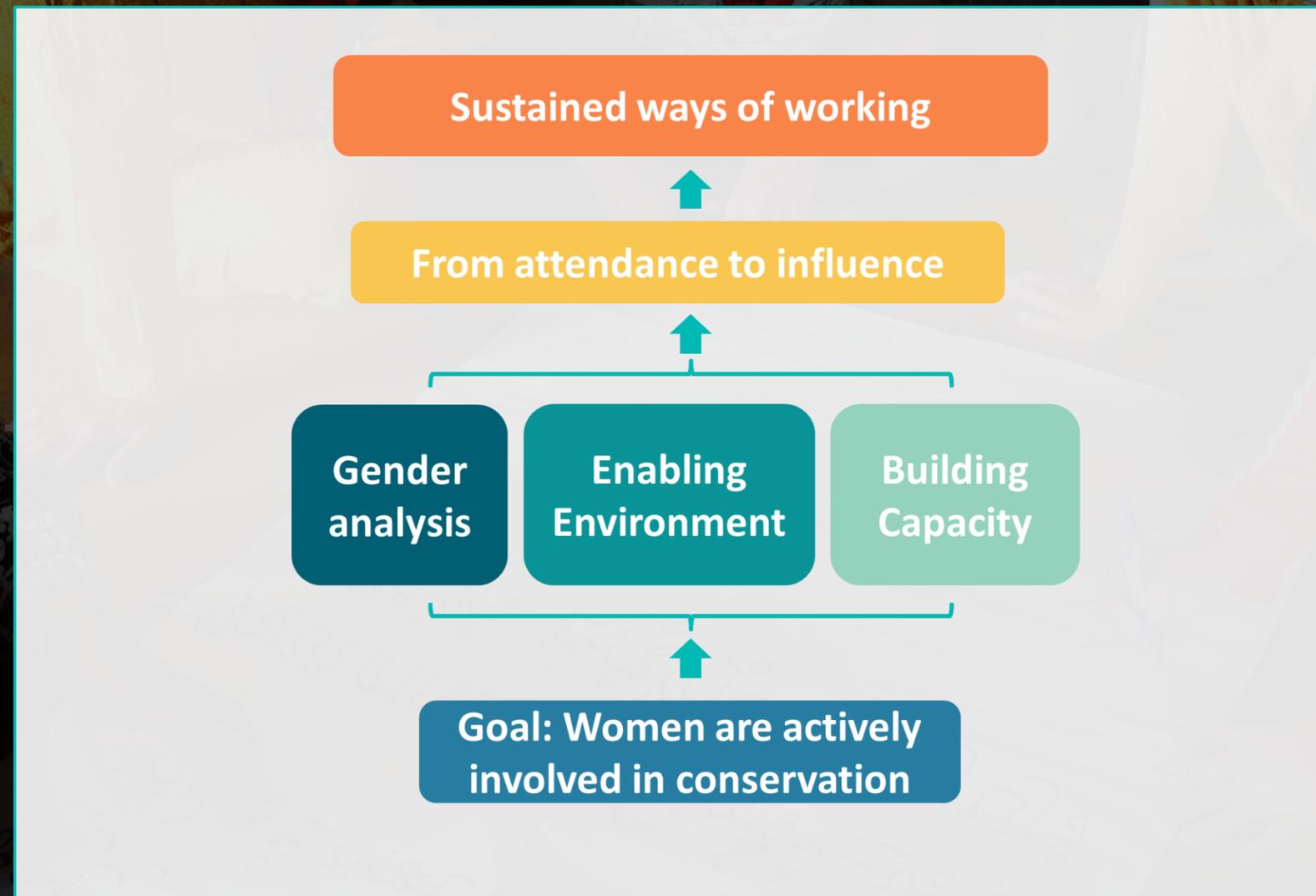


Module 3

Ways of thinking & working in projects

Women facilitating a group discussion on fisheries resource management and climate change. © FACT

Use this framework to help guide how you work to support women's involvement in conservation



...and incorporate mindful assessment of how your project supports women, using **EMPATHY**

Empathy

Working to deeply understand and relate to the experiences, feelings, and needs of someone else



If you work to “put yourself in the shoes” of women involved in your project, you can better assess how to make your project more accessible and effective for women.

