



---

# FUNBIO GENDER MAINSTREAMING POLICY

P-26/2013

Responsible Unit: Communication & Networks

## **OBJECTIVE:**

To mainstream gender equality and decision-making development within Funbio project cycle.

---

## **ORGANIZATIONAL SCOPE:**

This Policy applies to GEF funded projects.

---

## VALIDATION

Current version	Action	Date
3	Approval	11 Jul 2014
	Effective date	11 Jul 2014
	Next review	Jun 2016

## VERSION CONTROL

Version	Date	Prepared by	Status
0.1	06 Mar 2013	Mônica Ferreira (with consultant Paul Little)	Draft
1	12 Apr 2013	Governing Council	Approval
1.1	30 Nov 2013	Mônica Ferreira and Camila Monteiro	Reviewed
2	06 Dec 2012	Governing Council	Approval
2.1	23 May 2014	Camila Monteiro (with consultant Juliana Paiva)	Reviewed
3	11 Jul 2014	Rosa Lemos	Approval
3.1	3 Oct 2014	Camila Monteiro	Reviewed
4	6 Oct 2014	Rosa Lemos	Approval

## RELATED DOCUMENTS:

- P-21 Appraisal and Selection of Projects for FUNBIO;
- P-22 Funbio Project and Program Evaluation Policy;
- OP- 01 Funbio Gender Mainstreaming Operational Procedures.

### Privacy:

This document is public and is available at Funbio's website. It should not be amended or altered without prior consent.

## TABLE OF CONTENTS

I.	Introduction:.....	4
II.	Statement of Principles .....	4
III.	Institutional Structures .....	5
IV.	Policies for Gender Mainstreaming in Funbio Projects – Project Cycle .....	5
IV.1	Project Preparation.....	5
IV.2	Prior evaluation of Project .....	5
IV.3	Project Monitoring and Evaluation.....	6

## I. INTRODUCTION:

1. The wide discrepancies between men and women with regard to access to, use of and control over natural resources are a global problem, and Brazil is no exception. Income inequality between genders, the paucity of women in development decision-making and the lack of adequate programs to address the specific needs of women are also pressing issues.
2. There is the interplay between environmental issues and pervasive inequalities between men and women in terms of rights, responsibilities and opportunities. Gender inequalities help to perpetuate poverty and hunger, as well as injustice in the world. Failure to recognize and address that fact undermines efforts to promote sustainable livelihoods and healthy ecosystems.
3. In spite of this situation, in recent years Brazil has made great strides in bridging the gap between genders and providing new opportunities for women to enter, and excel in, all aspects of Brazilian society. The election of its first female president in 2010 is one such milestone. Within Funbio, this process has also advanced markedly, with a female Executive Secretary and a staff that is 68% female.
4. In this Policy, Funbio seeks to mainstream these and other advances in gender equality and development decision-making within the framework of its project cycle. To this end, Funbio has (a) identified a set of principles to orient its work in gender mainstreaming and established (b) internal structures for the monitoring of gender issues within its project cycle and (c) policies promoting proactive actions for achieving greater gender equality in its projects.

## II. STATEMENT OF PRINCIPLES

5. Funbio rejects all forms of gender bias and discrimination in its operations.
6. Funbio promotes a proactive policy of gender mainstreaming in the design and implementation of the projects it supports using a variety of methods.
7. Funbio intends to help build greater understanding among Funbio staff and Funbio partners concerning the essential gender dimensions involved in promoting environmental sustainability. Funbio staff are encouraged to integrate gender into the projects, which in turn contribute to the evidence base of innovations, impact evaluations and data.
8. Funbio follows the guidelines of the United Nations Universal Declaration of Human Rights (1948) and the United Nations Convention on the Elimination of All Forms of Discrimination against Women (1979).

9. Funbio rejects unequal pay for equal work between men and women.

### **III. INSTITUTIONAL STRUCTURES**

10. Funbio will have one staff person designated as the institutional Focal Point for Gender Mainstreaming. This staff person will be responsible for the coordination, implementation and oversight of the Gender Mainstreaming Policy.
11. Funbio will maintain a pool of specialists in the area of gender-sensitive issues, using experts in the social sciences, which can be contracted to perform specific functions in the implementation of the Gender Mainstreaming aspects in the Project Cycle and to manage capacity building programs to the staff and, mainly, to the Focal Point.

