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Global Network Policy: Gender Policy Statement

1. Policy summary:	<i>The objective of this policy statement is to ensure that WWF's conservation policies, programmes and activities benefit women and men equally and contribute to gender equity, as part of WWF's broader commitment to strengthen the social dimensions of its projects, programmes and policy work. It describes the rationale for gender mainstreaming in the context of WWF mission, biodiversity and foot print goals and outlines WWF commitment to integrate a gender perspective in our programmatic and operational structures and procedures.</i>
2. WWF believes that:	WWF understands that conservation is about facilitating social change and our work is largely about influencing and changing people's behaviour, policies and social institutions towards a more sustainable use of natural resources. People's behaviour and natural resource management decisions are shaped by complex and interlinked cultural, social and economic structures and processes, including ethnicity, wealth, religion and gender. We understand that gender refers to the socially constructed roles, responsibilities and opportunities associated with women and men in a society at a specific time and place. Women's and men's roles, responsibilities and opportunities affect how they use and manage natural resources and gender relations influence how households, communities and institutions are organized, how decisions are made, and how resources are used, accessed and controlled. Hence, WWF believes that: ➤ Lasting success in conservation and natural resource management is only possible when it is sustained by, and benefits, the people concerned and involved; ➤ Enhancing our understanding of gender differences and addressing inequities can improve effectiveness and sustainability of our programmes and projects; ➤ Promoting gender equity is an essential building block for sustainable development and effective conservation and it is an integral part of our mission to ensure that the natural resources of our planet are shared equitably; ➤ Integrating a gender perspective means going beyond understanding gender differences to promoting more equitable gender relationships and equal opportunities and creating fair conditions under which women and men benefit equally, and inequality is not perpetuated; ➤ Promoting gender equity requires appreciation that every WWF policy, programme and project may affect women and men differently, and may include specific measures to empower specific marginalized groups and individuals. WWF recognizes that its offices and programmes might have different levels of experience and capacity in mainstreaming gender. Therefore the implementation of this policy will be achieved through a process that recognizes these differences and builds on existing capacity, expertise, experience and culture within the organization.
3. WWF's commitment:	WWF commits to creating programmatic structures and procedures that: 1. Incorporate a gender perspective into programme and project development processes through

	the application of gender awareness and analysis in the project cycle, including design, implementation, monitoring and evaluation. Where appropriate, develop gender analysis and sex-disaggregated social and economic indicators and targets; - To the extent possible, assess potential impact of programmes and projects on gender equity, and ensure that potential negative impacts on women and men are addressed, if appropriate also identify and use opportunities to reduce gender inequities; - Apply a culturally sensitive approach, especially when working with local communities, and that respects and takes account of different roles, responsibilities, entitlements and knowledge among men and women involved and/or affected by the programme/project; - Examine how policies, processes and institutions at and beyond community level (i.e. national, regional and global) affect gender equity, and men and women's access to and control over resources, as well as power of decision-making in our programmes/projects and identify options and, where appropriate, promote gender equity within these; - Encourage continuing effort to expand WWF's knowledge and commitment to social and gender equity, through staff training, documentation and sharing of lessons. WWF understands that the pre-condition for implementing gender responsive conservation programmes is that gender sensitivity is also mainstreamed across WWF's internal human resource policies, procedures and governance mechanisms, as well as in the overall culture of our organization. Hence, WWF also commits to ensure an organizational culture and work environment where: - Employment decisions about recruiting, hiring, responsibilities, training and professional development, promotion, transferring compensation and termination are uniformly based on qualifications, including skills, abilities, knowledge, and experience and, actively pursues gender balance at all levels of the organization; - Staff can work in an environment of inclusion, civility, and respect for the rights of each individual and where all employees share key organizational values focused on equal opportunity, good governance, accountability and transparency; - Benefit policies are gender sensitive and equitable (to the extent possible under applicable national laws) and appropriately respond to local staff needs for balancing work, family, and civic life; - WWF management and other staff are aware of what constitutes discrimination and respect diversity in work and management styles and prevent discriminatory practices including stereotyping and sexual harassment; - Sex-disaggregated data are analysed periodically with regards to global, national and project staffing and advancement patterns at different levels to identify areas for improvement; - There is a minimum global network HR anti-discrimination and harassment policy with provision for reporting, investigation and sanctions for employment-related discrimination and/or harassment.
4. WWF will work with governments, international organizations, local communities, and business to:	WWF will strive to partner with global, national and local organizations with greater gender expertise to build capacity to collect, understand and act upon gender information to contribute to constructive environmental solutions while integrating and addressing issues of equity and gender. WWF's is also committed to make an exerted effort to expand its knowledge and commitment to social and gender equity through sharing of lessons learned and by applying this policy's recommendations in partnership activities with governments, donors, the private sector, NGOs and communities, as criteria for determining which activities to support, and to promote their broader implementation by other actors.
5. Field examples:	WWF-WMPO has a draft gender and equity policy that outlines their commitment to an organizational culture that embraces equity and promotes incorporation of gender considerations into project design, implementation and monitoring and evaluation. To date, specific surveys on gender issues have been conducted (e.g., WWF India) and training on gender mainstreaming has been conducted in several offices (e.g., WWF Malaysia). Women are beneficiaries of specific projects (e.g., women in fisheries; livelihood alternatives, small economic enterprises, and micro-financing). In other projects, across the region, women are recognized as important social and political enablers (women committees for natural resources management; women and social networks; women in decision-making positions). WWF also