You can do this through:

- Gender Analysis
- Stakeholder Discussions & Feedback
- Interviews/conversations with women
- Monitoring & Evaluation

...and incorporate mindful assessment of how your project supports women, using **EMPATHY**

Empathy

Working to deeply understand and relate to the experiences, feelings, and needs of someone else



This is a good general practice whenever you are engaging with people – men, women, youths, indigenous peoples, authorities, etc.

This can be incorporated in your gender analysis, project planning, activity development, monitoring & evaluations!

Empathizing with women in your project & organization

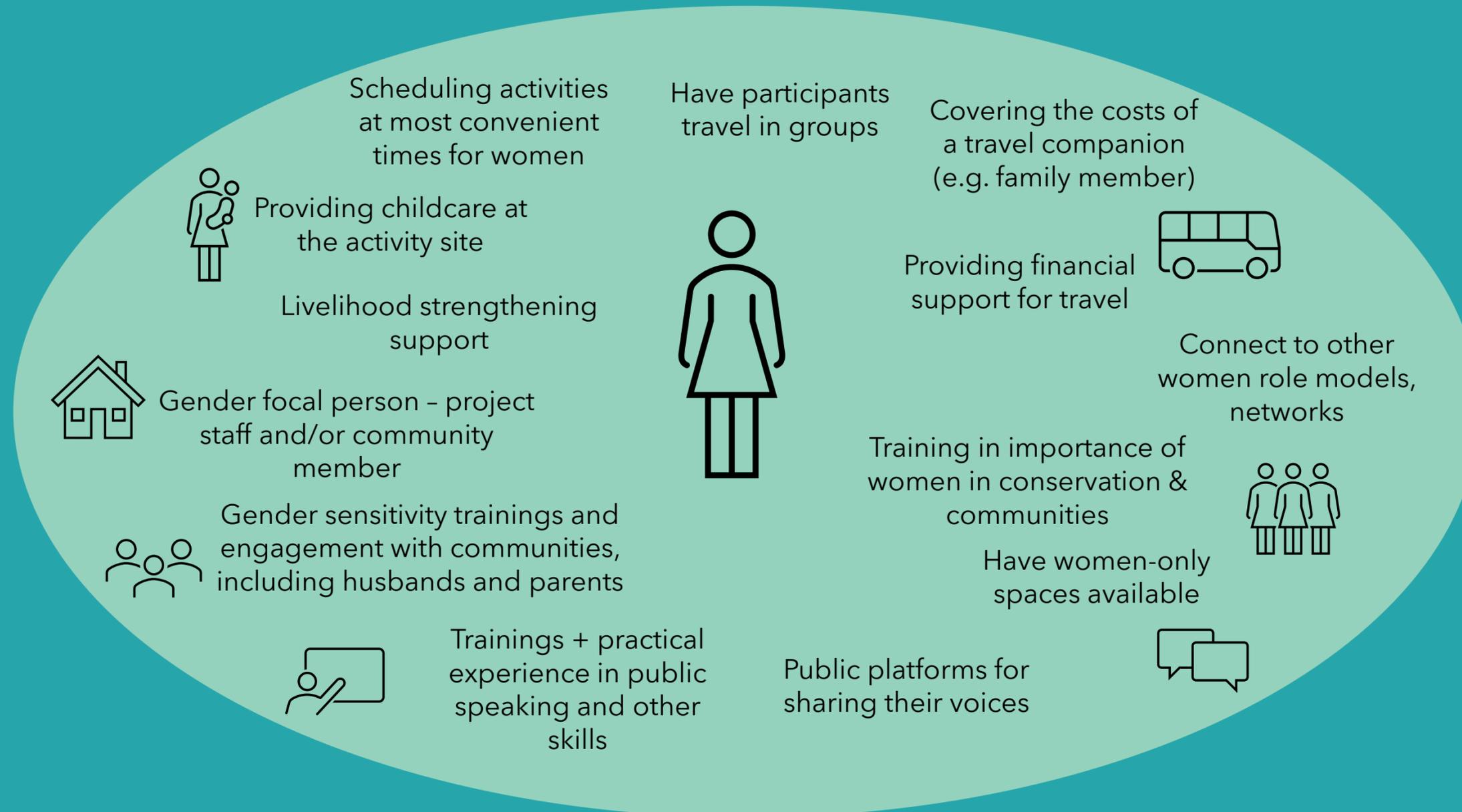
Example – considering how their experience/perspectives might make their involvement in project activities difficult



