

GENDER STRATEGY 2020-2024

IUCN NATIONAL COMMITTEE
OF THE NETHERLANDS

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A just world that values and conserves nature.



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ABBREVIATIONS

ASM	Artisanal Small-scale Mining
CBD	Convention on Biological Diversity
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSOs	Civil Society Organisations
EHRD	Environmental human rights defenders
FAO	Food and Agriculture Organisation
GBV	Gender-Based Violence
IRMA	Initiative for Responsible Mining
IUCN	International Union for Conservation of Nature
IUCN GPGR	International Union for Conservation of Nature Global Programme on Governance and Rights
IUCN NL	International Union for Conservation of Nature National Committee of The Netherlands
MEA	Multilateral Environmental Agreement
NGOs	Non-Governmental Organisations
NRM	Natural Resource Management
OECD	Other Effective Area-Based Conservation Measures
RSPO	Roundtable on Sustainable Palm Oil
RTRS	Round Table Responsible Soy
SDGs	Sustainable Development Goals
UN	United Nations
WEHRD	Women Environmental Human Rights Defenders

EXECUTIVE SUMMARY

Gender equality and women's empowerment are globally recognised priorities, matters of fundamental human rights, and prerequisites for sustainable development. For decades, international policy frameworks have emphasized women's rights across the environmental sphere. Gender gaps of all kinds and across sectors, undermine conservation and threaten sustainable development progress.

IUCN NL is stepping up its ambitions to contribute to a fair and gender equal world. Our gender vision and approach is highlighted in this gender strategy. We apply a two-track approach: gender equality is mainstreamed throughout our programme as a cross-cutting issue and secondly, gender equality is integrated as a stand-alone goal towards women's empowerment.

Our gender vision: Gender equality and women empowerment to ensure just solutions for safeguarding nature.

Our goals:

1. Equally valued **knowledge systems** of both men and women on natural resource management;
2. Equitable **access to, use of, control over and benefits from** resources, technology, knowledge and services for men and women is ensured;
3. Active and **meaningful engagement** of the most marginalised populations and groups;
4. Demonstrated equitable **participation, inclusive decision-making and leadership** of both men and women and benefit sharing from resources;

In order to achieve these goals, we defined the following two pathways:

1. Empowered women and women networks;
2. Engaged community members – women, girls and men and boys - as champions and partners who understand gender equality as a benefit for all and gender inclusive policies and laws.

Our ambitions and intended outcomes for 2020-2024 include:

- A gender-proof organization;
- Capacitated and gender responsive partners;
- Empowered women organisations;
- An enabled environment 1: community awareness on women's rights;
- An enabled environment 2: gender responsive policies and standards in the Netherlands and EU.

1. INTRODUCTION

Gender equality and women's empowerment are globally recognised priorities, matters of fundamental human rights, and prerequisites for sustainable development.¹ For decades, international policy frameworks have recognised women's rights across the environmental sphere. Key policies include (i) the Convention on the Elimination of All Forms of Discrimination against Women in 1979 ([CEDAW](#)), (ii) the [Beijing Platform on Action](#) (1995) that includes women and the environment as one of 12 critical areas for action, (iii) [Agenda 21](#) at the 1992 Earth Summit, that recognized the vital role of women in environmental management and development and (iv) the [Convention on Biological Diversity](#) (CBD), that adopted a [Gender Plan of Action](#) in 2008, making it the first Multilateral Environmental Agreement to do so, and now having other MEAs follow suit.² The Sustainable Development Goal (SDGs) 5 on gender equality is strongly linked across all other SDGs, including SDG 15 life on land and SDG 13 on climate change. Understanding the gender-environment nexus³ is key to understanding social and environmental inequities.

There are strong indications that nature conservation and sustainable natural resource management (NRM) is improved when women take a more central role in resource management decisions.⁴ Gender gaps undermine conservation and threaten sustainable development progress.⁵ Good governance in sustainable ecosystem management can only be achieved by understanding these gaps and by addressing the specific gender barriers. Without specific attention to gender, programmes run the risk of exacerbating gender inequalities and detriment conservation results.⁶

IUCN NL is striving for gender equality. It is our belief that gender equality is essential to safeguard nature. Therefore we need to create conditions that facilitate equitable involvement of both men and women. Gender equality concerns not only women: it is about both men and women and their experiences, priorities and environmental solutions that should be equally valued. Moreover, people are not only experiencing exclusion based on their gender. Intersecting identities such as race, class, age, sexual orientation, gender identity or geographical location can improve or decrease a person's position within his or her society. These intersecting identities are taken into account in this strategy.

