

## Gender mainstreaming strategy for the 2016 IUCN World Conservation Congress<sup>1</sup>

### I. Context

The IUCN World Conservation Congress (Congress) is the world's largest and most important conservation event. Held every four years, the Congress aims to improve how we conserve the world's biodiversity and how we manage our natural environment for human, social and economic development.

As the highest decision-making body of the Union, the Congress has a pivotal role to play in recognizing the critically important, yet different, roles, rights, knowledge and responsibilities both women and men have, and the synergistic contributions they can make in addressing our most pressing environmental and sustainability challenges, especially building on their unique knowledge and capacities.

Gender is not an optional "add on" that can be considered at the last minute as a box checked, or seen as a "nice to have" element in conservation. Recognizing the important contribution women and men can make within conservation efforts to the global fight against issues such as climate change, loss of biodiversity, food insecurity, and poverty, for example, can significantly enhance environmental sustainability, and at the same time reduce the hardship of the most vulnerable peoples and save lives.

IUCN therefore considers it imperative that gender be entrenched in all strategies, operations, policies and programmes of the Union—its Secretariat, Members, Commissions and Council—ensuring synergy and equality.

The Congress offers an important opportunity for implementing its commitments to gender equity as a key driver for sustainable development and environmental conservation.

### II. IUCN's Gender Mandate

IUCN has an impressive track record in recognizing the need for addressing and responding to gender issues. The IUCN World Conservation Congress in Honolulu, United States, in 2016 must comply with the [Union's Gender Policy](#) and the various mandates adopted by IUCN's General Assemblies in relation to gender (**1984**-Text of the Women's Petition to the 16<sup>th</sup> General Assembly; **1988**- Resolution 17.13; **1990**- Resolution 18.18; **1996**- Resolution 1.5, 1WCC; **2000**- Resolution 2.28, 2WCC; **2004**- Resolution 3.009, 3WWC; **2008**-Resolution 4.005, 4WCC).

As a Union, our policies and activities must furthermore also reflect the international agreements, treaties and conventions pertaining to gender and environment that have been signed, ratified and are hence legally binding for all IUCN State Members (i.e. Convention on the Elimination of All Forms of Discrimination Against Women-CEDAW, Convention on Biological Diversity, Agenda 21, Beijing Platform of Action emanating from the 4<sup>th</sup> World Conference on Women, and the Millenium Development Goals, amongst others—including the forthcoming Sustainable Development Goals). Furthermore, IUCN has built strong institutional relationships with key UN agencies on gender issues, hence enhancing the Union's strategic positioning.

### III. Previous gender mainstreaming efforts

For the previous Congresses, a "Mainstreaming Gender Strategy" was developed. The main objective of the 2004 and 2008 strategies was to ensure that gender was an integral part of the Forum. In 2012, the guidelines were amended to also mainstream gender during the Assembly and to explicitly promote, through specific activities, the Union's work relating to gender.

In 2012, several objectives had been added to ensure gender balance amongst

- sponsored delegates,
- heads of delegation, and
- speakers.

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<sup>1</sup> This paper has been prepared by the Congress Unit with input by the Global Gender Office and was reviewed by the Congress Preparatory Committee of Council.

While the Secretariat promoted these objectives, the numbers for female sponsored delegates, heads of delegation and speakers actually stagnated around 30% with major variances between statutory regions. The 2012 strategy had not included specific objectives for gender balance in terms of participants but numbers nevertheless increased slightly to an average of 43.4% female representation compared to 41.2% in 2008, however with major variances per regions as well as registration category<sup>2</sup>. Detailed statistics can be found in Appendix I.

Successes, however, could be noted for areas such as staffing and the number of gender-related events during the Forum, demonstrating progress but still the opportunity for improving implementation of gender policies and actions exists.

#### **IV. Strategy to mainstream gender in the 2016 Congress**

The lack of success in implementing the 2012 gender mainstreaming strategy shows that a different approach must be sought for the 2016 Congress with either focusing on goals for areas where the Secretariat or Council have a direct influence and/or using different incentives and/or reinforce communication strategies.

Areas where the Secretariat, Commissions and Council have direct influence would be

- i) gender balance of speakers at Secretariat-, Council- and Commission-led events
- ii) gender balance for candidates for President, Commission Chairs and Regional Councilors
- iii) gender balance of Congress staff
- iv) number, breadth, and quality of events on gender equality issues (e.g. gender and REDD+, EBA, gender in international conventions such as UNFCCC, CBD, and UNCCD as well as, national and subnational policies, etc.)
- v) Communicating gender equality concerns in the context of IUCN's mandate for gender mainstreaming

##### **a. Areas of direct influence**

IUCN sets itself the following targets in these areas

###### *i) Speakers at events organized by the Secretariat, Council or Commissions*

Any Forum event organized by the Secretariat, Council or Commission Chairs or Deputy Chairs with two or more speakers/panelists should strive to have 50% women. To ensure this, the IUCN Senior Gender Advisor will produce a short briefing note on gender & environment, with a few snapshots of case studies, plus a short list of suggested speakers/representatives.