Empathizing with women in your project & organization

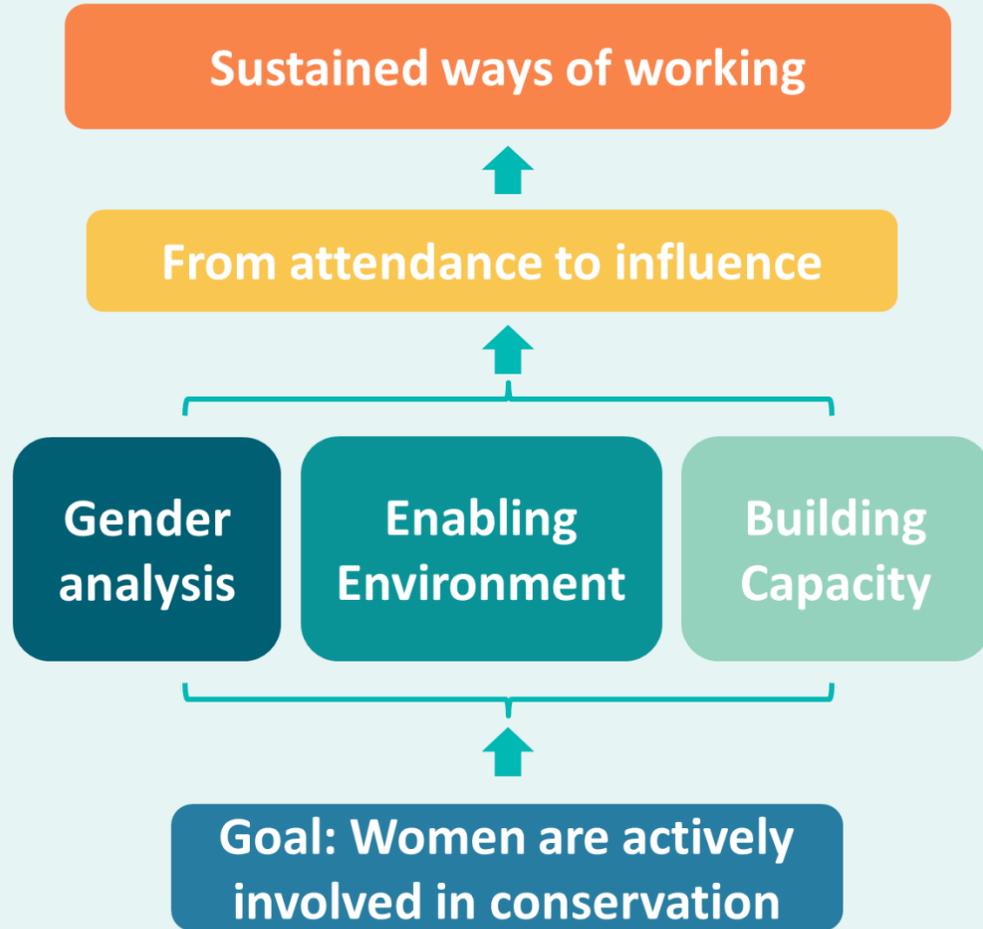
Example – considering how their experience/perspectives might make their involvement in project activities difficult

→ and what possible solutions might be!



