



Gender mainstreaming strategy

Justification

At its 2007 annual Monitoring, Evaluation and Planning meeting the Coordination group of the Global Forest Coalition decided to develop a strategy to mainstream gender in the activities and structure of the organization. In this strategy gender refers to the distinct roles men and women are assigned in any society¹. The specific rights, needs and aspirations of women and men regarding forests and their differentiated role in forest management justify such gender mainstreaming. Gender mainstreaming is also a requirement of the main donors to GFC.

Goal

The goal of the gender mainstreaming strategy is to ensure the rights, roles and needs of women and men are given equal attention in all the programs and activities of the Global Forest Coalition, and in its institutional structure. The overall goal is the achievement of gender equity.

GFC will pay particular attention to the rights, roles, needs and aspirations of Indigenous women. We also recognize that in some societies there exist other definitions of gender and we are pledged to respect cultural difference along with ensuring the equal participation and protection of the rights of all people.

GFC will also respect the rights of gay, lesbian, bisexual and transgender people in relation to gender issues in particular.

Objectives and activities

1. To build the capacity of GFC staff, focal points, member groups and partner organizations to address gender through:
 - ensuring mandatory gender mainstreaming and equity in GFC-funded projects, workshops and other initiatives
 - providing information on gender mainstreaming and gender equity
 - linking groups to representatives of groups specialized in gender mainstreaming or other resource persons and disseminating information of groups working on gender and forests.

¹ Please note that gender and sex are different matters and that they can even be distinct in cases of trans-sexuality.

2. To mainstream gender into all public awareness raising and policy campaigns of GFC through:

- Ensuring all reports, position papers, briefing papers and formal publications of GFC address gender
- Regularly emphasizing gender aspects in shorter statements, press releases, brochures, interviews and other short campaign materials
- Defending the rights of women, and the rights of gay, lesbian and transgender people , in advocacy campaigns

3. To build active alliances with groups working on gender and equity and support their work when possible, through:

- Building active alliances and supporting the work of the Indigenous Women's Biodiversity Network, GenderCC and Madre
- Participating actively in the women's caucus of the Convention on Biodiversity, the women's caucus of the Framework Convention on Climate Change, and the women's caucus at other important intergovernmental meetings
- Strengthening alliances with other women's groups and networks, including WEDO, the women's network of Via Campesina, and national women's groups.

4. Mainstreaming gender in the institutional structures of GFC through:

- Equal (at least 40%, at most 60%) participation of women and men in the coordination group of GFC
- Equal (40 - 60%) participation of women and men in the workforce of GFC

Implementation

The implementation of the strategy is the responsibility of all GFC staff. All staff will be requested to report on its activities to implement the strategy.

A small gender task force (members: Lucy, Ronnie, Sandy and Simone) will oversee the implementation of the strategy

At the 2009 annual Monitoring, Evaluation and Planning meeting a half-day gender training for GFC focal points and staff will be organized

At the 2010 annual Monitoring, Evaluation and Planning meeting the implementation of the gender strategy will be reviewed.