



WildHub Festival 2020

Gender and Conservation

Helen Anthem

Fauna & Flora International

16 JUNE 2020



SEX IS WHAT YOU'RE BORN WITH,
GENDER IS WHAT YOU'RE GIVEN



WHAT IS GENDER?



Gender is **socially constructed**

Arises out of societal **norms, values and beliefs.**

These influence the **different attributes, roles, rights and responsibilities** and **value** assigned to men and to women.

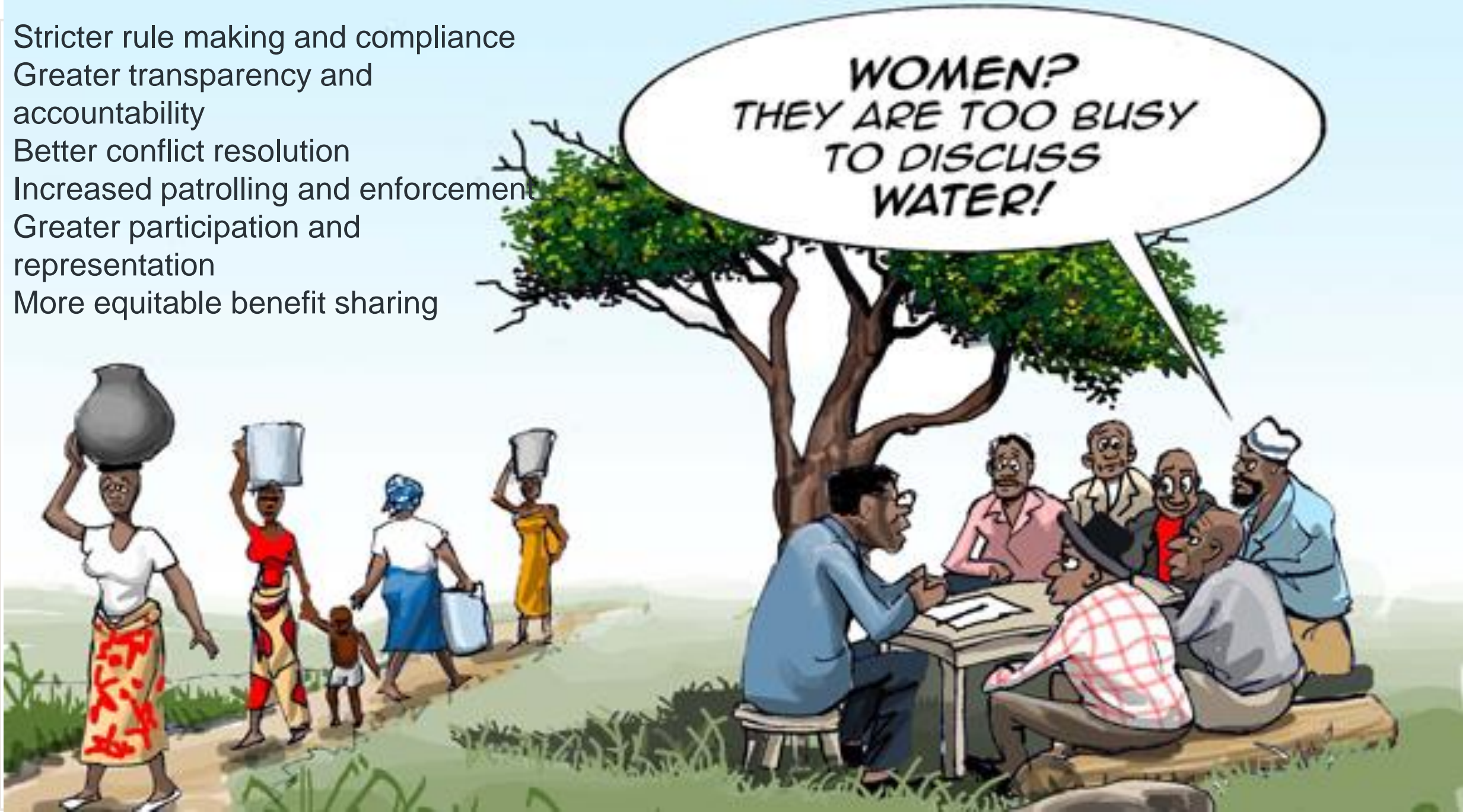
These differ between **different locations and cultures** and can **change over time.**

Wide reaching - individual, household, community, organisational, societal, global

Gender \neq women
Biological sex \neq gender
Sex & gender \neq binary

Intersectionality

- Stricter rule making and compliance
- Greater transparency and accountability
- Better conflict resolution
- Increased patrolling and enforcement
- Greater participation and representation
- More equitable benefit sharing





Mainstreaming gender into organisations

Integrating gender into projects

- Gender review ('audit') to understand current status, strengths and weaknesses
- Development of policies and strategies
- Adaptation or development of organisational and technical systems and procedures
- Processes of influencing and change including of **organisational culture**

- Understand and examine gender-based dimensions of the project and context
- Adapt and develop project elements and activities
- Adapt and develop indicators for monitoring gender integration
- Develop broader **institutional processes** to further gender integration

SOME KEY POINTS



- Where is your project or organisation on the continuum - Gender blind -> gender sensitive -> **gender transformative**
- Do focus on women, but not only on women
- Engage with a diverse range of women and men
- Adapt tools that work for you and your project or organisation
- Appreciate that change takes time
- Challenge your own unconscious bias
- To do nothing is to do something

Thank you for listening



SOME USEFUL RESOURCES



Guidelines for integrating gender & social equity into conservation programming

<https://www.conservation.org/docs/default-source/publication-pdfs/integrating-gender-and-social-equity-into-conservation-programming-2019.pdf>

Gender and conservation: key questions (useful for project planning or review)

https://cms.fauna-flora.org/wp-content/uploads/2017/11/FFI_2011_Gender-and-Conservation-Key-Questions.pdf

Integrating gender into forestry research: a guide for CIFOR scientists and programme administrators (relevant beyond forestry and research)

<http://www.cifor.org/knowledge/publication/3892/>

The work of Bina Argawal (focused on forests but relevant more broadly)

http://www.binaagarwal.com/academic_papers.htm

The work of Danika Kleiber (focused on fisheries but relevant more broadly)

<https://www.youtube.com/watch>