



Gender Equality and Forestry

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Equality between Women and Men

- A Goal for Swedish Development Co-operation.
- ‘ The promotion of equality between women and men in partner countries’ (Bill 1995/96:153)

In line with: International conventions and commitments eg. CEDAW, Platform for Action, MDGs etc

Women and the Environment

(Platform for Action, Beijing Conference)

- K1 Involve women actively in environmental decision-making at all levels
- K2 Integrate gender concerns and perspectives in policies and programmes for sustainable development
- K3 Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women.

Platform for Action - Section IV Strategic Objectives and Actions

What do we mean by 'gender' ?

- Differences between women and men that are socially rather than biologically determined and learned.

Justifications for Promoting Gender Equality

Gender Equality is a Human Right

Women and men should have the same rights, opportunities and responsibilities

Gender Equality is a Development Issue

Equality between women and men is a precondition for effective and sustainable people-centred development.

Recognising women's role in forestry

- Women are not visible in the forestry sector as resource users, decision-makers or workers
- Women's resource use is not acknowledged in planning and decision-making
- Women do not participate equally with men
- Women do not access new knowledge, skills and support to the same extent
- Women's land tenure and rights are often limited

Theoretical shift from a focus on 'women' to 'gender'.

From a focus only on biological aspects of difference to:

- social and cultural factors and **power relations** between women and men.
- Focusing on **both women and men** and the inequalities.
- From representation to **participation** and **empowerment**.

Women in Development (WID)

- Women are usually at a disadvantage. They are marginalised, excluded from economic and social life, receive fewer benefits, etc.
- Women are the problem – they are passive and in need of support.

Solution: special support to women.

- However this did not alter women's position in society!! (Empowerment)

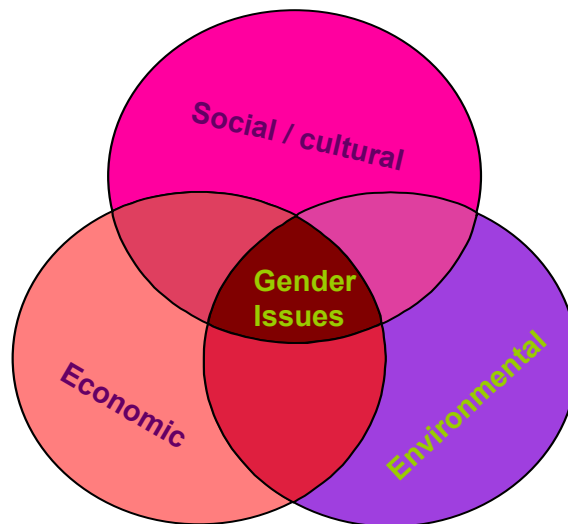
Gender and Development (GAD)

Methodology for tackling the inequalities

Key issues are:

- Decision-making and empowerment
- Improving the position (status), as well as the working/living conditions
- Control over – not only access to resources and benefits

A cross-cutting issue



Social or biological?

- Men are more logical and rational, women are more emotional.
- Women have more difficulty in working with numbers than men.
- Women are quarrelsome among themselves and don't work well in a group
- Men are usually heavier than women
- Women are better at looking after children
- Girls are shy
- Boys can run faster
- Men are much less sensitive than women: they don't notice how people are feeling.
- Women prefer to have a man to make the decisions for them.

Gender Awareness

- Most people automatically think of farmers, foresters or conservationists as men! (Use inclusive language!)
- Plans and policies that are not explicit about women, will often exclude them!
- Stereotypes of women as the caretakers of the family and female staff as secretaries - are seen as the "natural order of things"!

Awareness training on gender equality among staff may be a crucial first step.



Is gender really relevant in forestry?



Gender Roles

Gender roles and division of labour shapes the lives of women and men.

There is often a cultural devaluation of femaleness and the status of women.

Gender differences are social constructions that can be changed.