Assessing accessibility, inclusivity, and impacts of activities

Use the framework as a guide to think through important questions about how your work will involve & impact women.
examples below:



**Are there safeguards in case there might be negative social/domestic impacts from this activity?*

Assessing accessibility, inclusiveness, and impacts of activities

Use the framework as a guide to think through important questions about how your work will involve & impact women.

examples below:

If the answer to any of these questions is "NO":

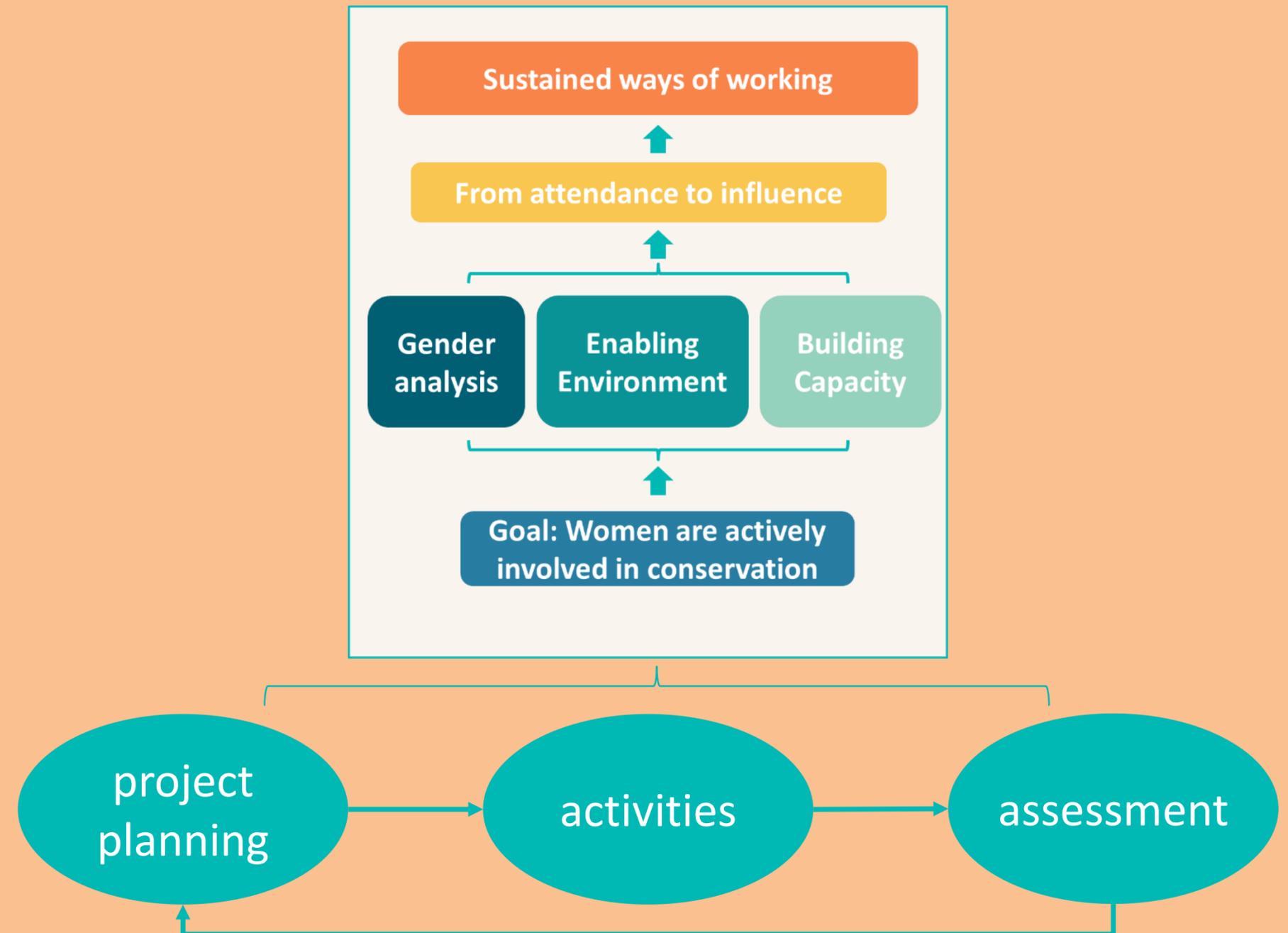
Why not?
And how can we (responsibly) change this?



