

Empowering women in conservation

KNOWLEDGE PRODUCT

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TRAINING SCRIPT
for training modules

EMPOWERING WOMEN IN CONSERVATION

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ABOUT

Welcome to this training on **Empowering Women in Conservation**. This is based on the experiences, ideas, and lessons learned from Critical Ecosystem Partnership Fund (CEPF) grantees in the Indo-Burma Hotspot, as well as general good practices for gender mainstreaming in conservation projects. It aims to provide useful information and guidelines for supporting women in conservation.

This is not a complete toolkit – there are many excellent toolkits and manuals that have already been produced. Rather, this training aims to clarify:

- The rationale and importance of involving women in conservation
- General good practices in promoting and supporting women's involvement
- Key steps in the process of encouraging and enabling women in conservation
- Ways of thinking and working to engage women in conservation
- Resources for further learning

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HOW TO USE

This is a training with **3 modules** that can be self-guided or delivered by a trainer to a group. The training has been developed to stand on its own, but further explanations are included in this Full Training Script document.

For more in-depth information on any of the topics covered, there are many useful references available, including those in the Annex (Further Learning).

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MODULES OVERVIEW

There are three main modules plus a fourth section with additional resources:

Module 1: Why gender is important in conservation

Module 2: Presenting a framework for working to empower women in conservation

Module 3: Ways of thinking and working in projects to empower women

Annex: Quick reference sheet plus linked resources for further learning

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MODULE 1: WHY GENDER IS IMPORTANT IN CONSERVATION

Gender and Conservation: Why it is important

Conservation and natural resource management are important for the livelihoods and well-being of communities. This, of course, includes women! Because conservation is important for the well-being of women and their families, women can be powerful and motivated advocates for conservation. They can also inform conservation efforts about how their communities depend on natural resources. And they should also have the right to be involved in decisions that affect the resources they depend on.

There are **3 major reasons** why women should be involved in conservation:

1. Conservation is important to women in rural communities because of their **reliance on natural resources** – for their own well-being and that of their families. Threats to natural resources can negatively impact communities who depend on them. This includes women, as well as the households that they often manage. These impacts can differ between men and women depending on gender roles, so it is important to understand how women – and their families - use and rely on resources. This also means that women can be **strongly motivated** to be involved in conservation to ensure the well-being of their families and communities.
 - “In our project area, most non-timber forest product (NTFP) use is by women. They are the main ones responsible for collecting water, vegetables, and firewood from the forest. So, they are particularly vulnerable to land loss.” Highlanders Association (HA), Cambodia
 - “Because many of them work in fish processing, women benefit from strong community fisheries management. If the Community Fisheries Committee is not managing fisheries effectively, it will impact women’s livelihoods.” Conservation International, Cambodia
2. Conservation can benefit from **women’s experience and knowledge**. Women can contribute to conservation with their knowledge, experience, and skills related to how they use resources, manage their livelihoods and households, and participate in their communities. These can include knowledge and skills that they already have, as well as knowledge and skills that they can learn and use in the future.
 - Women have an important role in processing aquaculture products. So, they have the skills to contribute to projects on making those products more valuable. This includes a “queen of the kitchen” competition to promote product innovations. Center for Water Resources Conservation and Development (WARECOD), Vietnam
 - With their experience in managing household finances, women are seen as strong with financial management. Fisheries Action Coalition Team (FACT), Cambodia.
 - Women have particular knowledge about food from local edible plants, so they lead Local Ecological Knowledge research efforts on these resources. Mekong Community Institute Association (MCI), Thailand.

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3. **Women's rights are human rights.** Ethically, it is important that women have the right to be involved in decisions that affect their well-being. Internationally, women's rights are recognized under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW 1979). Many countries also have policies protecting women's rights. Many donors and funding sources have gender mainstreaming policies and requirements.
 - Sustainable Development Goal (SDG) 5: Achieve gender equality and empower all women and girls. Including Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.
 - CEPF Gender Policy: "...Gender issues and considerations will be actively incorporated throughout the grant-making process and progress on gender-related outcomes will be monitored."

This is not just a "women's issue"

Men and women are like "2 wings of the same bird" – their communities (the bird) will fly farther if both wings work together. Women are ~50% of the adult population - if they do not have a voice, society loses opportunities for ideas, solutions, contributions to communities & conservation.

It is also important to note that men can also be hurt by gender biases and stereotypes about men – for example, it might be difficult for them to ask for help when they need it, they might feel intense pressure to support their families, or they might want to engage in activities or household roles that are seen as women's work but feel embarrassed to do so.

Men can play an important role in gender mainstreaming as **gender champions**, supporting their female peers and helping them build capacity for involvement in conservation. **It is vitally important to engage men as well as women in gender-related goals.**

Men, women, and children can benefit from gender mainstreaming in conservation! Men and women can work together as partners to inform, develop, and implement solutions that are important for their communities.

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Women can be effective agents of change

Development and humanitarian projects have found that where women are meaningfully included in community activities and decisions, the whole community benefits from:

- Enhanced economic development
- Improved prospects for future generations
- Strengthened political and social systems.

When women are more educated and empowered, economies & community well-being grow. There is:

- Greater sharing in problem solving between men and women
- More opportunities for community members – men and women
- Benefits for children, including reduced child mortality, better health, and greater opportunities, leading to better quality of life for future generations. Women have been shown to be effective agents of change.

Women can contribute to many areas, including:

Research and Monitoring

- Women lead Local Ecological Knowledge research on local edible plants and present their findings to communities, authorities, and other organizations with our support. Thailand | MCI
- Women who gained knowledge and skills with our project became more motivated to take care of community issues and are capable of mobilizing communities against threats like land encroachment and illegal fishing. Cambodia | FACT

Raising awareness

- Women are now active in sharing information on indigenous communities' issues (including women's issues) to national and international platforms, such as National Indigenous People's Day and Facebook Live talk shows. Cambodian Indigenous Youth Association (CIYA)

Advocacy

- After building their skills and experience with the project, women are confident in approaching local authorities and other stakeholders to advocate for their communities. Cambodia | My Village
- Women are able to facilitate meetings, produce and submit reports to Commune Councils and local Fisheries Administration officials, and advocate to the public, media, and national government. They are also strong advocates at international and regional events, such as the Save the Mekong Coalition. Cambodia | FACT

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Some Important Terms

Useful terms to know include these definitions from CEPF's Gender Policy and Gender Toolkit:

