

# GENDER STRATEGY

Norges Naturvernforbund,  
International Department

## INTRODUCTION

NNV's main vision as stated in the International strategy is to strengthen our local partner organizations and our national and international influence, positions and activities.

This strategy can only be implemented by acknowledging the impact of gender when working within environmental protection. Therefore, NNV is committed to integrated a gender perspective in all aspects of its work in order to respond appropriately to the needs of people coping with environmental issues, both directly with regard to capacity building and assistance to our partners and indirectly by supporting their ability to reach the population in their respective countries to inform and to advocate for their rights. Environmental issues and problems and the handling of potential environmental disasters affect men, women, girls and boys differently and all NNV's policies, programmers, and projects will strive to take into account these differences.

## SCOPE

NNV's focus is on gender, rather than exclusively on women. NNV understand gender in its broad context as the culturally specific set of characteristics that identifies the social behavior of women and men and the relationship between them. Gender is not the same as sex which refers to the biological differences between women and men. Gender refers not simply to women or men, but to the relationship between them, and the way it is socially constructed. Because it is a relational term, gender must include women and men. Like the concepts of class, race and ethnicity, gender is an analytical tool for understanding social processes.

In achieving this focus, NNV will encourage and enforce Gender mainstreaming throughout its work. NNV understands gender mainstreaming<sup>1</sup> as 'a process of ensuring that all of our work, and the way we do it, contributes to gender equality by transforming the balance of power between women and men'. This means supporting women in their efforts in a range of areas including: greater access to and control over resources; stronger participation and leadership in decision-making processes; challenging stereotyped gender roles and reducing women's reproductive burden; and protection from gender-based violence. Overall, NNV aims to support women to experience an increasing sense of empowerment and agency.

Gender mainstreaming addresses the concerns of both women and men and the relations between them. However, since women bear the greater burden of poverty and suffering across the world due to systematic discrimination against them at all institutional levels, gender mainstreaming is largely about supporting women's empowerment. Critical to the success of this work is actively engaging with men to acknowledge the role they play in either reinforcing or alleviating women's subordination, and securing their support to ensure that environmental protection initiatives uphold women's rights and strengthen gender equality.

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## OBJECTIVES

With regard to gender issues, NNV is committed to:

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<sup>1</sup> The Beijing Platform also promoted gender mainstreaming in all sustainable development activities. Objective K, paragraph 252, of the Beijing Platform for Action states that: "In addressing the lack of adequate recognition and support for women's contribution to conservation and management of natural resources and safeguarding the environment, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes, including, as appropriate, an analysis of the effects on women and men, respectively, before decisions are taken.

<sup>2</sup> Definitions in this section are quoted from "Gender based Analysis: A Guide for Policy Making" (revised edition, 1998), Policy Analysis and Development Directorate, Status of Women, Canada. Gender perspective entails recognizing and addressing men and women's specific needs, vulnerabilities, and capacities.

- Strengthen the knowledge and awareness of Gender issues and Gender inequality within the organization, within partner organizations and their partners/sub-contractors. The awareness strategy should be structured in a comprehensive manner, as separate courses and information campaigns as well as ensuring that issues on gender awareness are incorporated/mainstreamed into regular training modules (such as teacher training and ToT modules), hand out materials and info leaflets etc.
- Take steps to ensure that a gender perspective is integrated in all NNV's actions, including Program descriptions, proposals, calls for proposals, advocacy papers and strategies, reporting, evaluations and policy documents
- Ensure that all NNV's programs benefit men and women and girls and boys equally and (according to their different needs)
- Ensure that all our programs, both managed by IPA directly or by our partners or their internal partners involve both men and women in *the planning and implementation* as well as the *monitoring and evaluation*.
- Promote equal opportunities for men and women at all staff levels within the organization This include the Improvement of the overall working environment within the organization to accommodate higher gender equality. In order to achieve this objective, all the obstacles that are currently preventing the equal participation of men and women has to be mapped and solutions has to be found, including concrete steps and deadlines
- Improve selection procedures and criteria to ensure a better gender balance. The current procedure within NNV as well as within partner organizations and their partners/sub-contractors should be reviewed and evaluated. The selection of any type of event should be included, such as representation in meetings, events, juries, panel debates, lectures, speeches at conferences etc. An evaluation and potentially reconsideration of the selection criteria, which could be potentially excluding /discriminatory, must be found.
- Improve the motivation to enhance the gender balance/equality within the organization, what sort of measure should be taken to encourage a higher participation of women and girls at all levels? These measures should be designed primarily to improve motivation within management and within governmental structures, but also within our own organization and within the core of our target group. The measures could be targeted training, awareness building, bonuses, mentor assistance etc.
- Prevent and respond to sexual exploitation and abuse in the framework of NNV's operations