IUCN NL is stepping up its ambitions to contribute to a fair and gender equal world. Our gender vision and approach is highlighted in this document.⁷ We apply a two-track approach: gender equality is mainstreamed throughout our programme as a cross-cutting issue and secondly, gender equality is integrated as a stand-alone goal towards women's empowerment. Our gender strategy is closely linked to the IUCN NL strategy [2020-2024](#) in which six priorities were identified:

1. Ensure ambitious Dutch policies for nature and biodiversity;
2. Decrease the biodiversity footprint of the Dutch economy;
3. Connect, protect, and restore nature for well-functioning landscapes;
4. Strengthen natural resource governance by local and indigenous communities;
5. Defend environmental rights of people and nature;
6. Secure large-scale finance for conservation and restoration.

¹ IUCN, 2018 in *Gender and environment statistics: unlocking information for action and measuring the SDGs* p xiv - <https://portals.iucn.org/library/node/48433>

² *ibid*

³ To learn more about the link between gender and the environment, see annex 1.

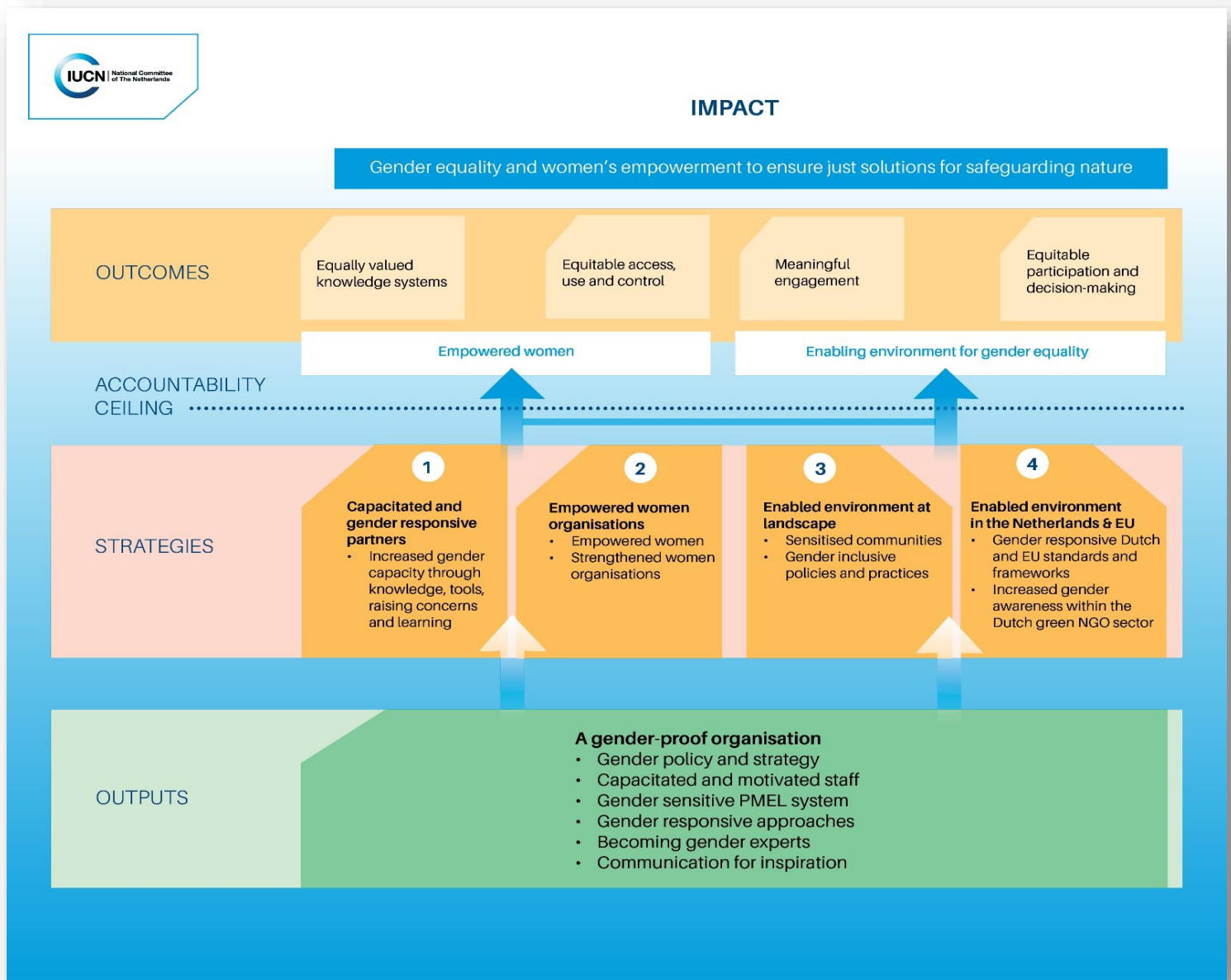
⁴ Agarwal, 2001 in *Participatory exclusions, community forestry and gender: an analysis for South Asia and a conceptual framework* 29(10): 1623–1648