### **IV. POLICIES FOR GENDER MAINSTREAMING IN FUNBIO PROJECTS – PROJECT CYCLE**

#### **IV.1 PROJECT PREPARATION**

12. Funbio's Requests for Proposals include a section asking applicants to explain how the proposed project will promote gender mainstreaming and give visibility and importance to the roles and contributions of both men and women. This information will be the base for the institutional Gender Mainstreaming Focal Point to determine the project category in terms of Gender following the guidelines detailed in the Gender Mainstreaming Operational Procedures (OP-01).
13. If this assessment indicates that the project does not adequately address the issues of gender mainstreaming, the institutional focal point may recommend reviews in the project proposal. If regarded as necessary the Focal Point may need to hire specific consultants to evaluate the project.

#### **IV.2 PRIOR EVALUATION OF PROJECT**

14. Depending on the results of the analysis, the Focal Point Person may ask the applicant to develop activities that will enhance its gender mainstreaming capacity, providing technical assistance when necessary.
15. In projects where there is a potential for adverse effects, then mitigation and/or compensation mechanisms should be developed in collaboration with the groups that may be negatively affected and these should be included in the project design.
16. In projects where there is a potential for generating benefits, then specific mechanisms for the equitable distribution of social and economic benefits in gender

sensitive ways should be developed collaboratively with the potential beneficiaries of the project and these should be included in the project design.

17. The mechanisms mentioned in items 14 and 15 may require holding meetings with the affected community or with specific organizations, such as women's associations, neighborhood committees or cooperatives, in order to estimate that the established mechanisms adequately meet the needs of the community.

### **IV.3 PROJECT MONITORING AND EVALUATION**

18. Since gender issues affect all projects in a crosscutting manner, Funbio's regular process of monitoring projects incorporates specific items that assess gender-sensitive issues. This portion of the monitoring process will be supervised by the Focal Point Person for Gender Mainstreaming, who may decide to hire consultants to assist him/her in performing this task.
19. The monitoring and evaluation of projects will be carried out according to previously established indicators for each project at the stage of prior evaluation. These indicators will be measured, analyzed, and communicated to affected groups.
20. The final evaluation of the project will incorporate the cumulative results of the monitoring of the indicators outlined in item 19 and should also provide for an overall assessment of (a) the adequacy of the implementation of Funbio Gender Mainstreaming Policy and (b) the effectiveness of the project results in terms of the mitigation and/or compensation of impacts and/or the generation and distribution of benefits across men and women.
21. Funbio has institutional gender sensitive indicators (Annex 1). Internal annual reviews of the Funbio Gender Mainstreaming Policy and Funbio Gender Mainstreaming Operational Procedures shall be conducted by Funbio to assess its functionality, indicating the strong and weak points. Based on this review, the policy and operational procedures may be modified to enhance the way they are dealt with issues of gender mainstreaming which have arisen or which may arise in the future.

**Annex 1 – Institutional gender sensitive indicators of Funbio**

	Area	Indicator	Frequency
Institutional Indicators	General	% of men and women in the Staff	Annual
		Average remuneration for men and woman	
		% of men and woman in management positions	
		% of men and woman that receive training	
	Governance	% of men and woman in the Governing Council	Annual
		% of men and woman in the Consultative Council	Annual
		% of men and woman in Project Commissions	Annual
% of men and woman in the technical committees of proposals evaluations		Annual	
Project indicators that may apply	Networks/ Capacity Building	Target Population(% of Men and Women)	Depending on the project timeline
		% of Men and Women in Staff or Board(Environmental Funds)	
	Support to Protected Areas	% of Men and Women in Boards	
		Participation of Women in Board meetings	
		Target Population(% of Men and Women)	
		Heads of Parks (% of Men and Women)	
	Support to Biome NGO's	% of Scholarships for Men and Women	
		Volume of Resources of scholarships for Men and Women	
		% Of Men and Women as Director of NGO's	
		% Of Women in the management of projects	
		Beneficiary Population(Men and Women)	
Support to territories	Beneficiary Population (% of Men and Women)		