Incorporating this framework into planning & implementation

The steps in the framework will generally be overlapping and will be revisited throughout the project cycle.

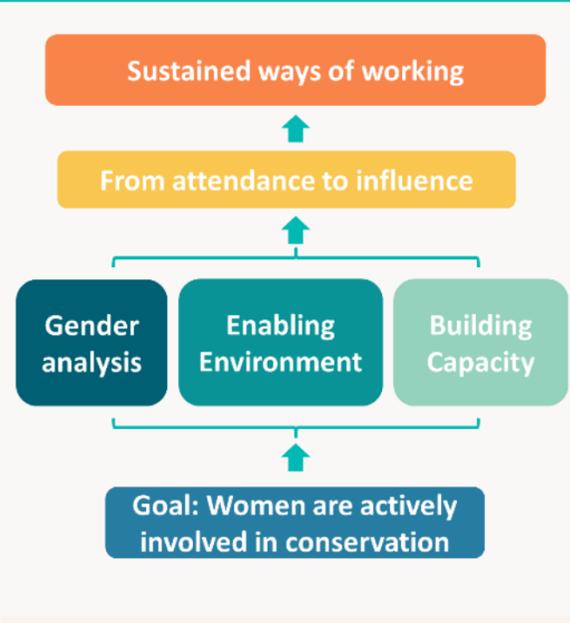
Where possible, these steps should be incorporated in **project planning** to design & propose an optimally inclusive project - but if this is not possible, they should be incorporated as early as possible.



Incorporating this framework into planning & implementation

EXAMPLES

- Consult with communities (including women) on project design and goals
- Engage community in gender trainings, discussions
- Connect with women's networks across communities
- Develop project policies/guidelines for gender-related practices
- Involve community members in gender analysis research
- Opportunities/platforms for women to share their voices
- Collect stories, accounts from women and men about impacts
- Design a project that fits with a longer-term strategy for gender inclusion
- Trainings to build needed skills
- Collect gender disaggregated data on participants and impacts
- Facilitate women's participation in activities





Each organization needs to embed gender strategy as a core of implementation strategy for their organization and project.

Once you embed this, you will consider gender issues in every stage of the project and observe how to support women as needed.

Cambodian Rural Development Team (CRDT)

Important approaches:



PARTICIPATORY RESEARCH



WOMEN'S GROUPS & NETWORKS



AMPLIFYING WOMEN'S VOICES



PARTICIPATORY RESEARCH

My Village, Cambodia

Engages women in **gender analysis & local knowledge research** to inform project planning

- Analyze barriers to participation for women and men, and plan how to reduce those barriers
- Women & men monitor changes to ecosystems and community
- Women develop their plans for the community based on the needs identified in the research
- Train them in situational and actor analysis so they can identify and engage with key actors involved in issues
- We support these women's plans with small budget and facilitate engagement with other stakeholders



Local Research team
© O'Chay village, My Village



PARTICIPATORY RESEARCH

MODULE 3 | WAYS OF WORKING

WARECOD, Vietnam

Use participatory Local Ecological Knowledge research as a method to help raise awareness of the value of men and women's roles + build women's confidence