- Gender norms: Behaviors or attributes that society assigns to a particular sex.
- Gender balance: Commonly used in reference to equal participation of women and men in all areas of work, projects or programs
- Gender equality: State or condition that affords women & men equal enjoyment of human rights, socially valued goods, opportunities, and resources
- Gender equity: The process of being fair to women and men. Measure must be taken to compensate for historical & social disadvantages that prevent women & men from operating on a level playing field.
- Gender perspective: Taking into account gender-based differences when looking at any social phenomenon, policy, or process
- Gender integration: Strategies applied in program assessment, design, implementation, & evaluation to take gender norms into account and to compensate for gender-based inequalities
- Gender mainstreaming: Incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions, as well as into the institutional culture of an organization

Some Important Terms, Simplified

In case it is helpful, here are simplified definitions for those same terms:

- Gender norms: What activities & behaviors are expected of women & men based on their gender
- Gender balance: Having equal participation of women & men (50:50) in an activity, project, organization
- Gender equality: Where women & men can equally access and benefit from opportunities, resources, and rights
- Gender equity: A context that is fair to women and men, which includes compensating for historical and ongoing imbalances (or unfair conditions); e.g., supporting women to overcome disadvantages due to unequal access to education
- Gender perspective: Considering gender issues (norms, roles, experiences of men & women) in your work
- Gender integration: Implementing a **gender perspective** in your work; incorporating an understanding of gender norms, existing inequalities between men & women, and ways of working for greater equality and equity
- Gender mainstreaming: Applying **gender integration** throughout your activities, project, and organization

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Underlying context

To understand the context of gender in conservation, we'll start by considering gender norms. These are expectations about what different genders can and should do, in their households and communities.

In many countries/cultures, especially in rural areas, social norms related to gender include expectations that:

- Women care for the children
- Women are responsible for managing household duties, including cooking and cleaning
- It is not appropriate/safe for women to act or travel independently
- Men are the leaders in the communities and in the household

This shapes the roles that women take in the community and in households. It also means that girls and women are often not provided equal access to education as boys and men, since it is expected they will not work outside of the house.

Gender norms can shape perceptions about what women can and should do, including biases about women's capacity. Gender roles and unequal access to education can reinforce these perceptions and biases.

Examples of common perceptions about women in these situations include:

- The perception that women don't have the right or "place" to be involved in community activities (outside of traditional roles like cooking for communal gatherings) or decision-making for the community.
- Bias against women's knowledge and perspectives: Because women's experiences are often different from men's, they will have different types of knowledge and perspectives; they also will not be as informed by education. Both of these factors can lead to women's ideas and voices not being taken seriously.
- Perception that women don't have the capacity to be involved in decision-making or community organizing: Because of traditional gender roles and unequal access to education, women will often not have the same level of experience or skills in leadership, public speaking, etc., as men – but this does not mean they cannot develop these skills!

Because gender issues are rooted in deeply held beliefs, tradition, and practices, they can be difficult and complicated to change. It is important to consider this context when designing & implementing activities involving women or related to gender issues!

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Gender mainstreaming across types of institutions (more on this in Module 2)

Working for more gender equality in conservation is not limited to women and men in communities; it also is important to work for gender equality within conservation organizations as well as authorities, decision-makers, and other positions of influence above the community/village level.

Conservation Organizations (NGOs, CSOs) can promote women's involvement within their own operations, through: a gender policy outlining a commitment and requirements for gender equality in the organization and its activities; hiring women as staff, including to higher-level positions involved in decision-making within the organization; policies and practices to support female staff (e.g. providing childcare, safety support for fieldwork); and an otherwise enabling environment where there is a culture that is respectful toward women and their work. *This depends heavily in the organization's capacity for gender inclusion, including funding for policies and practices that support female staff and the availability of women to apply for staff positions.*

Communities are often the main focus of gender mainstreaming, which can work to understand gender roles in households and the community, as well as reliance on natural resources and gender roles in conservation (including not only the actual roles of men and women, but also possible future roles). Projects often work with women and men to raise awareness of the importance of women's involvement, and support representation of women in activities, leadership, and decision-making.

Authorities, decision-makers, other positions of influence above the village level: This can also include lawyers and journalists, for example. Gender representation in these positions can have a big impact on how many people hear and listen to women's voices in conservation. It is also important to consider what sorts of platforms (opportunities) exist for women's voices to be shared, and how much women's ideas and voices are actually incorporated into higher-level decision-making, such as in state, national, and international decisions and policies.

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Key principles and considerations

Because of the complex context of gender in conservation, it is important to keep key principles and considerations in mind when working on gender issues and women's inclusion. These include:

- **Context sensitivity:** Understand & be sensitive to the local context of gender roles and related dynamics. Make sure that your plan and activities are appropriate to the local context.
- **“Do No Harm”:** A common principle for humanitarian aid and medical professionals: *The well-being of the people we are trying to help must be the focus of our efforts to help them.* Project interventions must not cause harm to the target communities.
- **What meaningful “participation” looks like:** Many projects might aim for 50% (or similar) of their activity participants to be women, but this does not tell us much about **how** these women are participating – it is important to support women to actively participate (and lead), not just to attend meetings without acting.
- **Intersectionality:** Gender is important, but there are many other factors that also influence how a person is treated. These include: ethnicity; religion; socioeconomic status; disability; age. These can also interact to have a combined effect (e.g., experiences of indigenous women, indigenous men, non-indigenous women, and non-indigenous men are all different).

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Cautions

Risk of conflict

Caution: A common issue that comes up when projects work to engage women is **an increase in conflict in households**. This can be a result of:

- Husbands/other family members not approving of their wives being active in the community
- Wives not having enough time to participate in activities *and* tend to all of their traditional household/childcare duties – and husbands/other family members being displeased with this
- Disapproval/gossip from community members about women who become active outside of their households

It is **critically important** to ensure that your activities avoid this as much as possible – through engaging husbands, families, and communities to help them understand and support women’s involvement, as well as making it easier for women to participate while maintaining their household activities.

Possible burden & risks

Caution: Consider the **additional burden** your project expectations might put on women who are already busy. You need to think about:

- How your project adds responsibilities to your participants’ lives (e.g., women are often expected to prepare food for project meetings/events; all participants need to make time to attend meetings/events, trainings, etc.)
- How your project might add risk to your participants’ lives (e.g., risk of being punished for speaking out against government projects; travel-related safety risks; etc.)
- Whether your project supports women (and other participants!) to make these additional responsibilities and risks minimal and manageable

It is **critically important** to ensure that you assess these risks & additional responsibilities, and work with community members to minimize these impacts!

General advice

Generally, working on gender issues requires **trust, sensitivity, monitoring of impacts**, and **time**. It can benefit from **collaboration** with organizations that focus on women’s rights, community development, humanitarian aid, etc.