	plays an important role promoting gender equity by assisting government in the development of special policies on women, gender, poverty and social equity indicators (WWF Nepal); • WWF-Australia has specific employment-related Equal Opportunity, Bullying Harassment and Discrimination Free Workplace, Grievance /Dispute Resolution policies. • WWF-UK has specific Equal Opportunities, Disability and HIV and AIDS policies in line with legislation on disability and gender. • The WWF Norway Strategy for International work 2009-2011 strives to contribute to constructive environmental solutions while integrating issues of poverty, equity and gender. It calls for a pro-active incorporation of gender analysis into design and implementation. At least 5 ongoing projects have attempted to improve programme implementation through mainstreaming gender equality issues. • WWF Girls and Women Program has been active since 2000 in five of WWF's priority places, including Coastal East Africa, Coral Triangle, Eastern Himalayas, Madagascar and the upper Mekong. It has empowered girls and women through a series of educational, training, scholarship and micro grant/micro loans initiatives. For example, in the Spiny Forest of Madagascar, WWF has provided literacy and livelihood training to local girls and women. Women have learned to run tree nurseries to generate a sustainable source of fuel wood and build improved cooking stoves that burn less wood and produce fewer fumes, decreasing pressure on the Spiny Forest and preserving wildlife habitats and hundreds of endemic and endangered species. For more information see: http://www.worldwildlife.org/what/communityaction/people/phe/women/girlseducationprogram.html
6. Background notes:	This gender policy statement is consistent with WWF's Mission, Guiding Principles and Code of Ethics. It is an integral part of WWF's other adopted and/or mandated social policies and position statements, including (but not limited to) Indigenous Peoples, Human Rights, Poverty and Conservation, Population and HIV/AIDS. It is envisaged that the implementation of this policy will be executed in coordination with the other social policies and within the implementation framework outlined in the social policy umbrella framework. This policy is supportive of existing commitments to gender equality for those countries which are signatories to the United Nations Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Universal Declaration of Human Rights. WWF understands that full implementation of this policy will require involvement and commitment of all staff, especially senior management across the organization who has the ultimate responsibility for implementing this policy and adapting it to local contexts and cultures. We understand that this will require knowledge, reflection, and firm commitment among all staff and will be a long-term undertaking which will require strong internal leadership, systematic monitoring and periodic review of progress.
7. Related links/ supplementary reading:	CARE USA's Revised Gender Policy: http://pqdl.care.org/Core%20Library/CARE%20USA's%20Gender%20Policy.pdf DFID, Gender equality at the heart of development: http://www.dfid.gov.uk/Documents/diversity/gender-equality-plan-2007.pdf ICIMOD Gender Equity Policy (2006): www.icimod.org IUCN's Gender Policy Statement (1998): http://cmsdata.iucn.org/downloads/gender_policy.pdf IUCN Gender and the environment website: http://generoyambiente.com/home.php IUCN, Maximizing Conservation in protected Areas- guidelines for gender considerations: http://www.prb.org/pdf/IUCNGenderFolleto.pdf Kalivas, V. 2002. Gender and Conservation: A WWF Solomon Islands' Perspective. Development Bulletin. 58 (93-95). Kiorboe, E. et al 2004. Integrating Indigenous and Gender Aspects in Natural Resource Management Guidelines for Practitioners: http://www.ignarm.dk/resources/Guidelines_for_Practitioners.pdf DANIDA. Gender Equality in Context: Challenges and Opportunities (2008): http://www.danidadevforum.um.dk/NR/rdonlyres/B9F9374A-AC39-4B6E-85E4-FD0E8E671216/0/02_GEIncontext.pdf Politics of the Possible – Gender Mainstreaming and Organisational Change: Experiences from the Field: http://smartsite.kit.nl/net/KIT_Publicaties_output/ShowFile2.aspx?e=916 UNDP, Empowered and Equal: Gender Equality Strategy (2008-2011):

<http://www.undp.org/women/docs/Gender-Equality-Strategy-2008-2011.pdf>

UNDP's Gender mainstreaming Tool: <http://www.undp.org/women/resources.shtml>)

Socio-economic and Gender Analysis Programme: (http://www.fao.org/sd/seaga/1_en.htm)

UNEP, Gender and the Environment: http://www.unep.org/gender_env/

USAID, Gender in Development : <http://>.

www.usaid.gov/our_work/cross-cutting_programs/wid/gender/gender_analysis_terms.html

WWF International (2009). Social Policy: Umbrella Framework

WWF International (2009). WWF Policy on Poverty and Conservation

WWF International (2008). Indigenous peoples and conservation: WWF Statement of Principles.