Local Knowledge research group during a cleanup event
© WARECOD

→ Trained local research teams to do Local Ecological Knowledge and Participatory Rural Appraisal research, including research project planning, discussing needed actions, and reporting research to their own communities, the public, and local authorities

- Research teams include women & men of different ethnicities and ages
- Make the research plan together & divide research team into small groups for specific topics
- Discuss the information they collected, how to apply it, how it is meaningful
- Local team presents to local authorities & public (with women encouraged to present)
- Can use research to monitor risks & impacts of developments on resources

Now women & men community members can gather information, analyze and synthesize information, and have their voices heard when they present it



PARTICIPATORY RESEARCH

MODULE 3 | WAYS OF WORKING

MCI, Thailand – Ing River Basin

Trained & engaged women in Participatory Action Research (PAR) based on local knowledge, including women's roles in natural resource use & management.

- Women lead data collection on local food from edible plants in the Community Forests, with MCI staff as research assistants to the women
- MCI prints books of research findings to distribute to community and local authorities, with local women researchers listed as research team
- The book is the women's knowledge and publication
- Organize seminar to launch the book to authorities, organizations

These publications & sharing sessions have raised the profile of women's groups in the Ing River Basin & built women's confidence in communication and advocacy

Women own the research.

MCI tells them: "This is your knowledge, this is your power; we are just the ones to help record and summarize it."



Event launching women's natural resource research publication
© Teerapong Pomun, MCI



WOMEN'S GROUPS & NETWORKS

MODULE 3 | WAYS OF WORKING

The driving idea: to empower women economically and in terms of understanding the importance of their roles in society, and build experience in working with all levels of people and authority → They can learn to participate in groups, communicate, and make decisions

“When you build the capacity of mothers, the children also benefit. It shapes the children's attitudes, opens mind toward more education in future generations. Now you can see our society become more open and accepting.” CRDT

Cambodian Rural Development Team (CRDT)

CRDT supported the formation of livelihood-related community-based organizations, including **savings groups** mainly for women. These groups pool money from members, allowing for loans to be made to selected members for investment in livelihoods.

Part of the profits from interest are used to support conservation activities, including patrolling, advocacy, & coordination.

“After working with us for a few years, some of our community members have become elected commune council members and even a deputy commune council leader.

“Women grew from being shy to being actively involved and elected to local government. They are more confident and willing to speak up.”



WOMEN'S GROUPS & NETWORKS

MODULE 3 | WAYS OF WORKING

Mekong Community Institute (MCI), Ing River Basin, Thailand

Connected with the already-existing Phayao Women's Network (PWN). PWN was already a strong network working on strengthening women's voices in politics & leadership, but not in conservation.

→ **Expanded the network beyond Phayao province to Chiang Rai Province along Ing River**

Goal: Strengthening women's networks & growing connections across networks

- Learned from PWN how to work with women & applied it to environmental issues
- This aligned with MCI's previous work with other NGOs to establish a community network, People's Council of Ing River Basin
- Linked women's groups in communities in Chiang Rai province to the PWN to share knowledge, form connections, and to think more about women's role in conservation
- Women have requested more meetings and opportunities to work together, for the Chiang Rai women's groups to learn more from the PWN
- Building network across provincial borders was very important
- PWN now works more on environmental issues, as well



WOMEN'S GROUPS & NETWORKS

Mekong Community Institute (MCI), Ing River Basin, Thailand

Boon Rueang women's group for conservation was inspired by PWN

- Boon Rueang has the biggest wetland forest in lower Ing River, managed by the Boon Rueang Wetland Forest Conservation Group – including the women's group
- MCI supported the women's group with the Conservation Group, including their research, publications, communications with authorities and media, organizing seminars in community, setting up conservation zone, setting up local learning center for visiting researchers
- 2020: Boon Rueang Wetland Forest Conservation Group was awarded Equator Prize from UNDP

“Women are inspiring other women through the networks.”

