

CEPF Proposal  
Development Workshop  
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# GENDER AND CONSERVATION



CRITICAL ECOSYSTEM  
PARTNERSHIP FUND

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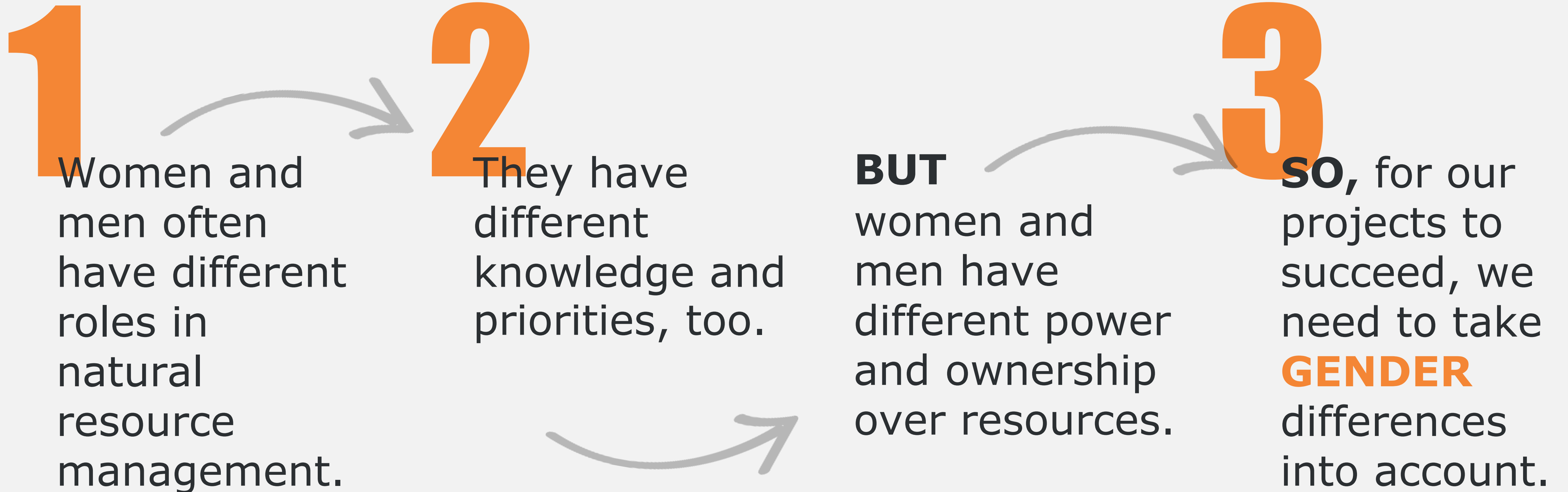
## WHAT IS GENDER?

Gender refers to the **social and cultural** attributes of being a man or a woman.

For example, women and men do different activities because of society's values and beliefs.

- These gender-based roles and activities are learned.
- They differ across cultures.
- They change over time.