⁵ *Ibid* / To learn more about how gender inequality are shaped, see annex 2.

⁶ *Ibid*

⁷ This strategy is supported by the gender team of the [IUCN Global Programme on Governance and Rights](#).

Our ambitions and interventions are revolved around these priorities. We do this in close collaboration with our partners in the global south and our partners at national and international level, e.g. the IUCN Global Programme on Governance and Rights. Together we become multipliers of change to ensure inclusive solutions to safeguard nature as the basis of all life.



2. OUR GENDER STRATEGY

Gender equality and women empowerment to ensure just solutions for safeguarding nature. This is our gender vision. We apply a two-track approach: firstly, we mainstream gender equality in our programmes as a cross-cutting issue and secondly we promote women's empowerment as a stand-alone goal. To work towards this vision we identified the following four goals based on IUCN's operational principles on gender:⁸

1. Equally valued **knowledge systems** of both men and women on natural resource management;
2. Equitable **access to, use of, control over and benefits from** resources, technology, knowledge and services for men and women is ensured;
3. Active and **meaningful engagement** of the most marginalised populations and groups;
4. Demonstrated equitable **participation, inclusive decision-making and leadership** of both men and women and benefit sharing from resources;

We defined these two prerequisites, or pathways to reach these outcomes:

- A. **Empowered women and women groups;**
- B. An enabling environment: **engaged community members**, -women, girls and men and boys -as champions who understand gender equality as a benefit for all and **gender inclusive policies and laws.**

Based on these guiding principles we have developed the following theory of change (see figure 1). Please note the proposed indicators are generalized indicators and will be specified per programme.

Outcome 1: A gender proof organization

When striving for gender equality, it is a pre-condition to start with our own organization, and have the right basics in place. Based on the 2019 internal gender audit, human resource policies were updated and a gender policy was developed. Gender equality is fully integrated in the IUCN NL 2020-2024 strategy and in our partnership guidelines. Where necessary, gender concerns will be integrated in relevant procedures and governance mechanisms, as well as in the overall culture of our organization. In the coming years we will continue to improve our gender aspirations through:

Capacitated and motivated staff

- The internal capacity of staff is strengthened through knowledge, tools and workshops, so all programme focal points and financial officers are gender sensitized;
- An annual organizational evaluation monitors internal progress and gender capacity of staff
- A dedicated gender focal point and supporting gender team spearheads organizational and programmatic gender interventions and safeguards it's continuity;

Indicators:

- Improved gender capacity of IUCN NL staff based on survey;

Gender sensitive PMEL system

In order to effectively mainstream gender in our programmes, we have gender responsive Planning Monitoring Evaluation and Learning systems in place. We therefore undertake the following steps:

- For new programmes a gender and power analysis is conducted at the inception phase;
- Based on the power and gender context analysis, gender-responsive strategies and goals are integrated through result frameworks and workplans;

⁸ These goals are derived from the IUCN Gender Equality and Women's Empowerment Policy. This is a simplified version of the operational principles. For the full text see [IUCN Gender Equality and Women's Empowerment Policy](#) (2018), pp 3

- Both women and men are participating from the design phase of a programme onwards;
- The gender sensitive monitoring and evaluation framework includes quantitative and qualitative gender disaggregated indicators;
- Unintended outcomes or potential backlash, e.g. an increase of gender based violence are closely monitored;
- Gender is integrated in programme budgets;
- Exchange and lessons learnt define follow-up interventions and the effects of changed gender dynamics in relation to the community and environment will be analysed;