Working on gender issues in your organization, project, focal communities, and positions of influence is a **big effort**. It will require more than a small grant! So:

- a) Make sure that each project incorporates gender equality as a goal for project activities, **and**
- b) Work to coordinate gender equality goals, strategies, and activities across different projects over time

MODULE 2: FRAMEWORK FOR WORKING TO EMPOWER WOMEN IN CONSERVATION

In this module, we present a framework that can guide how you think about gender mainstreaming in your projects. We will explain the framework's components with some examples from work and experiences shared by CEPF grantees in the Indo-Burma Hotspot.

Goal: Women's involvement

Starting with the **goal of women's inclusion** in conservation: Institutions & projects can develop goals for women's involvement in conservation, including any policies, objectives, and guiding principles.

It is important to have a clear idea of what your goals related to women's involvement (and gender more generally) are, where they come from, and how you might be able to achieve them. These goals can be incorporated formally into organizational or project policies, objectives, and guiding principles, and can be mandated by donors or government regulations. They might be motivated by:

- Your belief that women should be included
- Your organization's gender policy
- Your donor/funding source's requirements and interests
- Your project community's interests

No matter what the motivation is, it is important for your organization to clearly understand why involving women in conservation is important, and what your specific goals are for promoting gender inclusion in your work.

The guiding questions on this slide can help you think through your goals related to gender and your project's activities:

Identifying goals: What goals/policies exist related to gender?

- What are your organization's goals and policies (if any)?
- What are your goals related to gender for your specific projects?
- What are requirements, if any, from your donors/funding sources related to gender?
- What national regulations support women's involvement/rights in conservation and more generally in communities, education, and employment??
- Are there gender-related policies and strategies for any platforms/networks/consortia that you work with?

Connecting goals to actions

- Does your team understand these goals and policies?
- Are these goals linked to clear, feasible objectives?
- How will you assess whether you have achieved any of these goals?

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Project (and organization) goals related to gender can be diverse, and can focus on specific components of supporting women's involvement in conservation. Some examples from the Indo-Burma Hotspot include:

National policy and strategy

- Cambodian national law requiring organizations, including conservation organizations, to provide maternity leave for their staff
- One project working to support women's involvement in Community Fishery Committees, which is mandated by Cambodia's national Gender Mainstreaming Policy and Strategy in Fisheries Sector, endorsed by the Fisheries Administration for "enhancement of gender equality in the fisheries sector through active cooperation of both women and men..."

Promoting gender policy development

- Fisheries Action Coalition Team (FACT) in Cambodia encouraging Community Fishery Committees to develop a gender policy on committee composition

Organizations' Strategies and Policies

- Highlander Association (HA) in Cambodia:
 - Gender policy with goal for equal (50:50) gender representation in activities + promoting women in leadership positions
 - Strategy from 2021-2025 includes goal of more women involved in decision-making
- My Village in Cambodia developed a gender policy to guide staff on how to involve women & men in project management cycle
- 3S Rivers Protection Network (3SPN) in Thailand: Gender policy includes considering gender in staff recruitment, projects, and M&E, and how to apply their budget to gender mainstreaming

Some organizations had no set gender policy, but still were committed to working on women's involvement in conservation. In general, however, it is useful to have a clear set of gender goals set out formally as a policy, plan, or other format.

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Making involvement in conservation more accessible to women

Next, you need to consider how to facilitate women's involvement in conservation, to make this involvement more accessible to women. This includes:

- Understanding the current context of gender and conservation in your project and organization
- Working to create an enabling environment in communities and institutions
- Building skills and capacity for women's involvement in conservation

Gender context

Activities related to women's involvement must be informed by an understanding of the current context related to gender in the community, culture, and country where you are working. At the basic level, we need to understand what women currently do (and why), and what they could potentially do related to conservation. This includes:

- Women's roles in their communities and households
- Women's involvement in conservation
- Barriers to women's involvement
- Opportunities for further involvement
- Support needs for empowerment

In many rural communities in the Indo-Burma Hotspot, including indigenous communities, gender norms include:

- Women are supposed to focus on household duties and childcare
- Being involved in activities outside of household duties and outside of the community is discouraged

Common conditions in these communities include:

- Women have less access to education than men and relatively low literacy
- Unequal employment opportunities
- Women feel shy/reluctant to actively participate or speak up, and even if they do, it is common for their voices to not be listened to.
- Women are especially vulnerable to land loss – since collecting water, plants, and firewood is often the women's job, declines in these resources make women's daily duties more difficult, time-consuming, and possibly more dangerous. This is an example of a strong motivating point for women to become involved in conservation and natural resource management.

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Women also have existing – and potential future – strengths that can contribute to conservation and community-building efforts. This includes the skills, knowledge, and experience they already have developed through their work managing households, their own livelihoods (e.g., fish processing), and any community activities. These roles and the skills that women develop from them can be a good starting point for women’s involvement in broader roles in conservation.

- “We found that women were very influential as communicators, using a more diplomatic and less confrontational approach than men. It was useful to have men and women involved in designing management activities and approaches, since they brought up different perspectives.” WorldFish | Cambodia
- “Women are seen as strong with financial management, transparency, and accountability, so engaging them in financial positions is a good first step. The project chose to engage women based on their current roles (secretarial and finance) as a starting point for building toward more leadership roles.” FACT | Cambodia

Gender analysis

Conducting a gender analysis will help you understand the gender context. A gender analysis is an assessment of gender norms & gender roles in households, communities, and specific areas of work (e.g., conservation).

The CEPF Gender Toolkit defines a gender analysis as: *The process of collecting and interpreting information on the respective roles and responsibilities among women and men in six domains of activity: practices and participation; access to resources; knowledge and beliefs; laws; policies; and regulatory institutions.*”

Generally, the key topics that should be covered include:

- Gender norms: What women and men should do and can do, according to local norms
- Gender roles in households and communities (and/or organizations and positions of influence, depending on your focus)
- Gender roles and experiences in natural resource use, management, and conservation, including reliance on natural resources
- Specific skills or knowledge related to activities and roles, and potential skills and knowledge that can be developed and are needed for greater involvement in conservation
- Barriers to greater involvement in conservation, which might include social norms limiting women’s activities, logistical challenges posed by domestic duties, safety concerns (especially related to patrolling or traveling alone), and limited skills, confidence, and capacity
- Opportunities for greater involvement in conservation, including the type of support that would be needed to help women take seize these opportunities, women’s areas of interest in involvement, and ways to reduce barriers to women’s involvement (without being disruptive and causing conflict in households or communities)

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By helping you understand not only what women currently do, but also the barriers to greater participation, opportunities for involvement, and the sort of supports that are necessary for women to overcome barriers and take advantage of opportunities, a gender analysis can guide you in identifying appropriate intervention points for improving women's involvement.