###### *ii) Candidates for President and Commission Chairs and Regional Councilors*

The Nominations Committee of Council, to be established by the 87<sup>th</sup> Council meeting, encourages the nomination of women for the positions of President, Treasurer and Commission Chairs.

Current second-term Council members shall actively contact women in their region to consider nomination for Regional Councilor. Council should monitor gender balance for nominations of Regional Councilors via the Union portal, according to Regulation 40.

###### *iii) Staffing*

The Congress Unit and Human Resources will ensure that adequate gender balance is maintained in selection of staff for Congress positions particularly for positions reporting directly to the Functional Leaders. The goal should be to have a balance of 50%.

###### *iv) Events on gender and events that address gender concerns at the Congress*

For each of the themes/journeys associated with the Congress, a gender focal point should be assigned by the IUCN Senior Gender advisor in consultation with the Gender Taskforce. The Gender Focal Points will assist in the design of Congress

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<sup>2</sup> Female participation was particularly low from West Asia and Africa (28 and 25%) in terms of regions and from media (22%), Regional and National Committees (22%), general, Members and Commission Members (30-35%) in terms of registration categories.

activities by proactively providing guidance on how to mainstream gender to the theme/journey leaders. Additionally, the Global Gender Office will work with Members, Commissions and Secretariat to propose at least four workshops and two capacity building sessions to the Forum Call for Contributions that address the issue of gender from various perspectives.

v) *Communicating gender balance*

Any promotional material, audiovisual, case study and publication produced for the Congress needs to be gender-sensitive and promote the commitment to gender mainstreaming and gender equality which IUCN is bound by. Materials prepared in advance of the Congress should also include the gender element in order to build awareness on the theme of gender equality prior to the Congress.

The communications staff from the Global Gender Office will work with the Global Communications Team to ensure appropriate gender-responsive messaging; feature gender issues in daily newsletters and other outreach; and promote gender-expert speakers in interviews and media.

The Secretariat will also ensure that on the website and the Congress mobile app, female and male speakers would be promoted in a balanced way even if the actual gender balance of speakers was not 50/50.

**b. Areas of indirect influence**

The areas where the Secretariat and Council only have indirect influence on gender balance relate to the following areas: Member delegates (sponsored or other), speakers at events led by other than Secretariat and Council, participants.

i) *Member delegates*

The Congress Preparatory Committee of Council requests all Members attending the Congress with more than one delegate to strive for a 50/50 gender balance in the composition of their delegation. All Council members commit to actively encourage Members from their regions to send balanced delegations to Congress.

The Congress Preparatory Committee of Council also invites all National and Regional Committees from countries in need to work with their Members to have a 50/50 gender balance of sponsored delegates<sup>3</sup>. In countries without a National Committee, the respective Membership Focal Point shall screen the gender balance of nominated sponsored delegates and remind Members of this target as necessary. In case there are not enough funds to sponsor all eligible Members from low and middle income countries, priority shall be given to organizations who nominate women.

ii) *Speakers at non-Secretariat/non-Council events*

The Secretariat shall invite all event organizers to strive for a 50/50 gender balance in selecting panelists and/or when inviting more than one speaker.

iii) *Participants*

IUCN strives to have a balanced participation by men and women at the Congress. The Secretariat shall monitor the gender balance per region and per participant category (i.e. media, Member, youth, general, staff, VIP, etc.) and in case of imbalances carry out specific targeted marketing activities to promote participation by underrepresented groups.

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<sup>3</sup> On this matter it is important to recall that the Resolution 3.009 point 3 “REQUESTS the Director General to allocate specific and additional funding to ensure the presence of a representative percentage of women (as representatives of partners, Members, Commissions and the Secretariat) in all forums, workshops and meetings promoted or organized by IUCN”.

## Appendix I

### STATUS OF IMPLEMENTATION OF THE STRATEGY FOR MAINSTREAMING GENDER AT THE 2012 IUCN WORLD CONSERVATION CONGRESS

Status: December 2012

The Congress Preparatory Committee endorsed the “Strategy for Mainstreaming Gender at the 2012 IUCN World Conservation Congress” in April of 2011.

The strategy proposed to conduct actions at two levels:

- (i) To mainstream gender considerations throughout the Congress; and
- (ii) To explicitly promote, through specific activities, the Union’s work relating to gender.