Gender responsive approaches

- Gender and social inclusion criteria are part of the selection of new partners as stated in our partnership guidelines;
- Current partners are stimulated and expected to increase their gender capacity and approaches;
- Gender and social inclusion is embedded in our programmes as a cross cutting issue, e.g. integrated in relevant types of training and interventions;
- We apply a context specific approach: we work from a bottom up approach with local partners. We will offer support fitting the local context, e.g. dilemma's in complex cultural or religious contexts;
- In our approach not only women are targeted, but special attention is given to the community as a whole (men and women included) through community dialogues to ensure an enabling environment is created and the rights of women are known and respected by the community;

Becoming gender experts

In collaboration with our partners in the global south and the IUCN Global Programme on Governance and Rights lessons learnt will be systematically collected to build hands-on and practical tools. We will especially develop our internal gender expertise on *natural resource governance by local and indigenous people* (IUCN NL strategic priority no. 4) and on *defend environmental rights of people and nature* (IUCN NL strategic priority no. 5).

Communication for inspiration

Regular communication products will be published to share our joint achievements to inspire our partners and others. These products include:

- Gender factsheets and explainer blogs;
- Storytelling video clip series;
- Inspiring achievements and results that make us proud;
- The promotion of gender champions;

Outcome 2: Capacitated and gender responsive partners

Based on our own strengthened capacity and outreach, we will strengthen our partners in their capacities in relation to gender. Furthermore, we learn from the partners experiences in the field:

- We facilitate the development of gender capacity in programmes, by providing advice, knowledge and tools, e.g. to conduct gender audits, do gender responsive planning, implementation, budgeting and evaluation of programmes;
- We stimulate gender and diversity concerns and outcomes with our partners;
- We support partners in their lobby towards gender inclusive policies and practices;
- We stimulate exchange and peer to peer learning;

Indicators:

- Number of gender sensitized partner organisations;
- Number of partner organisations with women in the management team or board;

Outcome 3: Empowered women organisations

We will collaborate with women networks to actively stimulate transformative change to repair unequal power relations. Women will be strengthened to take up leadership roles through leadership and entrepreneurship training through dedicated grants for women organisations and exchange meetings. There will be specific attention to increase their safety and security situations.

- We will link, empower and fund women's networks and movements;
- Degree of increased women leadership based on survey;

Indicators:

- X number of women groups strengthened;
- Degree number of women that followed leadership training per year;

Outcome 4: Creating an enabling environment

Community dialogues

An important part of the strategy is raising the awareness of communities as a whole, men and women included, on gender equality. A key element is to address gender throughout the whole programme (e.g. also on land rights and NRM training) in community dialogues. We support partners in their lobby towards gender inclusive policies and practices.

Indicator:

- Number of gender inclusive policies and practices;

Joint lobby on gender and nature in the Netherlands and the EU

Through a strategic collaboration with WO=MEN the lobby on SDG 5 on gender can be integrated in the SDG13 climate action and SDG 15 life and land lobby and vice-versa. This translates in a gender responsive post 2020 CBD framework and at EU level gender responsive standards and certificates, such as the RSPO on palm oil and RTRS on responsible soy, to protect human rights, including women's rights in global supply chains. This includes a review by gender experts, engaged women in stakeholder consultations and the use of gender specific indicators. Another goal would be to stimulate gender inclusivity within the Dutch conservation sector, e.g. through our IUCN NL member organisations and the 'de Groene 11'.

Indicators:

- Number of gender responsive standards and frameworks, e.g. CBD post 2020 framework, IRMA, RSPO, RTRS;
- Increased gender awareness within the Dutch green NGO sector based on surveys (IUCN NL members);

Outcome 5: Equally valued knowledge systems of both men and women on natural resource management;

Indicator:

- Degree of women's and men's knowledge heard and taken on board;

Outcome 6: Equitable access to, use of, control over and benefits from resources, technology, knowledge and services for men and women is ensured;

Indicators:

- Number of cases with equitable outcomes for men and women on the above;

Outcome 7: Active and meaningful engagement of the most marginalised populations and groups;

Indicator:

- Quality of engagement of marginalized people in stakeholder initiatives;