Gender analysis can be conducted through a combination of the following:

- Interviews
- Focus Group Discussions
- Reviewing existing data and reports

As with any interview-based work, research teams should be well-trained in proper interview and community engagement techniques. Care should be taken to collect information that is representative of the community, including men, women, boys, and girls of different ethnicities, religions, socioeconomic status, etc.

There are many approaches to conducting gender analyses, but generally, you will:

1. Identify your key gender questions – what you need to know in order to better support women's involvement
2. Review any existing reports or data related to gender roles in households, communities, livelihoods, etc.
3. Choose your methods/toolkits, making sure to adapt to your project
4. Select a **representative sample** of community members to interview or to join Focus Group Discussions
5. Analyze the data to synthesize answers to your key questions

Some tools that can be used in a gender analysis include:

- Questionnaire about gender norms and roles: Structured questionnaire asking about expectations and roles of women, men, girls, boys in the community + natural resource use and management
- Resource mapping: Making maps of the resources used by women & men – including labeling the resources, how they are used, & by whom
- Seasonal calendar: Outlining the different activities of women & men over the seasons – since natural resource use often changes with seasons, so do people's activities
- Journey mapping: Documenting how women & men experience their days or certain processes (e.g., the process from fishing to selling fish products), including their activities and feelings
- Interview and discussion guides: Open questions and/or a list of topics to guide more detailed interviews or group discussions about gender norms, issues, experiences

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Here are some examples:

- **Seasonal calendar:** This seasonal calendar documents the activities of men, women, boys, and girls related to **household duties, fisheries, and agriculture**. Men's activities are marked with a white square at the beginning, women's with a white circle – the line indicates the intensity of their activities. Notes on the type of activity are also added.
- **Journey mapping:** This Journey Map sheet asked interview respondents to describe their activities, feelings (& why), and desired changes during different fisheries activities: going out to fish; unloading catch; processing fish products; selling fish and fish products. It was used to understand different experiences of men & women in fisheries in Mon State, Myanmar
- **The Mangroves for the Future Gender Analysis Toolkit for Coastal Management Practitioners:** This toolkit is an excellent guide through the gender analysis process, and includes interview guides and templates to be filled

There are many toolkits for gender analysis (e.g., [the Mangroves for the Future Gender Toolkit](#)). You can adapt these toolkits as needed to be better aligned with your project's context and goals. Gender analysis can also be done as participatory research (see Module 3).

Enabling environment: Making involvement more accessible to women

Given the information you gain from the gender analysis, you can think about how to facilitate women's involvement in conservation – how you can work to create **an enabling environment** in communities and institutions for women. To do this, you need to think about:

- What are the barriers to women's involvement?
- How can these barriers be reduced or adapted to make it easier for women to be involved?

Information from the gender analysis will help you answer these questions!

Common challenges for women's participation include:

- **Gender norms** that discourage women's active participation outside of the household & traditional gender roles in the community
- **Lack of time and energy:** Women are often very busy with household duties and other traditional roles – difficult for them to make time for new activities
- **Limited experience and confidence:** Without experience in leadership, public speaking, etc., and with limited education, women are often hesitant/shy to participate, and need support to build skills

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Key questions to consider when thinking about creating an enabling environment include:

- What can our project and organization do to reduce barriers to women’s participation – in our project, in the community, in our organization, in positions of influence?
- How can we help women feel safer and more comfortable?
- How can we help husbands, parents, other family members support the involvement of women in their families?

More specific questions include:

- Where women sit during mixed-gender meetings – often it is at the back of the meeting room
- Who is most often talking during meetings, and who is listened to?
- Who will women be comfortable talking in front of and collaborating with?
- How can men/family members be engaged in supporting women’s involvement?

Here are some common challenges facing the involvement of women in conservation activities, as well as possible approaches to help mitigate these challenges:

Challenge	Possible Approaches
<p>Women are shy/hesitant to actively participate in activities</p>	<ul style="list-style-type: none"> • Hire/appoint female staff and/or community focal points for the project • Build confidence and skills through trainings and practical experience • Amplify women’s voices: Moderate conversations/discussions to allow space for women to speak, and ensure that their perspectives are considered • Offer women-only spaces for certain activities • Connect with other women role models, including through women’s networks <p><i>Examples:</i></p> <p>Having female staff engage with women</p> <ul style="list-style-type: none"> • Assigning female staff to work with & act as role models for women in communities HA, Cambodia • Female staff investing a lot of time & effort to visit women one-on-one in communities to build connections HA, Cambodia • Have female staff run the trainings for community women CIYA, Cambodia <p>Women-friendly spaces</p> <ul style="list-style-type: none"> • Offer all-women spaces; when women are comfortable, they have many things to share MCI, Thailand • Moderate meetings in a way that encourages women, including newcomers, to speak FACT, Cambodia • Have female staff run the trainings for community women CIYA, Cambodia

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Challenge	Possible Approaches
<p>Families, husbands concerned about women being involved in activities</p>	<ul style="list-style-type: none"> • Gender awareness activities aimed at all community members, including husbands and families • Discussions with families, husbands, women about concerns and possible solutions • Demonstrating women’s capacity, including their ability to produce more income through economic empowerment <p><i>Examples:</i></p> <p>Economic empowerment</p> <ul style="list-style-type: none"> • Encourage grantees to work with women’s inclusion, e.g., through savings groups, small business support, women-focused discussions SADP, Cambodia • Try to improve livelihoods of women; when they have more income and connections, conditions will change and they will have more influence and opportunities CI, Cambodia <p>Including men and families</p> <ul style="list-style-type: none"> • Include men in trainings on gender issues FACT, Cambodia • Family forum: brought family members together to analyze gender norms and roles, and to discuss how to broader opportunities to girls and women HA, Cambodia • Work to prevent/avoid conflict; engage men and women in explaining the purpose of including women in research and advocacy MCI, Thailand • Women focal people work with families to explain how women will be involved & to build trust – we’ve observed families changing and allowing daughters and wives to join activities more My Village, Cambodia • During trainings, use stories & role plays showing the importance of women; include outreach to men, including Community Fisheries Committee members and local authorities, to help them understand the importance of gender equality CI, Cambodia • Not only seek women to participate, but men who will work to support women CIYA, Cambodia
<p>Safety concerns for women</p>	<ul style="list-style-type: none"> • Provide options for travel companions if safety during travel is a concern • Ensure that women’s concerns are taken seriously and that men take a role in helping address these concerns
<p>Women’s schedules are busy</p>	<ul style="list-style-type: none"> • Schedule activities at convenient times for women • Provide childcare options at activity venues • Consider compensation for their time (but this can be a sensitive issue – be careful!)

