



# Tips for Integrating Gender into Conservation Leadership Programme Award Proposals

## Purpose of Document

Though it is not required by CLP, we encourage teams to consider the topic of gender within their projects if it will help you better achieve your objectives. This document is a guide on how you may start to integrate gender into projects.

## General Information on Gender and Conservation Projects

Men and women interact with their environments differently; they have different needs, priorities and uses for natural resources. In addition, men and women often have different knowledge about natural resources that can open up new conservation opportunities. Conservation projects, especially those which rely on community ownership and management, must understand and respond to those differences by integrating gender issues. This can improve the outcomes of conservation initiatives and ensure that both men and women benefit from projects. Analyzing gender dimensions and making project adjustments to have a gender-integrated project can significantly increase a project's efficiency, sustainability and equity, leading to economic and social gains, an improvement in project performance, equal opportunity and increased participation. Keep the following points in mind while developing and writing a proposal:

### *What is gender?*

Gender is a social construct that refers to relations between and among the sexes, based on their relative roles. It encompasses the economic, political and socio-cultural attributes, constraints and opportunities associated with being male or female. **As a social construct, gender varies across cultures**, is dynamic and open to change over time. Because of the variation in gender across cultures and over time, gender roles should not be assumed, but investigated.

## Gender Situation Analysis and Background

- What is the existing socio-cultural state of men and women in the project area? What social, legal and cultural obstacles could prevent men or women from participating in the project?
- What are the different ways that men and women access, use and control the resources that your project impacts? What ecological knowledge might they have that could influence your project?
- What are the main barriers to ensuring equal participation and access to resources or benefits from your project's activities? How can you make sure everyone participates and benefits?
- How might the existing gender roles affect the achievement of conservation outcomes in your project? How might the project influence men and women differently?

## Activity Design

- What will be the project's impacts (positive and negative) on men and women?
- What are some possible unintended consequences of these activities? How might they affect women and men differently?
- What forms or methods of communication best reach women? And men? If these are different, how can the project adapt messages for men and women?
- Are meeting times and meeting locations appropriate for women? For men?

## Monitoring and Evaluation

- Indicators can be sex-disaggregated and gender sensitive, such as number and percentage of men and women (and not just "number of community members").
- Other indicators could include community knowledge, attitudes and practices about female participation and leadership (e.g. change in beliefs regarding how women participate in Natural Resource Management decision making).

## Staffing and Budgeting

- Consider the diversity of your team, and that both men and women are responsible for thinking about gender.
- Be sure to budget for any activities you identify to help men or women to participate in, and benefit from, equally in the project.
- Consider including a team member with a background in development or seeking guidance from external advisors and external collaborators within the development sector.

## Additional Resources

### Documents

**Guidelines for integrating gender into conservation.** Conservation International.  
English: <https://docs.google.com/file/d/0B23PUHp4FJPZb3AzNUZWNENkLVk/edit>  
French: <https://docs.google.com/file/d/0B23PUHp4FJPZNHR0N2VIMDNqY1k/edit>  
Spanish: <https://docs.google.com/file/d/0B23PUHp4FJPZVnFYb1BTTVd5UUU/edit>

**Integrating Conservation, Livelihoods & Governance: Learning from Experience.** Fauna & Flora International.  
<http://www.fauna-flora.org/wp-content/themes/fauna-flora/docs/Integrating-Livelihoods-and-Governance-with-Conservation-Learning-from-Experience.pdf>

**Gender: Lessons learned from REDD+ and other conservation strategies.** Fauna & Flora International.  
<http://www.fauna-flora.org/wp-content/uploads/Gender1.pdf>

SCHNEIDER, H. (2013) **The future face of conservation: could it be female?** Oryx, 47, 1–2  
[http://community.eldis.org/.5992b8ed/Schneider\\_H\\_2013\\_The\\_future\\_face\\_of\\_conservation\\_Oryx\\_editorial\\_Jan\\_2013.pdf](http://community.eldis.org/.5992b8ed/Schneider_H_2013_The_future_face_of_conservation_Oryx_editorial_Jan_2013.pdf)

**A Gender Perspective on Securing Livelihoods and Nutrition in Fish-dependent Coastal Communities.** Wildlife Conservation Society.  
[www.wcs.org/genderfisheries](http://www.wcs.org/genderfisheries)

**Framework for Conducting Gender Responsive Analysis.** IUCN.  
[http://cmsdata.iucn.org/downloads/framework\\_gender\\_analysis.pdf](http://cmsdata.iucn.org/downloads/framework_gender_analysis.pdf)

**Checklist of key questions to ask when doing a rapid gender assessment for a new natural resource management project in a developing country.** The Nature Conservancy.  
<http://www.nature.org/science-in-action/leading-with-science/gender-conservation-checklist.pdf>

### Blogs and News Stories:

**Conservation and Gender.** Fauna & Flora International.  
<http://www.fauna-flora.org/initiatives/conservation-and-gender/>

**Putting gender on the conservation agenda.** Fauna & Flora International blog.  
<http://www.fauna-flora.org/putting-gender-on-agenda/>

**Series on gender and conservation.** Conservation International blog.  
<http://blog.conservation.org/tag/gender-conservation/>

*If you have any questions relating to the integration of gender in your project please contact [clp@birdlife.org](mailto:clp@birdlife.org).*