Outcome 8: Demonstrated equitable participation, inclusive decision-making and leadership of both men and women and benefit sharing from resources;

Indicator:

- Percentage of men and women that meaningfully⁹ participate in decision making processes (e.g. water user associations, ICCA's, CREMA's, OECM);

⁹ Meaningful participation means women are not only present, but their concerns are heard and taken on board, they have the opportunity to articulate their contributions and expertise, to ensure that gender perspective and analyses inform and shape decision making processes, and that outcomes benefit the whole of society. (UN Women 2018)

3. REFERENCES AND RELATED POLICIES

Agarwal, (2001)

[Participatory exclusions, community forestry and gender: an analysis for South Asia and a conceptual framework. World Development](#)

Castañeda, Camey, Sabater, Owren, Boyer and Wen, (2020)

[Gender-based violence and environment linkages: The violence of inequality](#)

Food and Agriculture Organisation, (2014)

[Women in Forestry: Challenges and Opportunities](#)

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[Gender in Agriculture: closing the knowledge gap](#)

Gender Statistics Database

<https://eige.europa.eu/gender-statistics/dgs>

IUCN and WEDO, (2011)

[Forests and Gender](#)

IUCN, (2018)

[Gender and environment statistics: unlocking information for action and measuring the SDGs](#)

IUCN, (2018)

[Women as change-makers in the governance of shared waters](#)

IUCN (2020)

[Gender-based violence and environment linkages: The violence of inequality](#)

UN Climate Change

<https://unfccc.int/gender> (January 2020)

UN Women, (2018)

[Women's meaningful participation in negotiating peace and the implementation of peace agreements report of the expert group meeting](#)

UN Women & UN Department of Economic and Social Affairs, (2019)

[Progress on the Sustainable Development Goals: The gender snapshot 2019](#)

The World Bank, Food and Agriculture Organisation & International Fund for Agricultural Development, 2009

Gender in agriculture sourcebook: Module 10 [Gender and Natural Resources Management](#)

Related policies

- IUCN (2018) Gender Equality and Women's Empowerment Policy: [Mainstreaming gender-responsiveness within the IUCN programme of work](#)
- IUCN NL (2019) Gender policy
- IUCN NL (2020) Partnership guidelines

ANNEX 1. THE LINK BETWEEN GENDER AND THE ENVIRONMENT

Forestry value chain and gender

Use of and access to forest products and roles in forest governance tend to be differentiated along gender lines. Most forest peoples practice mixed economies in which mobile foraging is a key element in their livelihood strategies, based on hunting, fishing, gathering, shifting cultivation and, increasingly, small-scale commodity production. As well as being central to their identities and economies, such activities are regulated by customary law. Men are mostly engaged in planting, maintaining and harvesting trees and its fruits or hunting for commercial purposes, while women mainly take care of products for subsistence use, such as food, medicines, fuelwood, fodder, and those for soil fertility improvement. Women are often excluded from local institutions for forest governance, which limits their access to resources and benefits and is neglecting women's knowledge. Studies show that gender balanced community forest groups though, perform consistently better in forest regeneration activities.¹⁰

Land, agriculture and gender

Farming can be a contributor to deforestation and land degradation. Men usually operate bigger farms than women, and these farms often produce higher yields than those operated by women. This is largely attributed to the fact that women have less access to land, inputs and resources, ranging from fertilizer and tools to extension and credit. While numbers vary, on average over 43%¹¹ of women worldwide work in agricultural and related activities, yet less than 14% of landholders are women.¹² Yet, secure land tenure encourages investments for sustainable land management and practices necessary to cope with environmental degradation. Better access to land, credit, information, training, and technology, ensures women are more enabled to manage land more sustainably.