The following table indicates the level of compliance as of December 2012.

ACTIONS IN THE STRATEGY	FINAL STATUS OF IMPLEMENTATION – June 2013																																
<b>MEMBERS ASSEMBLY</b>																																	
<p><b>Travel bursaries</b> given to IUCN sponsored delegates/delegations should strive towards ensuring at least 40% women representation of the total amount of sponsored delegates.</p>	<p>Out of 427 sponsored delegates at the Congress only 30% were female (this corresponds exactly to the gender balance that we had for 2008 – no improvement).</p>																																
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;">Region</th> <th style="width: 20%;">Average Female</th> <th style="width: 20%;">Average Male</th> </tr> </thead> <tbody> <tr> <td>Africa</td> <td style="text-align: center;">15%</td> <td style="text-align: center;">85%</td> </tr> <tr> <td>East Europe, North and Central Asia</td> <td style="text-align: center;">32%</td> <td style="text-align: center;">68%</td> </tr> <tr> <td>Meso and South America</td> <td style="text-align: center;">43%</td> <td style="text-align: center;">57%</td> </tr> <tr> <td>North America and the Caribbean</td> <td style="text-align: center;">46%</td> <td style="text-align: center;">54%</td> </tr> <tr> <td>Oceania</td> <td style="text-align: center;">43%</td> <td style="text-align: center;">57%</td> </tr> <tr> <td>South and East Asia</td> <td style="text-align: center;">29%</td> <td style="text-align: center;">71%</td> </tr> <tr> <td>West Asia</td> <td style="text-align: center;">32%</td> <td style="text-align: center;">68%</td> </tr> <tr> <td>West Europe</td> <td style="text-align: center;">75%</td> <td style="text-align: center;">25%</td> </tr> <tr> <td>Overall</td> <td style="text-align: center;">30%</td> <td style="text-align: center;">70%</td> </tr> </tbody> </table>	Region	Average Female	Average Male	Africa	15%	85%	East Europe, North and Central Asia	32%	68%	Meso and South America	43%	57%	North America and the Caribbean	46%	54%	Oceania	43%	57%	South and East Asia	29%	71%	West Asia	32%	68%	West Europe	75%	25%	Overall	30%	70%		
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	President	0	100.00																														
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	RC-East Europe	20.00	80.00																														
	RC - North America	20.00	80.00																														
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<p><b>Head of delegates:</b> encourage Members to nominate female heads of delegation in order to increase the percentage from 31% (2008) to 40% (2012).</p>	<p>Members were encouraged to nominate more female Heads of Delegation. This was both mentioned at the RCF information sessions about accreditation as well as included in the accreditation guidelines (1<sup>st</sup> sentence of section on “Designate your Head of Delegation”, p. 6/19).</p> <p>However, the actual percentage even dropped to 29% from 31% in 2008 with massive differences per region.</p> <table border="1"> <thead> <tr> <th>Statutory region</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Africa</td> <td>15.20%</td> <td>84.80%</td> </tr> <tr> <td>East Europe, North and Central Asia</td> <td>29.03%</td> <td>70.97%</td> </tr> <tr> <td>Meso and South America</td> <td>41.13%</td> <td>58.87%</td> </tr> <tr> <td>North America and the Caribbean</td> <td>43.10%</td> <td>56.90%</td> </tr> <tr> <td>Oceania</td> <td>31.25%</td> <td>68.75%</td> </tr> <tr> <td>South and East Asia</td> <td>23.90%</td> <td>76.10%</td> </tr> <tr> <td>West Asia</td> <td>30.00%</td> <td>70.00%</td> </tr> <tr> <td>West Europe</td> <td>27.03%</td> <td>72.97%</td> </tr> <tr> <td>Grand Total</td> <td>28.53%</td> <td>71.47%</td> </tr> </tbody> </table>	Statutory region	Female	Male	Africa	15.20%	84.80%	East Europe, North and Central Asia	29.03%	70.97%	Meso and South America	41.13%	58.87%	North America and the Caribbean	43.10%	56.90%	Oceania	31.25%	68.75%	South and East Asia	23.90%	76.10%	West Asia	30.00%	70.00%	West Europe	27.03%	72.97%	Grand Total	28.53%	71.47%																		
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<sup>4</sup> Depending on whether only the Standing Committees of Council (Finance and Audit, Governance and Constituency, Programme and Policy) are taken into account, which are all chaired by men, or whether the Congress Preparatory Committee and the Steering Committee on the Framework of Action to Strengthen the Union are considered, the quota varies between 0 and 20% for female representation amongst Committee Chairs.