Annual meeting of The Women's Network in The Ing River Basin for Environmental Conservation. © Teerapong Pomun, MCI





AMPLIFYING WOMEN'S VOICES

MODULE 3 | WAYS OF WORKING

My Village, Cambodia

To support women in sharing their voices, My Village works to build women's capacity and to create enabling environments in public platforms:

- Before public forum, usually hold one meeting with women to prepare: identify/discuss among themselves the issues they want to raise, ensure they have confidence to raise the issue in public forum
- Public Forum is a platform of the government; My Village learned that they can proactively work to organize and facilitate these Public Forums to ensure community (including women) inclusion

→ Works with communities and discusses with government authority ahead of time to get community concerns on the agenda



AMPLIFYING WOMEN'S VOICES

MODULE 3 | WAYS OF WORKING

International Rivers, Mekong Basin

Works to promote important role that women play

Co-convoked Rivers and Women Congress to share experiences, strategies, challenges, opportunities

- Declaration and road map where further work and support was needed
- Follow-ups include: supported research on State of Knowledge of women and rivers - interviews, perspectives of women in terms of challenges that women face

"How to facilitate opportunities and spaces that are safe and can provide avenues for voices - women's voices in particular - to be heard in platforms like radio programs, training programs, policy dialogues, or events: this is where NGOs can play a role.

"When designing event or forum, we can decide who we invite to be a speaker, who we invite to attend.

"We can be more conscious in prioritizing people and voices that are heard less often and providing opportunities for them."



Annex

Further Learning

Quick Reference Sheets of this training

PDF

KNOWLEDGE PRODUCT QUICK REFERENCE SHEET sheet 1 of 2

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 resources
- 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
Advocacy
Generating funds

Gender norms: Social expectations about what the different genders can & should do

Gender roles in the household & community

Unequal access to education

Perceptions & Biases

Perception that women don't have the right or place to be involved

Bias against women's knowledge and perspectives

Perception that women don't have the capacity to be involved

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.

Gender mainstreaming includes working for gender equity in different institutions:

CONSERVATION ORGANIZATIONS (NGOs, CSOs)

COMMUNITIES

AUTHORITIES, DECISION-MAKERS above village level

Key principles

Context sensitivity

Do No Harm

Intersectionality

Meaningful participation

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 activities

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**

It is a **big effort**

- 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

Funded as a part of the CEPF "Building on Success" learning resource series, which aims to promote effective conservation practices across the planet. CEPF is a joint initiative of l'Agence Française de Développement, Conservation International, the European Union, the Global Environment Facility, the Government of Japan and the World Bank.

KNOWLEDGE PRODUCT QUICK REFERENCE SHEET sheet 2 of 2

Empowering women in conservation

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

Sustained ways of working

From attendance to influence

Gender analysis
Enabling Environment
Building Capacity

Goal: Women are actively involved in conservation

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

Concern about safety and expense of traveling to activities

Gender norms discouraging women's involvement outside of household

Fear of disapproval from family, neighbors

Lack of confidence in public speaking

Don't think that their involvement is important

Shy to speak in front of mixed men-women groups

Scheduling activities at most convenient times for women

Providing childcare at the activity site

Livelihood strengthening support

Gender focal person - project staff and/or community member

Gender sensitivity trainings and engagement with communities, including husbands and parents

Trainings + practical experience in public speaking and other skills

Have participants travel in groups

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

Providing financial support for travel

Connect to other women role models, networks

Training in importance of women in conservation & communities

Have women-only spaces available

Public platforms for sharing their voices

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

Will women be meaningfully involved in this activity?

Do the target women have the skills needed to participate actively (or do we need to build them first)?

Will women be able to participate safely, comfortably, and without disrupting their other commitments?

Does this activity consider the local context, and is it appropriate*?