Water and gender

Inclusive water governance is the cornerstone of global water security over the coming decades. A central dimension of water security involves the protection, allocation and sharing of increasingly scarce and polluted water resources among people and the environment. Both men and women play prominent roles in the productive use of water resources for agriculture, forestry and fishery. At the household level, women and girls often have the responsibility to collect water for their families and livestock. However, women remain largely under-represented in water governance processes, e.g. in irrigation schemes. Under-appreciation of their knowledge and constrained rights to access water resources limit their economic opportunities and representation of the communities' interests.¹³

Climate change and gender

Climate change will only exacerbate environmental stress affecting forests, water resources and agriculture. It has a greater impact on those that are most reliant on natural resources for their livelihoods and those who have the least capacity to respond to natural hazards, like droughts or floods. Women often experience more effects of climate change, yet their unequal participation in decision-making processes prevent them from fully contributing to climate-related planning (adaptation), policy-making and

¹⁰ See [Agarwal 2001](#), [FAO \(2014\) Women in forestry: challenges and opportunities](#), and [IUCN and We Do \(2011\) forests & gender](#)

¹¹ [FAO \(2014\) Gender in Agriculture: Closing the Knowledge Gap](#)

¹² [UN Women \(2019\) Progress on the SDGs: the gender snapshot](#)

¹³ [IUCN \(2019\) Women as change-makers in the governance of shared waters](#)

implementation. Yet, women can (and do) play a critical role in response to climate change. Women can contribute to community mobilization and can appeal to communities that address all layers of a society allowing for better implementation and acceptance of needed change to ensure climate resilient landscapes.¹⁴

Environmental degradation and the effects on gender equality

Environmental degradation and natural resource scarcity pose significant threats to ecosystems and livelihoods, resulting in biodiversity loss, food insecurity, poverty, displacement, violence, and loss of traditional and cultural knowledge. Ensuing tension and competition over scarce resources within and between communities, households and industries amplifies exploitative gender inequalities. These tensions may give way to a rise in gender based violence (GBV) as a means of control and reinforcement of power imbalances.¹⁵

Human rights defenders and gender

Incidents of violence against environmental human rights defenders (EHRDs) are increasing. Women environmental human rights defenders (WEHRD) experience and are exposed to the same risks and types of violence as other defenders, but they also face gender-specific risks and violence – in part due to their actions challenging existing gender norms within their respective communities and societies. GBV (gender-based violence) is used to suppress women environmental human rights defenders' power and authority, undermine their credibility, dismantle their status within the community and discourage them and others from coming forward. As Indigenous communities are often on the frontlines of defending their territories, resources and rights from extractive projects and corporate interests, many indigenous women face intersecting and reinforcing forms of gender-based and other violence.¹⁶

For more information see:

IUCN NL Blog series Gender and the environment

1. Part 1 [Benefits of gender equality in sustainable ecosystem management.](#)
2. Part 2 [What are the barriers to gender equality in sustainable ecosystem management?](#)
3. Part 3 Strategies for integrating gender in sustainable ecosystem management.
4. Part 4 (upcoming) highlights examples of gender-responsive interventions.

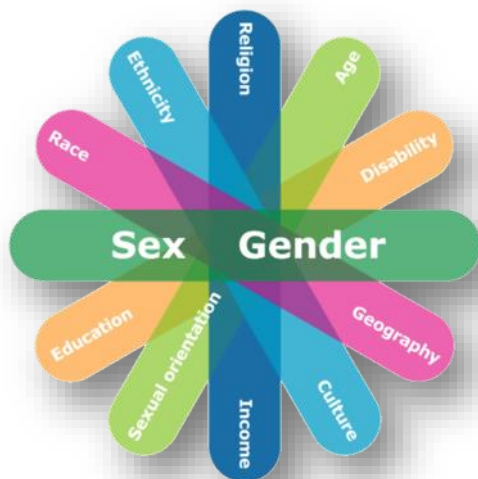
¹⁴ <https://unfccc.int/gender>

¹⁵ IUCN Global Office for Governance and Rights (2020) [Gender-based violence and environment linkages: The violence of inequality](#)

¹⁶ *ibid*

ANNEX 2. NATURAL RESOURCE MANAGEMENT: ZOOMING IN THROUGH A GENDERED LENS

The environment, such as forests or water sources are heavily impacted by human activity. Yet, how a person interacts with his/her environment is often based on his/her position in society. Men and women often use and manage natural resources in different ways. Gender divisions vary across regions and cultures, and are usually further defined by age, ethnicity, religion or marital status; the additional characteristics of people intersect and may result in increased subordination in society. For instance, in addition to the discrimination based on their gender, indigenous women may be marginalized even more because of their ethnicity.