## APPROACH

will work towards the incorporation of a gender perspective at the policy level and in relation to all the NNV programs. NNV partner organizations will take the necessary steps towards the achievement of these goals by recognizing in particular that

- Gender sensitive programming has been shown to improve measures on sustainable development, climate change, conservation of biodiversity, combat of desertification, risk reduction, and other themes
- A gender perspective can help to better identify, monitor and advocate the needs of vulnerable groups, including women and men, boys and girls, elderly women and men. A gender perspective is not equivalent to addressing the needs of women only. Neither does it mean setting up individual projects for women only. The integration of a gender perspective is a step towards improving the effectiveness of NNVs programs and advocacy.

- The primary goal of NNV is to contribute to the environmental protection of and respect for the human rights of all. Given the differential impact of climate change, lack of energy access and resources, pollution, forest degradation and environmental disasters on women and men, NNV may also implement particular programs to assist special groups of women or men depending on a local context.
- NNV and partners works in consultation with the target group, and promotes the full participation of our partners and their beneficiaries in all areas of our work based on the principles of participatory assessment.
- NNV works in different cultural contexts, therefore, the mainstreaming of a gender perspective in NNVs programs will need to be adapted in close cooperation with our partners with sensitivity to each country context without compromising the guiding principles of this strategy.
- NNV will not tolerate sexual exploitation and abuse.

## LEGAL FRAMEWORK, POLICIES AND GUIDELINES

NNV's programs and activities will be planned and carried out in line with the following legal and policy instruments in particular will serve as a normative frame of reference:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Multilateral Environmental Agreements specifically related to Gender: <sup>3</sup>
- UN Human Rights Council <sup>4</sup>
- World Conference on Human Rights ( article 11, Vienna Declaration and outcome documents)
- 52<sup>nd</sup> Session of the Commissions of the Status of Women 2008 (Resolution 21(jj))
- United Nations Economic and Social Council (ECOSOC) Resolution 2005/31
- The Beijing Declaration and Platform for Action <sup>5</sup>
- Millennium Development goals
- NNV «Likestillingsplan»

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<sup>3</sup> WSSD The World Summit on Sustainable Development Plan of Implementation 2002, Convention on Desertification 1994, Convention of Biodiversity 1992, UNFCCC (has not sufficiently integrated gender perspective) Agenda 21

<sup>4</sup> 2008 adopted a resolution on HR and Climate Change

<sup>5</sup> (Equality and empowerment not integrated in the whole document but mentioned in specific goals in particular, Strategic objective K.1. Involve women actively in environmental decision-making at all levels. Strategic objective K.2. Integrate gender concerns and perspectives in policies and programs for sustainable development. Strategic objective K.3. Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women.)

NNV furthermore recognizes and supports as guidance and practical tools:

- IASC Gender Handbook<sup>6</sup>
- UNIDO/ UN Women Guidance Note<sup>7</sup> Sustainable Energy for all: The Gender Dimensions
- ENERGIA, Mainstreaming Gender in Energy Projects : A practical Handbook<sup>8</sup>

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<sup>6</sup>[http://www.humanitarianinfo.org/iasc/documents/subsidi/tf\\_gender/IASC%20Gender%20Handbook%20%28Feb%202007%29.pdf](http://www.humanitarianinfo.org/iasc/documents/subsidi/tf_gender/IASC%20Gender%20Handbook%20%28Feb%202007%29.pdf)

<sup>7</sup>[http://www.unido.org/fileadmin/user\\_media\\_upgrade/What\\_we\\_do/Topics/Women\\_and\\_Youth/GUIDANCENOTE\\_FINAL\\_WEB.pdf](http://www.unido.org/fileadmin/user_media_upgrade/What_we_do/Topics/Women_and_Youth/GUIDANCENOTE_FINAL_WEB.pdf)

<sup>8</sup>[http://www.energia.org/fileadmin/files/media/DropBox/Module1/Mainstreaming\\_gender\\_in\\_energy\\_projects\\_A\\_practical\\_Hand\\_book.pdf](http://www.energia.org/fileadmin/files/media/DropBox/Module1/Mainstreaming_gender_in_energy_projects_A_practical_Hand_book.pdf)