Sharing Experiences with other SRJS Partners on Gender Mainstreaming - Uganda Case

SRJS Gender Webinar - 26th, June 2018
Strategies for mainstreaming gender

- Enhance capacity for women in politics.
- Male involvement and engagement.
- Gender Inclusive Community visioning.
- Developing Gender Roadmaps with clear indicators.
- Participation in the district development planning process.
- Conduct sex segregated data - diversities.
- Gender action plans.
- Ensure that concerns and needs of women are integrated in the initiatives.
Strategies continue……..

- Conducted gender seminars (testimonies from families whose working together has made a difference).
- Application of the Whole household approach.
- Tools for climate change vulnerability to understand the needs of different groups.
- Training manuals to build capacity of partners.
- Worked with government to integrate gender in the forest sector (REED+ programme and climate change mitigation.
- Supported development of a gender roadmap to ensure equal benefits to the community.
Strategies continue……..

- Prioritizing gender in the forestry sector to see that gender is reflected in the different policies.
- Gender financing for the integration of gender in the REED programme.
- Tracking gender responsiveness.
- Monitoring Ugandan processes to ensure that what is on paper is implemented.
- Tracking the changes to guide gender balanced spending.
- Employ full time Gender officers.
Strategies continue……..

- Engage women at grass root including local leaders.
- Form coalitions of community-based organizations in the landscape and organized groups.
- Gender indicators to spell out how many women benefit from the initiatives they provide to communities.
- Economic empowerment of women.
- Create gender champions.
- Fair resource allocation/ gender budgeting.
- Ownership and access to resources.
Challenges for mainstreaming gender

- Feminization of poverty. Women are presumed to be the poorest members of community and therefore most vulnerable.
- Dominant patriarchal mind-set. Cultural and religious beliefs make women to remain as subordinate of men.
- Resource constraints for national machinery to monitor and evaluate gender mainstreaming.
- Weak coordination of actors.
- Low capacity for gender mainstreaming.
- Limited Research.
Challenges continue.....

- Socio-cultural attitudes and norms that hinder inclusive participation and decision-making.
- Absence of a gender mainstreaming strategy.
- Limited space/platforms for women in decision-making.
- Manifestation of climate change effects resulting from numerous unsustainable development processes in their areas of work that has created food insecurity, women and youth exclusion in decision-making processes, and social and environmental injustice.
- Women have no control over land, but only have use rights.
- Theory in gender mainstreaming.
Actions to Promote gender mainstreaming

- Compiled gender concerns and submitted them to the Ministry of Gender, Labour & social Development (MGLSD).
- Developed the gender indicators for the M&E Framework for SRJS partners.
- Input to the proposed Environmental Bill, partners met the Natural Resources committee of parliament.
- Shared the Local Content policy with partners.
Gender Plans for 2018

- Build and strengthen a grassroot women’s movement to collectively tackle gender injustices. *Core activities include:*
  - Conducting women energy assemblies
  - Feminist participatory action research
  - Demonstration and pilots on food sovereignty and energy alternatives
  - Artistic impressions through poems and drama.

**Challenge for building the women movement is......**

Thin budget for supporting movement activities, with a need to mobilize at least 5000 rural women.
Thank You for Listening!
Gender & Social Inclusion in SRJS
Guianas Eco-Region

SRJS GENDER WEBINAR
JUNE 26, 2018

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Introduction: Guiana Shield Eco-Region

- One of the 9 Eco-Regions;
- Programme implementation across 3 landscapes in 2 countries (Guyana & Suriname);
- Collaboration between IUCN & WWF to implement the programme through an Alliance.
- Context studies were completed in both countries to shape the programme including its gender approach.

Source: Guyana Shield Facility
Introduction: Gender & Inclusiveness in the Guianas

• Cross-cutting component and embedded in the Environmental Governance programme;

• Overall aim in the Guianas:
  ○ Increase the operational space for CSOs for L&A through wider participation in the environment and natural resources governance and decision-making processes;
  ○ Application of gender-responsive interventions to include and empower the vulnerable and marginalized groups.

• Country specific application of gender approaches.
Gender & Inclusiveness: Guyana

- Using a gender lens to focus attention on the Environment & Natural Resources Sector through a rights-based approach.

- Dual approach in country:
  - Direct interaction, engagement and interventions with SRJS partners (CSOs);
  - Influencing and national level engagements to increase attention on gender issues in the sector

- First meeting of the partners to increase understanding and frame interventions.
Starting the Conversation

- Gender framing discussion held with all SRJS partners to:
  - Understand the concepts of gender and inclusiveness;
  - Develop a collective understanding of applying gender in the SRJS programme;
  - Develop an action agenda to guide partners in gender mainstreaming.

- Participants include government, academia, NGO’s, community based organisations and community enterprise/ livelihoods.

“\textit{We run the risk of talking about gender mainstreaming but not doing anything to change the status quo. It is up to us to make that change happen.}” Ashanta Moses

Gender framing workshop, Guyana. Nov. 2017
Starting the Conversation

- A safe space was created for open discussion on understanding and perceptions of gender.
- Concepts were new to many participants.
- An action framework was developed.