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Some examples from Indo-Burma Hotspot projects include efforts to create a more enabling environment within organizations themselves:

- Staff well-being project: classes to support mindfulness, meditation; option for 14-day meditation leave | SADP, Cambodia
- Space in office for kids; men as well as women can bring their kids | SADP, Cambodia
- Staff discussions on managing work with families, across men and women | SADP, Cambodia
- Flexibility in their schedule for childcare, maternity leave | 3SPN, Cambodia
- Consider gender, age, power dynamics in organizations and across institutions

To address both women's schedules and safety concerns, consider women's needs when planning activities. Examples include:

- Work to consult women one-on-one to assess their needs and how to support them | SADP, Cambodia
- During COVID19, the switch to remote meetings actually made it easier for women to participate – less expense, more access, no need for risky travel | CIYA, Cambodia
- Women sometimes have to travel with kids to provincial meetings; sometimes, the husbands or other family join. So, we revised our policy to support the logistics & expense for travel of family members | My Village, Cambodia

Other steps by Indo-Burma Hotspot projects to create enabling environments include:

- WorldFish, Cambodia: Consulted with women on how to create a more enabling environment, which included:
 - Meetings with only women – women seemed to be more comfortable talking around other women without men around
 - Having women share the message of **why** it's important to be involved - a powerful way to get more women involved
 - Ask community focal points to suggest times/days for activities that are most convenient for different community members, including women
 - Organized community events with flexible schedule – **though this can be challenging to plan**
- CIYA, Cambodia: When recruiting staff, make special effort to recruit women and indigenous peoples
- International Rivers, Cambodia: The consultant leading Community Action Research components will allow extra time to doing household visits, prioritizing speaking with women. This is a more informal space to chat with younger women and single mothers

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- Mekong Watch:
 - Hired a young woman as staff focal point in the communities
 - Make sure to schedule meetings at times more convenient to women
 - Encourage women to bring their children/babies to activities
 - Relied less on literacy (low literacy rates among indigenous communities, especially women, in this area), more on visual materials and more talking than lots of writing
 - Encouraged more experienced women to stand up, present, and moderate as role models for other women
 - Represent women at least equally in project outputs like videos and written reports
 - Share experiences of other communities, inviting local communities from Thailand and Cambodia where women leaders are active as inspiration

Building capacity for women's involvement

Next, we need to think about how we can support and build women's skills to facilitate their involvement in conservation. A common challenge for women's participation is the need for more capacity or skills. They might often have limited skills in communication, public speaking, leadership, literacy due to limited access to education and lack of opportunities to build experience. So, there is often a need to build skills and confidence!

Important areas for skills include where skills and confidence often need to be strengthened are:

- Communication
- Participation in public meetings
- Research
- Project management
- Community organizing and leadership
- Community rights and legal frameworks related to environmental issues

Capacity is a critically important component of building women's involvement in conservation. It is necessary to ensure that women working with your project are properly equipped to effectively participate in project activities and longer-term efforts in local conservation.

As expressed by one CEPF grantee: "Many NGOs advocate for women's rights, but are weak on the side of building capacity for women. For younger women, in particular, many NGOs raise their awareness of their rights, but without the capacity needed to advocate for those rights. We need to strengthen their knowledge so they can understand what's happening with natural resources, the community's rights, and what they can do to help."

Building capacity can be helpful within conservation organizations, communities, and among authorities and decision-makers.

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Conservation organizations can build their capacity for gender work through:

Building staff knowledge and skills for gender equity

- Trainings staff, including young women, in organizational capacity, project management, funding | Global Environmental Institute (GEI), Myanmar
- Recommending women staff as participants to regional workshops and events | GEI, Myanmar
- Organization commits to hiring female applicants even if additional training is needed to develop their work skills | CIYA, Cambodia
- Raising awareness among staff and executive board on gender issues | GreenViet, Vietnam
- Staff trained in using CEPF Gender Tracking Tool | FISHBIO, Lao PDR and Cambodia

Learning from organizations with experience in gender work

- Invested a lot of resources to train our gender focal staff, including sending them to intern with other NGOs that focus on women's issues – needed to build organizational capacity to work on gender | HA, Cambodia
- Planning to launch a women's fellowship program with Women's Earth Alliance, who have long history of running women's leadership programs | International Rivers, Mekong Basin

Building capacity within communities can include:

Trainings on important topics, with some examples below:

- Trained local communication team in environmental regulations and communication practices | WARECOD, Vietnam
- Trainings on land rights and policy so indigenous women know their communities' rights and how to advocate for them | HA, Cambodia
- Trainings on communication, advocacy, negotiation leadership, legal frameworks, livelihood strengthening | FACT, Cambodia
- Refresher trainings are important! | FACT, Cambodia
- Trainings in research (*several groups*) – *MODULE 3*

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Economic empowerment

Conservation International in Cambodia originally tried to engage local women to run in local elections, but this was difficult due to low literacy rates. They are not equipped to do literacy training, so the team is instead working to build their skills through Fish Processing & Savings groups.

- These groups use their earnings to support Community Fisheries activities – the Community Fishery Committee (CFC) presents a proposal for how to use the money
- This economic empowerment is an entry point into making decisions
- This changes previous assumptions that women cannot bring in significant income
- Through this process, women build skills step-by-step to prepare them to be CFC members in the future.

Promoting skills among authorities, decision-makers, and other positions of influence can include:

Investing in education for more diverse future leaders

- Support educational opportunities for indigenous youths, including women – access to high school, practical experience with projects, and university; now some alumni women have become lawyers | HA, Cambodia
- Supported education of 7 indigenous women who are now environmental lawyers | CIYA, Cambodia

Supporting women in media: Working to engage female journalists in activities to raise capacity for environmental reporting | Center for People and Nature Reconciliation (PAN), Vietnam

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Meaningful involvement: Assess how women are involved & facilitate their meaningful participation

It is important to pay attention to how women participate in your project activities, and **how to support or facilitate more meaningful participation** in activities. For this, it is necessary to

- **Pay attention** to how women are participating
- **Assess** if this participation is meaningful & addresses your gender goals through **monitoring & evaluation**. *What are the outcomes of your work to empower women?*

This often will involve moving from passive participation (e.g., attending meetings but not contributing any ideas or opinions) to active leadership. There are important differences between **attendance**, **participation**, and **leadership**.

“Inclusion” is more than inviting women to participate! It means facilitating the active participation of women in activities and decision-making.