# INCORPORATING GENDER INTO PROJECTS LEADS TO MORE SUSTAINABLE IMPACTS



# INTEGRATE GENDER IN YOUR CEPF PROJECT AT ALL STAGES

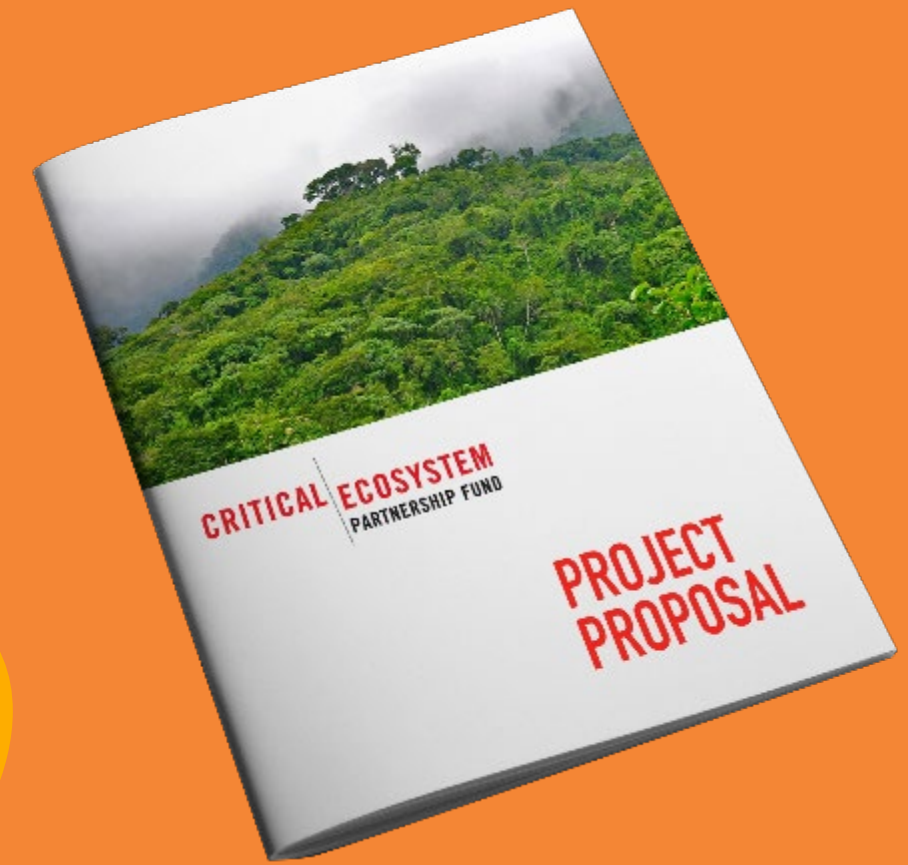
1

PROJECT DESIGN



2

IMPLEMENTATION



3

PROJECT MONITORING  
AND REPORTING



# INTEGRATING GENDER IN YOUR PROJECT

## PROJECT DESIGN



- ✓ Seek women and men's opinions when you plan your project. They are likely to have different interests and needs.
- ✓ Understand the unique roles that women and men play in the community and design your project to include them.
- ✓ Ensure your project will benefit men and women fairly.

Refer to the CEPF Gender Toolkit for more examples.

## **DESIGNING GENDER-RESPONSIVE PROJECTS**

Your project must apply gender-responsive management practices that support women to increase their access to natural resources at KBAs and their participation in environmental decision making.

To this end, your project must contribute meaningfully to one of more of the following:

- (i) generate equitable and meaningful socio-economic benefits for women;
- (ii) enhance women's influence and leadership in conservation governance and decision-making;
- (iii) increase equitable access to, and control over, natural resources.

# INTEGRATING GENDER IN YOUR PROJECT



## IMPLEMENTATION

- ✓ Ensure women and men participate in activities equitably (e.g., Will you only train male rangers or only female bookkeepers?)
- ✓ Make sure your activities don't inadvertently impact either gender negatively.

## **EXAMPLES OF MEASURES THAT CAN BE TAKEN**

CEPF grantees in Indo-Burma have identified several good practices for overcoming barriers to women's participation in environmental decision making:

- (i) creating dedicated spaces for women to talk, engage in events and make decisions;
- (ii) halting activities if women are not present;
- (iii) holding meetings in places where women spend time and waiting for them if necessary.



## INTEGRATING GENDER IN YOUR PROJECT



- ✓ Monitor the benefits and participation of both women and men.
- ✓ Collect data on **men** and **women separately** (e.g., 5 female guards and 10 male guards trained).

**MONITORING AND  
REPORTING**

## **ORGANIZATIONAL GENDER ACTION PLANNING**

All CEPF grantees are expected to ensure a supportive and inclusive workplace environment for women

To this end, you will be supported to develop (or update) a gender action plan for your organization

You should include dedicated project activities related to developing (or updating) your gender action plan, and implementing measures to address barriers to inclusivity, such as:

- tracking of gender metrics;
- review of gender pay equity;
- training on prevention of SEAH.

# RECAP

## GENDER IS CENTRAL TO ALL GOOD CEPF PROJECTS

**PROJECT DESIGN**  
- ENSURE THE PROJECT WILL BENEFIT  
WOMEN AND MEN EQUITABLY

**PROJECT IMPLEMENTATION**  
- OVERCOME BARRIERS TO WOMEN'S  
PARTICIPATION

**GENDER**

**MONITORING**  
- COLLECT SEX-DISAGGREGATED DATA

**GRANTEE ORGANIZATION**  
- PREPARE/UPDATE GENDER ACTION PLAN



**CEPF IS HERE TO HELP**

**GENDER TOOLKIT**

[Available in English, French,  
Spanish & Portuguese](#)



# QUESTIONS