Power dynamics shape gender-based inequalities. These inequalities are rooted in social, cultural and legal norms and customs. Key differences between men and women in relation to their environment are foremost defined by their (i) roles and responsibilities, (ii) knowledge, (iii) access and ownership, and (vi) decision making power. When we consider the following four simple questions within a given context, existing gender gaps become visible:

1. Who does what?
2. Who knows what?
3. Who owns what?
4. Who controls what?

1. Who does what?

Men and women often have differentiated roles and responsibilities: there are clear divisions of labour within and beyond the household and everyday practices. In

many regions men generally use natural resources for agriculture, logging, and hunting and fishing for commercial purposes, whereas women are mostly responsible for providing their households with the basic necessities of life such as food, medicines, fuel, fodder and water. Women's unpaid labour is generally not being considered "real" work, even in what are traditionally considered productive sectors. Gender bias and time-intensive household care duties often impede women's economic opportunities¹⁷ and women's participation in meetings and management institutions.

2. Who knows what?

This question deals with knowledge, beliefs and norms. Traditional ecological knowledge is strong among both men and women in especially rural areas. This is reflected in, for example, the great variety of plant products collected and used for many different purposes, the practice of numerous agroforestry systems, use of medicinal herbs and hunting skills based on an in-depth knowledge of animal behavior. Yet, women's differentiated knowledge is often under-valued, limiting the views of a fuller spectrum of the communities' interests. In addition, women often have less access to education¹⁸ and or information that could improve sustainable use of natural resources (see next point).

3. Who owns what?

This question is about who has access to resources and assets such as, land, education, information, skills, income, employment, services, benefits, time, space, and capital. One key aspect of sustainable natural

¹⁷ World Bank <http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/Module10.pdf> pp 425

¹⁸ [Progress on the sustainable development goals](#)

resource management is land ownership. Insecure land tenure reduces incentives to make improvements in farming, hunting or gathering practices necessary to cope with environmental degradation. In many countries around the world women have major roles using land for food security, income and household resources, yet, they face numerous legal and social barriers on land rights – including rights to sell, bequeath, manage or control the economic output from their lands. In addition, if they do not have their name on the land title, they are often not able to access loans to invest in technology and inputs. In some places where laws are gender sensitive, women may not be aware of their formal rights or they may lack the proper documentation to take advantage of their rights.

4. Who controls what?

This question is about formal and informal power, rules and decision making. Comprising approximately 50% of the population, women are vastly underrepresented in decision making on natural resource governance. Environmental decision-making bodies and leadership positions continue to be heavily male dominated at all levels. Yet, research and experiences show the power and advantages of inclusive decision making.¹⁹ In many communities, cultural norms and time-intensive household care duties impede women's abilities to participate in community consultations and decision-making processes about sustainable management initiatives. Therefore, when it comes to natural resources and ecosystem management, women's needs, priorities and knowledge are often ignored or overlooked, while they are key stakeholders in its use. This not only negatively impacts women's empowerment and agency, it also undermines the effectiveness of sustainable management solutions and results in inequitable benefit distribution.

Defying the status quo

Often, the gender gaps as described above are reinforcing itself. In a cyclical fashion, many women, particularly in rural areas, continue to be marginalised because of their lack of or limited access to natural resources, economic opportunities, information and decision making. When projects and programmes overlook gender gaps and inequality, or when they do not consider the local context and tailoring approaches accordingly, they can inadvertently contribute to the continued marginalization of women and underrepresented groups, roll back progress on gender equality, and in some cases, increase gender-based violence. Projects must address inequality considering local gender dynamics and tap into women's potential to help realize the benefits of a gender-responsive approach across environment-related contexts.

¹⁹ Agarwal 2001

ANNEX 3. GLOSSARY OF TERMS²⁰

Agency (e.g., women's and men's agency)

Having the ability to make effective choices and to transform those choices into desired outcomes. Agency can be understood as the process through which women and men use their endowments and take advantage of economic opportunities to achieve desired outcomes. (A common usage is "women as agents of change", that is, seeing and respecting women's potential to contribute to transformative development outcomes, for example.) (Source: World Bank)

Empowerment (e.g., Women's empowerment)

Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Central to this process are actions which both build individual and collective assets, and improve the efficiency and fairness of the organisational and institutional context which govern the use of these assets. (Source: World Bank)

Environmental human rights defenders (EHRDs)

Environmental human rights defenders are individuals and groups who 'strive to protect and promote human rights relating to the environment.' They come from many different backgrounds and work in different ways. (Source: UN)