For example, from FISHBIO’s work in Lao PDR, they shared these observations about how women are participating:

- Women do attend meetings, but are often mostly involved in supporting roles, e.g., cooking for other attendees
- We would like to see women more involved in decision-making and leadership roles
- We currently work to involve women in research – recording fisheries logbooks, fish tag monitoring – since the catch goes to women for cooking and selling

Monitoring and Evaluation

Monitoring and evaluation (M&E) of your project’s involvement and impacts on women can help you assess if you are achieving your goals of improving women’s involvement. There are two major approaches that should be done together:

1. Quantitative monitoring: A common example of a quantitative indicator of gender inclusion is the # and % of activity participants of each gender. This requires **sex disaggregated data** – i.e., collection of data for men and data for women.
 - a. E.g., Aggregated data: 50 participants
 - b. E.g., Sex disaggregated data: 38 men, 12 women participants
 - c. Other examples: #/% of leadership positions held by women; # of women trained in key skills

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2. Qualitative monitoring, which gives you more rich information than quantitative M&E– it can help you understand women and men’s experiences and impacts as a result of gender-focused work. Many methods can be used for this, usually through interviews and focus group discussions. Examples include:
 - Collecting stories from men and women about their experiences
 - Discussing women’s experiences in focus groups, including identifying ways to improve inclusion
 - Assessment with participants (men and women) about how they have benefitted from project activities

Project outcomes from gender-inclusive efforts in the Indo-Burma Hotspot include:

FACT’s work in Cambodia’s: “We’ve seen a lot of success stories for women we work with!”

- More women have been elected as commune council and local authorities; e.g. one of the most active local fisheries activists was elected to the District Council
- Women are able to facilitate meetings, produce and submit reports to Commune Councils, and advocate to the public, media, and national Fisheries Administration
- Change in mindsets: Women who gained knowledge and skills became more confident & motivated to take care of community issues and capable of mobilizing communities against threats, e.g., illegal fishing or land encroachment
- Men’s attitudes have changed, too: as they see that women have the capacity to be strong and informed, they grow more willing to collaborate and listen
- We engage women in monitoring & evaluation to ensure that women’s perspectives are included in assessing project progress and impacts

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Establishing sustained ways of working

Finally, it's important to think of how you can establish **long-term, sustained** involvement of women in conservation even after your project ends. How can women's involvement be mainstreamed in long-term work? And how can you institutionalize women's involvement – and the work needed to establish empowering environments and support capacity – so that it can continue even beyond the current grant cycle?

Some ways of working for sustained impact include:

- Incorporate gender issues in institutional policies (e.g., community committees, organization's strategies, lobby for institutions to establish or update gender guidelines/policies)
- Support mechanisms for maintaining & sharing skills and knowledge
- Support/facilitate connections to other communities and institutions supporting women's involvement – especially **women's networks** (more in Module 3)
- Collaborate with organizations that specialize in gender, human rights, community organizing
- Have a long-term strategy for community engagement for gender equality, since this work requires time for trust-building and working with traditional norms

Examples of establishing sustained ways of working include:

Coordinating gender work across projects

- WorldFish | Cambodia: Many benefits from engaging women weren't directly from one project, but from synergies across different projects and areas of work. Work with women under their CEPF grant set the stage for future events and interactions as part of a longer-term process
- FACT | Cambodia: Learned a lot from other donors, including Oxfam, while implementing projects funded by CEPF and others

Working across sectors, from experience in Lao PDR:

- Engaging with government institutions with gender as an "entry point" has opened up new spaces to work on environmental issues
- We propose collaboration with government departments to work on gender mainstreaming to align with international commitments to gender equality
- This has made it easier for us to approach politically sensitive topics like addressing hydropower project impacts to natural resources & communities

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Having long-term vision, from Highlanders Association in Cambodia:

- Started working on gender in 2009 and continuing through today; have seen a change in men and women's perspectives, with more involvement by women (and families allowing for more involvement). However, there is still more change needed
- We support high school and college education of indigenous youths to build their long-term capacity. They exchange their knowledge with indigenous women in the village, who share their traditional knowledge in collaboration with the students

Allocating resources to gender mainstreaming, from International Rivers:

- Designing programs and budgets to allow us to support and enable women's needs
- e.g., budgeting for additional travel support needed for travel companions for women
- e.g., translators for participants who are not fluent in the project language

Framework review

So, we have the whole framework, with these simplified titles for components: Goal; Gender analysis; Enabling environment; Building capacity; From attendance to influence; Sustained ways of working. This framework broadly covers many key issues that should be considered when working toward women's involvement in conservation. The individual steps often overlap with each other and will be repeated in an iterative approach throughout the project. We'll continue to refer to this framework in the next module.

MODULE 3: WAYS OF THINKING AND WORKING

To help you incorporate the framework (presented in Module 2) into project planning and action, we'll share some important ways of thinking and working on gender-related projects.

Framework reminder

As a reminder, here is the framework, which you can use to help guide how you think about and work toward women's inclusion in conservation.

Mindfully assessing how your project engages women

While considering the framework and your project, taking a **mindful** approach to assessing how your project engages women can help you more thoughtfully identify challenges, opportunities, and appropriate ways of working.

To do this, try to use **empathy**. Empathy means **working to deeply understand and relate to the experiences, feelings, and needs of someone else**. Work to **empathize** with the women you are targeting in your efforts. This includes thinking about their experiences, pressures, motivations, commitments, ambitions, interests, relationships, and fears, among other things.

This is a good general practice whenever you are engaging with people – men, women, youths, indigenous peoples, authorities, etc.

If you work to “put yourself in the shoes” of women involved in your project, you can better assess how to make your project more accessible and effective for women. You can collect information to help you empathize through: gender analysis, stakeholder discussions and feedback, interviews and conversations with women, and monitoring and evaluation of your project's impacts on women.

As a quick example, let's consider how a woman's experiences and perspectives might discourage her from participating in project activities:

- She is busy tending to her household, childcare, and livelihood
- Local gender norms discourage her involvement outside of the household
- She is afraid of social disapproval if she breaks these gender norms
- She is not confident in her public speaking skills, so does not feel comfortable participating in a meeting
- She is shy to speak up in front of men
- She is not convinced that her participation would be useful at all
- She's worried about spending time and money to travel to the meeting, and is also worried about her safety traveling as a woman on her own

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Some possible actions a project could take to help deal with these challenges include:

- Scheduling activities at times that are more convenient for women
- Providing childcare at the activity site, or allowing women to bring their children
- Providing livelihood-strengthening support that allows women to bring in more income without spending more time
- Appointing a gender focal person to work with community members
- Gender awareness and sensitivity trainings and engagement with communities, including husbands and parents
- Trainings and opportunities for practical experience in public speaking and other skills
- Connecting women with public platforms (e.g., radio shows) for sharing their voices
- Making women-only spaces available (though also having mixed-gender groups is also helpful for sharing perspectives across genders)
- Trainings to women and men on the importance of women in conservation
- Connecting women to role models and networks of women also working in conservation
- Providing financial support for travel, which might include covering costs of a travel companion (e.g., family member) to help ease safety concerns
- Have participants travel in groups where possible

Assessing accessibility, inclusivity, and impacts of activities

You can use this framework as a guide to assess how your planned activities might contribute to your goal of women's involvement in conservation, and how to better design these activities to be more effective.