<b>FORUM</b>			
<p>Opening and Closing Ceremonies</p> <p>Programmes should include a gender and environment speaker – with a gripping story to make an impact and set the right tone.</p>	<p>There was no specific gender and environment speaker as such. However the balance of male and female speakers was a criteria used for selecting speakers to the big events (Openings, World Leaders Dialogues) run by IUCN.</p> <p>Opening: Female MoC</p> <p>Forum Opening: Female speaker</p>		
	WLD (including Moderator)	FEMALE	MALE
	Nature +Climate:	33%	67%
	Nature + Development	43%	56%
	Nature + Food security	33%	67%
	Nature + Life	33%	67%
	Nature + People	25%	75%
	<b>GRAND TOTAL</b>	<b>33%</b>	<b>67%</b>
	Other events –speakers (no specific info for workshops run by Secretariat and it must be noted that these numbers only include people that registered in the category speakers – there were quite a number of speakers who were registered in other participant categories so it is hard to estimate)	28%	72%
<p>The Congress Preparatory Committee in consultation with the GBFT will appoint gender focal point for each of the Congress themes.</p>	<p>The IUCN Gender Office had in place a group of gender experts to support the process. Only one request for support was received (by the Jeju Mermaid group).</p>		
<p>During the 4 days of the Forum, at least one workshop per day should be conducted directly addressing the issue of gender from various perspectives.</p>	<p>3 workshops on gender were held during 3 of the 5 days of the Forum.</p> <p>12 other gender-related events were held (4 posters, 1 Knowledge café, 3 conservation campus, 3 Pavilion events, 2 social events) throughout the 5 days of the Forum.</p>		
<p>Activities conducted in the Pavilions should also include gender aspects as much as possible.</p>	<p>A Just World Pavilion had two events on gender and the Jeju Pavilion had one event.</p>		
<p>Based on the knowledge and the experience that IUCN has developed throughout the years in the area of gender, it is envisioned that IUCN would conduct one or two capacity building opportunities during the Congress.</p>	<p>3 training sessions on gender were conducted, all involving IUCN and the wider Union.</p>		

<p>Gender-sensitive promotional materials, audiovisuals, case studies and publications should be produced, with special attention given to the development of documents related to the specific topics to be addressed by the Congress.</p>	<p>Fact sheets were produced on the gender and responsive climate change strategies, gender and REDD+ as well as innovative materials to engage the audience on the REDD+ Hot Debate. Access to all of IUCN gender publications available on CDs handed out in events on gender and in the Just World Pavilion.</p>
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**STAFFING**

<p>Ensure that adequate gender balance (goal: 40% women) is maintained in selection of staff for Congress positions particularly for positions reporting directly to the Functional Leaders.</p>	<p>48% of onsite IUCN staff were female. Congress recruitment: 113 female out of 205 (55%); 20 out of 30 (66%) second-level leaders (under Functional Leader) were female. 1 out of 6 Functional Leaders was female (17%).</p>
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**REGISTERED PARTICIPANTS**

No objective set for the quota of participants in general. There were a bit more women onsite than in 2008 (43.4% vs 41.2% in 2008).

Registration category	Female	Male
Commission Member	35.53%	64.47%
Exhibitor	38.36%	61.64%
General	34.50%	65.50%
Guests	40.00%	60.00%
Host Country Staff	30.87%	69.13%
IUCN Secretariat	48.21%	51.79%
Local Participant	45.04%	54.96%
Local Youth Participant	69.81%	30.19%
Media	21.97%	78.03%
Member Organization Staff	33.21%	66.79%
PCO	59.26%	40.74%
Regional or National Committee Member	21.62%	78.38%
Speaker	27.61%	72.39%
Support Staff	68.76%	31.24%
Youth	68.29%	31.71%
<b>Grand Total</b>	<b>43.44%</b>	<b>56.56%</b>

It is worth noting that there is a much stronger female representation for youth participants both on a global and a local level as well as support staff. The only balanced representation was achieved for IUCN staff and local participants.

From a regional perspectives representation of onsite participants look as follows

Statutory region	Female	Male
Africa	25.30%	74.70%
East Europe, North and Central Asia	37.65%	62.35%
Meso and South America	41.99%	58.01%
North America and the Caribbean	44.47%	55.53%
Oceania	46.15%	53.85%
South and East Asia	45.81%	54.19%
West Asia	28.05%	71.95%
West Europe	38.72%	61.28%
<b>Grand Total</b>	<b>43.44%</b>	<b>56.56%</b>

Again there was no objective set for overall gender balance amongst participants, or gender balance per region. It must be noted that the percentages are particularly low for Africa and West Asia.

247 individuals indicated that Gender is one of their areas of expertise when registering for the Congress. This corresponds to 1.8% of the onsite participants – one of the areas of expertise weakest represented (right after Polar issues).

