

## 1.5 Definition of a Gender Policy for the Union

RECALLING that the World Conservation Union has an equal opportunity policy and that the Convention on the Elimination of all Forms of Discrimination against Women, the Declaration of Human Rights and the Beijing Declaration, as well as Chapter 24 of Agenda 21, encourage equal and effective participation by women on an equal opportunity basis;

CONVINCED that, at the world level, it is necessary to:

- a) recognize that the equitable eradication of poverty requires a gender-focused approach in order to achieve sustainable development;
- b) redouble efforts to recognize the contribution of women to conservation and sustainable development;
- c) promote equitable access to and control of natural resources;
- d) promote the participation of women in decision-making processes at the local, national, regional and world levels;

The World Conservation Congress at its 1st Session in Montreal, Canada, 14–23 October 1996:

REQUESTS the Director General, within available resources and under the guidance of the new Statutes, to:

- a) continue the work of the Policy Committee of Council to formulate a gender programme and policy for the Union;
- b) specify and agree upon human resources development and personnel policies of IUCN to promote the participation and representation of women within the institution at all levels;
- c) integrate gender perspectives across the IUCN Programme;
- d) promote the strengthening of gender equality initiatives through technical and financial support;
- e) establish a Gender and Sustainable Development Working Group within the Union to follow-up this Resolution and to incorporate it within the IUCN Programme.