When planning an activity, ask these questions (the colors show the related component of the framework) related to how you design the activity and the impacts the activity might have:

- Will women be meaningfully involved in this activity?
- Do the target women have the skills needed to participate actively (or do we need to build them first)?
- Will women be able to participate safely, comfortably, and without disrupting their other commitments?
- Does this activity consider the local context, and is it appropriate? *And are there safeguards in place in case there might be negative social or domestic impacts from this activity?*
- Does this activity leverage women's skills, potential skills, experiences, and interests?
- Will we be able to evaluate participation and impacts of this activity? (and how?)
- Does this fit into a long-term plan for women's involvement in conservation? (and how?)
- Does this contribute to our goal of empowering women? (and how?)

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If the answer to any of these questions is “no,” think: Why not? Are we able to responsibly change this within our project and organization’s capacity? How? (And if the answer to any of these questions is “I don’t know,” then it would be useful to revisit your goals related to women’s involvement, your understanding of the local context, and your plan for evaluating project impacts)

Returning to some of the important warnings from Module 1: there should be careful efforts to minimize the risk of negative effects of project activities on women, and safeguards should be put in place in case your project might have negative effects on women due to disruption of gender norms and backlash against that. This could include staff trained in conflict prevention and resolution, proper engagement of families in project activities to help promote understanding of women’s involvement, and a grievance system where women can safely report any negative effects to the project.

Incorporating the framework into planning and implementation

The steps in this framework will generally be overlapping and will be revisited throughout the project cycle. Where possible, these steps should be incorporated in **project planning** to design & propose an optimally inclusive project – but if this is not possible, they should be incorporated as early as possible.

Here are some quick examples of how different gender-related activities (color-coded to match the component of the framework they relate to) could be incorporated along the project cycle.

- Consulting with communities – including women – in planning the project’s design and goals
- Developing project guidelines and policies for gender-related practices (e.g., how many women beneficiaries will you target, what key principles will your project follow, etc.)
- Designing a project that fits with a longer-term strategy for gender inclusion and, more broadly, trust-building with communities
- Involving community members – including women – in gender analysis research
- Based on the gender analysis, engaging the community in gender trainings and discussions, facilitating women’s participation in activities, and providing women with trainings needed to build their skills
- Collecting gender disaggregated data on participants in all activities, as well as collecting data (qualitative and quantitative) on project impacts
- Providing opportunities and platforms for women to share their voices as advocates
- Connecting with women’s networks across communities to share ideas, strategies, and inspiration

The Cambodian Rural Development Team shared an important perspective on how to incorporate gender issues in projects and long-term work: “Each organization needs to embed gender strategy as a core of implementation strategy for their organization and project. Once you embed this, you will consider gender issues in every stage of the project and observe how to support women as needed.

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Important Approaches

In addition to the many examples of approaches to gender work in previous modules, we want to highlight three approaches that emerged as particularly useful and productive ways of working across several Indo-Burma Hotspot projects. We share some illustrative examples from selected projects.

Participatory research

My Village, Cambodia

Engages women in gender analysis & local knowledge research to inform project planning

- Analyze barriers to participation for women and men, and plan how to reduce those barriers
- Women & men monitor changes to ecosystems and community
- Women develop their plans for the community based on the needs identified in the research
- Train them in situational and actor analysis so they can identify and engage with key actors involved in issues
- They support these women's plans with small budget and facilitate engagement with other stakeholders

WARECOD, Vietnam

Use participatory Local Ecological Knowledge research as a method to help raise awareness of the value of men and women's roles and to build women's confidence.

WARECOD trained local research teams to do Local Ecological Knowledge and Participatory Rural Appraisal research, including research project planning, discussing needed actions, and reporting research to their own communities, the public, and local authorities

- Research teams include women & men of different ethnicities and ages
- Make the research plan together & divide research team into small groups for specific topics
- Discuss the information they collected, how to apply it, how it is meaningful
- Local team presents to local authorities & public (with women encouraged to present)
- Can use research to monitor risks & impacts of developments on resources

Now women & men community members can gather information, analyze and synthesize information, and have their voices heard when they present it

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MCI, Thailand – Ing River Basin

Trained & engaged women in Participatory Action Research (PAR) based on local knowledge, including women's roles in natural resource use & management.

- Women lead data collection on local food from edible plants in the Community Forests, with MCI staff as research assistants to the women
- MCI prints books of research findings to distribute to community and local authorities, with local women researchers listed as research team
- The book is the women's knowledge and publication
- Organize seminar to launch the book to authorities, organizations

These publications & sharing sessions have raised the profile of women's groups in the Ing River Basin & built women's confidence in communication and advocacy.

Women own the research. MCI tells them: "This is your knowledge, this is your power; we are just the ones to help record and summarize it."

Women's groups and networks

Cambodian Rural Development Team (CRDT)

CRDT supported the formation of livelihood-related community-based organizations, including **savings groups** mainly for women. The driving idea: to empower women economically and in terms of understanding the importance of their roles in society, and build experience in working with all levels of people and authority. Through this, they can learn to participate in groups, communicate, and make decisions.

These savings groups pool money from members, allowing for loans to be made to selected members for investment in livelihoods. Profits from interest are used to support conservation activities, including patrolling, advocacy, & coordination.

CRDT shared the following observations of outcomes from this work:

- "After working with us for a few years, some of our community members have become elected commune council members and even a deputy commune council leader. Women grew from being shy to being actively involved and elected to local government. They are more confident and willing to speak up."
- "When you build the capacity of mothers, the children also benefit. It shapes the children's attitudes, opens mind toward more education in future generations. Now you can see our society become more open and accepting."

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Mekong Community Institute (MCI), Ing River Basin, Thailand

They connected with the already-existing Phayao Women’s Network (PWN). PWN was already a strong network working on strengthening women’s voices in politics & leadership, but not in conservation. Together, they expanded the network beyond Phayao province to Chiang Rai Province along Ing River.