Gender

The socially constructed set of norms and behaviors, based on social, cultural, political and economic expectations and values, describing what it means to be a woman or a man. The term distinguishes the socially constructed from the biologically determined aspects of being female and male. Unlike the biology of sex, gender roles, behaviours and the relations between women and men are dynamic. They can change over time and vary widely within and across a culture, even if aspects of these roles originated in the biological differences between the sexes. (Source: IUCN, IFAD)

Gender-based violence

GBV is an umbrella term for any harmful act (e.g. physical, verbal, sexual, psychological, and socioeconomic) that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance. (Source: IUCN, UNICEF, UNFPA, UNDP, UN Women)

Gender equality

Women and men have equal rights, freedoms, conditions and opportunities to access and control socially valued goods and resources and enjoy the same status within a society. It does not mean that the goal is that women and men become the same, but rather that they have equal life chances. This applies not only to equality of opportunity but also to equality of impact and benefits arising from economic, social,

²⁰ From: IUCN (2018) Gender Equality and Women's Empowerment Policy: [Mainstreaming gender-responsiveness within the IUCN programme of work](#)

cultural and political development. (Source: IFAD)

Gender equity

Fairness of treatment for women and men according to their respective needs. A gender equity goal often requires measures to rectify the imbalances between the sexes, in particular to compensate for the historical and social disadvantages of women. Equity can be understood as the means, where equality is the end. Equity leads to equality. (Source: IFAD, IUCN)

Gender gap

Disparity between people—women and men, and girls and boys—in their access to resources, education, health services or power. (Source: IFAD)

Gender identity

Gender identity reflects a deeply felt and experienced sense of one's own gender. Everyone has a gender identity, which is part of their overall identity. A person's gender identity is typically aligned with the sex assigned to them at birth. Transgender is an umbrella term used to describe people with a wide range of identities, including people who identify as third gender, and others whose appearance and characteristics are seen as gender atypical and whose sense of their own gender is different to the sex that they were assigned at birth. (Source: UN Free and Equal)

Gender indicators

Indicators used to measure changes in gender relations over time (e.g., the changes in the status or situation of women and men, such as levels of poverty or participation) as a result of a particular policy, programme or activity. (Source: IUCN)

Gender responsive

To identify and understand gender gaps and biases, and then act on them, developing and implementing actions to overcome challenges and barriers, thereby improving gender equality. In comparison to gender sensitive (see below), gender responsive has come to mean more than "doing no harm"; it means "to do better". (Source: IUCN)

Gender-responsive approach

The proactive identification of gender gaps, discriminations and biases and then the coordinated development and implementation of actions to address and overcome them, by advancing women's and girls' empowerment via enhanced access to and control of, for example, resources and services, benefits, participation and decision-making. This approach helps ensure that IUCN policies, programs or projects do not exacerbate inequalities, but rather take meaningful steps to reduce disparities and empower women, girls and members of traditionally disadvantaged groups, as fundamental toward meeting IUCN's mission. (Source: IUCN)

Human rights-based approach

A conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. It seeks to analyse inequalities which lie at the heart of development problems and redress discriminatory practices

and unjust distributions of power that impede development progress. In this way, it is complementary to a gender-responsive approach. (Source: UN, IUCN)

Indigenous peoples

The definition or 'statement of coverage' contained in the International Labour Organisation Convention on Indigenous and Tribal Peoples in Independent Countries comprises: i. peoples who identify themselves as 'indigenous'; ii. tribal peoples whose social, cultural, and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations; iii. traditional peoples not necessarily called indigenous or tribal but who share the same characteristics of social, cultural, and economic conditions that distinguish them from other sections of the national community, whose status is regulated wholly or partially by their own customs or traditions, and whose livelihoods are closely connected to ecosystems and their goods and services. (Source: ILO, 1989)

Meaningful participation

The concept of 'meaningful' participation means women are not only present, but their concerns are heard and taken on board, they have the opportunity to articulate their contributions and expertise, to ensure that gender perspective and analyses inform and shape decision making processes, and that outcomes benefit the whole of society. Increasing the numbers of women (numeric or descriptive participation) and deepening the quality and impact of their roles (representation of interests) remain vital twin-tracks. Moving beyond the numbers or percentages with a need to focus on the qualitative components of women's participation. (Source: UN Women, 2018)