- Actions focused on:
  - Increasing awareness of gender and inclusiveness at all levels;
  - Capacity building for partners to better apply and integrate gender elements in their work;
  - Developing support tools to engage other minority groups within a community;
  - Gender mainstreaming in policies and programmes.
From Conversation to Action

- Commenced a number of gender audits with SRJS partners.
  - Audit process completed and results currently being assessed.
- Engaged the University to undertake a gender equality study in science.
  - Examine enrollment in science education equated to the work force/careers post university.
- Discussed integrating a gender component in selected science-based courses.
- Planning a public conversation on gender and inclusiveness in the context of environment and natural resources.
• Revision of the National Gender Policy — contributed to this process to influence attention to be placed on gender in the context of environment and natural resources. Draft policy is expected to be available for public review by the end of the year.

• Member of the gender community of practice collaborating with other NGO’s in a community of practice on gender integration in the natural resources sector. The COP serves as support for the mainstreaming process and allows for sharing information and coordination on gender work. Current members are CI, WWF, UNDP, FAO, CUSO, UNICEF

• Co-hosting a Gender and Environment Forum intending to serve as a launching platform for the public conversations on gender.
Conclusions

- What’s working:
  - Using a gender lens to focus attention to the Environment & Natural Resources Sector;
  - Bringing attention to increase the level of participation in governance and decision making processes in this sector;
  - National interest (albeit limited) to expand the scope and discussions beyond the government on gender;
  - Openness with the government to apply a gender lens outside the social sectors;
Conclusions

• Observations thus far..
  ○ Collecting sex disaggregated data is not enough;
  ○ Risk of excluding or disenfranchising men;
  ○ Gender equates to increasing female representation;
  ○ Gender and inclusiveness vs cultural and traditional behavior and practices – the lines seem blurred especially at the community scale;
  ○ Men and women have different relationship/interactions with the environment and natural resources – many traditionally placed due to security risks - that influence or define perceptions (and bias) and ultimately create the belief of men having ownership of the resources.
  ○ Resources (human and financial) impacts gender mainstreaming or advancing gender interventions.
QUESTIONS?

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Gender in SRJS
Suriname
Sharda Ganga
PROJEKTA
• Population: 550,000
• Ethnic diversity:
  • Indigenous - (5 tribes)
  • Maroon – (6 tribes)
  • Creole (Afro-Surinamese/city)
  • Indian (East-Indian)
  • Indonesian
  • Chinese
  • Lebanese
  • Brazilian
  • Etc
• Coastal and Hinterland (rainforest)
• Economy based on El-Bauxite, Gold
SRJS partners in Suriname

- WWF- Guianas Suriname office
  - Forest, Oceans
- ACT (Amazon Conservation Team)
  - Spec. South of Suriname, 2 Indigenous Communities
- Tropenbos Int.Suriname
  - Forests
- GHFS (Green Heritage Fund Suriname)
  - Oceans, sloths
- Kuluwayak
  - 1 Indigenous Village
- VIDS (Assoc. of Indigenous Village Authorities)
  - Repr. All Indigenous Villages
- Projekta
  - Governance, gender equality- national level civil society

Important: real start of SRJS last half 2017
principle

• SRJS is an opportunity for partners to become a gender responsive organisation-
  • Strengthen capacity for programming
  • Organizational change (and change way of working)
1. Capacity assessment partners
2. Gender responsiveness of SRJS program (and activities)
3. Capacity building for gender responsive programming of partners
4. Advocacy for gender responsive policies

- 1st: before start program
- 2nd: after start.

- Gender indicators first project doc
- Recommendations for cap. building

- Thematic sessions
- Policy analysis

- G Awareness
- Mainstreaming
- Analysis
- Org. Action Plans
Capacity assessment Gender/Inclusiveness

• Gender is number of women present

• Not an issue for partners:
  • If the communities don't see it (Gender equality, participation and rights of women) as a problem, should we?
  • Do we have the right to want to change traditional cultures (gender roles)

• In general
  • partners (environmental/conservation org) don't work from a 'social' perspective/rba
Create awareness in partners
- What is gender
- Need for gender responsive programming – link to rights, inclusiveness, but also quality of outcomes

Build capacity
- Gender analysis- (data collection in the field)
- Gender responsive programming
- Tools for gender responsiveness in field work
- Organizational gender action plans

Advocacy for gender responsive policies and programs
- Thematic sessions (invite other stakeholders): Climate Change, NRM, Forestry, Fisheries
- Policy analysis and policy monitoring for selected issues/themes
- Training for change agents
How we work

- Short, 1 day introductory sessions- group work
- Homework
- Guidance throughout (emails, phone, visits)
- Organisations set their own pace, and goals
  - E.g. organisational gender action plans
What have we seen

• We question: who benefits from your intervention?
• Quick understanding that looking with a gender lens impacts design of programs:
  • We would have made other choices, in activities, in approach
  • We see more clearly the impacts of our interventions- we may have done things which have unintended consequences, and contributed to making life more difficult for women
  • Gender resp. results in better results!
A question /conundrum

• Protecting Indigenous culture en promoting gender equality
  • incompatible?
  • what rights take precedence?