A major goal of this work is: Strengthening women’s networks & growing connections across networks

- Learned from PWN how to work with women & applied it to environmental issues
- This aligned with MCI’s previous work with other NGOs to establish a community network, People’s Council of Ing River Basin
- Linked women’s groups in communities in Chiang Rai province to the PWN to share knowledge, form connections, and to think more about women’s role in conservation
- Women have requested more meetings and opportunities to work together, for the Chiang Rai women’s groups to learn more from the PWN
- Building network across provincial borders was very important
- PWN now works more on environmental issues, as well
- MCI shared that: “Women are inspiring other women through the networks.”

A prominent example of this work’s impact is the Boon Rueang women’s group for conservation, which was inspired by PWN.

- Boon Rueang has the biggest wetland forest in lower Ing River, managed by the Boon Rueang Wetland Forest Conservation Group – including the women’s group
- MCI supported the women’s group with the Conservation Group, including their research, publications, communications with authorities and media, organizing seminars in community, setting up conservation zone, setting up local learning center for visiting researchers
- 2020: Boon Rueang Wetland Forest Conservation Group was awarded Equator Prize from UNDP

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Amplifying women's voices

My Village, Cambodia

To support women in sharing their voices, My Village works to build women's capacity and to create enabling environments in public platforms:

- Before public forum, usually hold one meeting with women to prepare: identify/discuss among themselves the issues they want to raise, ensure they have confidence to raise the issue in public forum
- Public Forum is a platform of the government; My Village learned that they can proactively work to organize and facilitate these Public Forums to ensure community (including women) inclusion
 - My Village works with communities and discusses with government authority ahead of time to get community concerns on the agenda

International Rivers (International Rivers), Mekong Basin

Works to promote important role that women play. As part of this, they co-convened Rivers and Women Congress to share experiences, strategies, challenges, opportunities. Results from this include:

- Declaration and road map where further work and support was needed
- Supported research on State of Knowledge of women and rivers - interviews, perspectives of women in terms of challenges that women face

International Rivers offered the following thoughts on amplifying women's voices:

- "How to facilitate opportunities and spaces that are safe and can provide avenues for voices - women's voices in particular - to be heard in platforms like radio programs, training programs, policy dialogues, or events: this is where NGOs can play a role."
- "When designing event or forum, we can decide who we invite to be a speaker, who we invite to attend. We can be more conscious in prioritizing people and voices that are heard less often and providing opportunities for them."

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ANNEX: Sheets + Resources

There are many resources on working for gender equality, and it is recommended that you consult with experts or organizations with experience in gender issues if you are developing your own gender work. Here, we share some useful resources:

- Quick reference sheets (PDF) with a brief overview of key points from this training (*separate file*)
- Conservation organizations' pages, many with good background information on gender, gender policies, news stories, publications (including reports, guidelines, toolkits, and manuals)
- General information on gender, to familiarize yourself more with key issues and concepts
- Additional useful toolkits, guidelines, and case studies, including toolkits from CEPF and Mangroves for the Future
- Some resources on Indo-Burma Hotspot CEPF grantees and their collaborators, including a link to find profiles of all of these grantees along with information on their projects through CEPF

Conservation Organizations' Gender Pages

Organization	Description of Page	Link
CEPF	Includes links to CEPF Gender Policy, Gender Toolkit, Gender Tracking Tool	www.cepf.net/grants/before-you-apply/cepf-gender
IUCN	Includes news stories, publications, guidelines	www.iucn.org/theme/gender
Conservation International	Includes guidelines, lessons learned, videos	www.conservation.org/priorities/gender-equality
Women & Rivers Network	Includes list of partners, reports, protocols	www.womenandrivers.com/
WorldFish	Includes latest projects, manuals, blogs	www.worldfishcenter.org/research-theme/gender
UNEP	Includes reports, stories, areas of work	www.unep.org/explore-topics/gender
Women's Earth Alliance	Includes information on programs, resources, news, and stories from the field	womensearthalliance.org

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General Information on Gender Issues

Organization	Description of Page	Link
Sustainable Development Goals	Information on Goal 5 (Achieve gender equality...) with publications and statements	sdgs.un.org/topics/gender-equality-and-womens-empowerment
UNDP	UNDP's Gender Equality Strategy 2018-2021	www.undp.org/publications/undp-gender-equality-strategy-2018-2021
International Institute for Environment and Development (iied)	Includes webinars, blogs, and case studies	www.iied.org/gender
Food & Agriculture Organization	Includes publications, videos, and e-learning links	www.fao.org/gender/en

Useful Toolkits, Guidelines, & Case Studies

Resource	Description	Link
CEPF Toolkit	Gender Toolkit	www.cepf.net/sites/default/files/cepf-gender-toolkit-2018-en.pdf
Oxfam Case Study	Story of women taking the lead in natural resource management in Cambodia	www.oxfamamerica.org/explore/stories/women-taking-lead-cambodia
Blogs on iied site	Series of blogs on gender issues across sectors, but primarily environmental issues	www.iied.org/blogs/theme/gender
Mangroves for the Future toolkit	Gender analysis toolkit for coastal management practitioners	www.mangrovesforthefuture.org/assets/Repository/Documents/Gender-Analysis-Toolkit-for-Coastal-Management-Practitioners.pdf
Mangroves for the Future report	Regional gender analysis for coastal resource management in Southeast Asia and the Indian Ocean	www.mangrovesforthefuture.org/assets/Repository/Documents/Regional-Synthesis-Report-Gender-in-coastal-and-fisheries-resource-management.pdf

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Resources on Indo-Burma Hotspot CEPF Grantees & Collaborators

Resource	Description	Link
CEPF Indo-Burma Hotspot Grantees	Find project reports and information for the grantees included in this training	www.ceph.net/our-work/biodiversity-hotspots/indo-burma
Boon Rueang Women's Group, Thailand	Story: "Thai women organized to protect their community's wetland forest"	www.recoftc.org/stories/thai-women-organized-protect-their-community's-wetland-forest
	Profile and video as part of the Equator Prize 2020	www.equatorinitiative.org/2020/06/04/boon-rueang-wetland-forest-conservation-group/
WARECOD, Vietnam	News: "The Women's Union of Long Phu District organizes a seminar on community communication, environmental monitoring and protection"	www.warecod.org.vn/en/thong-tin/news/54/672/The-Womens-Union-of-Long-Phu-District-organizes-a-seminar-on-community-communication-environmental-monitoring-and-protection.aspx
	Grantee Success Story: Sustainable Fishing in Vietnam	www.ceph.net/stories/grantee-success-story-sustainable-fishing-vietnam
International Rivers	Gender rights: Project information, publications	www.internationalrivers.org/issues/human-rights/gender-rights/

EMPOWERING WOMEN IN CONSERVATION

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