How Gender Influences Natural Resource Use

- Roles and Responsibilities (burdens)
- Access to and Control over Resources, (including secure land tenure)
- Knowledge
- Participation in Decision-making at all levels

Gender roles vary in different communities and across generations



Women and men have different roles in the community and therefore different experiences and knowledge



GAD Concepts

- Analysing the division of labour
- Valuing all different types of labour
 - Productive,
 - Reproductive (domestic),
 - Community work
- Control over – not only access to resources and benefits

Advancement of female staff is important.



Both women and men should be able to work in the field they are qualified for.

Equal opportunities



.....more GAD concepts

- Improving the position (status), as well as the living condition
- Practical immediate needs addressed
- Strategic long-term interests addressed
- Ensuring a good level of participation,
- not merely representation

Collecting and analysing sex-disaggregated data

Data that provides information on women's and men's resource use, access to resources, and participation in decision-making



Rural women may need special encouragement to enter and participate in meetings, even when invited.

Access to and Control over Resources

- Economic, social, institutional, and legal constraints
 - Poverty
 - Restrictive land rights
 - Limited access to supportive services, e.g., extension programmes, training on innovative land management practices, forest management etc.



Women's participation in market-based initiatives or small scale trading in forest products

Access and control over resources

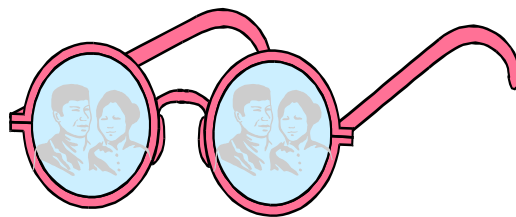


The need for information

Research to determine

- men's and women's roles
- men's and women's access to resources
- constraints to women's participation
- how national policies and programmes in the sector affect men and women
- the appropriate institutional framework for promoting gender-balanced policies and forestry sector projects

Gender equality issues are not something on the side.....



A new perspective on what you are already doing.

What is gender analysis?

- Seeing what our eyes have been trained not to see!
- Asking questions about the differences between men's and women's activities, roles, and resources to identify their developmental needs and interests
- Analysing qualitative and quantitative information about men's and women's activities, resources and constraints, benefits and incentives.



Identifying Stakeholders



Definition of Gender Mainstreaming

‘The reorganisation, development, and evaluation of work so that a gender equality perspective is incorporated in all activities and policies, at all levels and stages, by actors normally involved in the activities and policy making.’

From Principles to Action

Translating these concepts and principles into action implies that

- Both men and women will be actively involved in planning and development.
- Men and women will also share in the investment, management and ownership.

Gender-responsive actions

- Collecting and analysing sex-disaggregated data
- Strengthening women's involvement in decision-making
- Issuing gender policy declarations
- Signing international agreements



Reaching both women and men as well as disadvantaged groups

Capturing and valuing all types of knowledge





Consultation practicalities and biases



Participatory Tools





Separate groups are more conducive to free expression of views.

Approaches to Gender Mainstreaming



Institutionalisation



Sensitisation



Networking



Capacity Building

Lessons from Experience

1. Gender is a central concern in forestry
2. Women's participation improves project performance.
3. Specific mechanisms must be created to ensure women's involvement.
4. Attention to gender needs to start as early as possible.
5. Gender analysis is an integral part of planning

Lessons from Experience cont..

6. A learning approach is more gender-responsive than a blueprint approach.
7. Gender-related indicators must be included when assessing and evaluating project performance and impact.

To ensure effective and sustainable results in the longer term, it is necessary that both women and men participate in and benefit from forest management and certification initiatives.

Stakeholders in certification

Men and women in.....

- Civil society (as concerned citizens)
- Civil society (as consumers)
- NGOs
- National governments
- Major forest product traders and retailers
- Forest producers
- The forest certifiers
- and others

Elements of power

- *positional power*, - the capacity to secure the sympathy and support on the assumption of some common interest;
- *bargaining power*, - the capacity to extract resources or concessions, by some combination of force and persuasion;
- *executive power*, - the capacity to meet the needs and demands of other stakeholders, thus increasing one's authority over them;
- *managerial power*, - the capacity to control the productive activities of other stakeholders, and thus to determine the quantity and quality of their outputs.