Does this activity leverage women's skills, potential skills, experiences, and interests?

PLANNED ACTIVITY

Will we be able to evaluate participation and impacts of this activity? (and how?)

Does this fit into a long-term plan for women's involvement in conservation? (and how?)

Does this contribute to our goal of empowering women? (and how?)

*Are there safeguards in case there are negative social/domestic impacts from this activity?

Conservation Organizations' Gender pages

CEPF

Includes links to CEPF Gender Policy, Gender Toolkit, Gender Tracking Tool
www.cepf.net/grants/before-you-apply/cepf-gender

IUCN

Includes news stories, publications, guidelines
www.iucn.org/theme/gender

Conservation International

Includes guidelines, lessons learned, videos
www.conservation.org/priorities/gender-equality

Women & Rivers Network

Includes list of partners, reports, protocols
www.womenandrivers.com/

WorldFish

Includes latest projects, manuals, blogs
www.worldfishcenter.org/research-theme/gender

UNEP

Includes reports, stories, areas of work
www.unep.org/explore-topics/gender

Women's Earth Alliance

Includes information on programs, resources, news, and stories from the field
womensearthalliance.org

General information on gender

Sustainable Development Goals

Information on Goal 5 (Achieve gender equality...) with publications and statements

sdgs.un.org/topics/gender-equality-and-womens-empowerment

UNDP

UNDP's Gender Equality Strategy 2018-2021

www.undp.org/publications/undp-gender-equality-strategy-2018-2021

International Institute for Environment and Development

Includes webinars, blogs, and case studies

www.iied.org/gender

Food & Agriculture Organization

Includes publications, videos, and E-learning links

www.fao.org/gender/en

TOOLKIT: CEPF

Gender Toolkit

www.cepf.net/sites/default/files/cepf-gender-toolkit-2018-en.pdf

Useful toolkits,
guidelines, &
case studies

CASE STUDY: Oxfam

Story of women taking the lead in natural resource management in Cambodia

www.oxfamamerica.org/explore/stories/women-taking-lead-cambodia

BLOGS: iied

Series of blogs on gender issues across sectors, but primarily environmental issues

www.iied.org/blogs/theme/gender

TOOLKIT: Mangroves for the Future

Gender Analysis Toolkit for Coastal Management Practitioners

www.mangrovesforthefuture.org/assets/Repository/Documents/Gender-Analysis-Toolkit-for-Coastal-Management-Practitioners.pdf

REPORT: Mangroves for the Future

Regional gender analysis for coastal resource management in Southeast Asia + Indian Ocean

www.mangrovesforthefuture.org/assets/Repository/Documents/Regional-Synthesis-Report-Gender-in-coastal-and-fisheries-resource-management.pdf

Resources on Indo-Burma Hotspot CEPF Grantees & Collaborators

CEPF Indo-Burma Hotspot Grantees

Find project reports and information for the grantees in this presentation

www.cepf.net/our-work/biodiversity-hotspots/indo-burma

Boon Rueang Women's Group, Thailand

Story: "Thai women organized to protect their community's wetland forest"

www.recoftc.org/stories/thai-women-organized-protect-their-communitys-wetland-forest

Profile & video as part of the Equator Prize 2020

www.equatorinitiative.org/2020/06/04/boon-rueang-wetland-forest-conservation-group/

WARECOD, Vietnam

News: "The Women's Union of Long Phu District organizes a seminar on community communication, environmental monitoring and protection"

www.warecod.org.vn/en/thong-tin/news/54/672/The-Womens-Union-of-Long-Phu-District-organizes-a-seminar-on-community-communication-environmental-monitoring-and-protection.aspx

Grantee Success Story: Sustainable Fishing in Vietnam www.cepf.net/stories/grantee-success-story-sustainable-fishing-vietnam

International Rivers

Gender rights: Project information, publications www.internationalrivers.org/issues/human-rights/gender-rights/

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