



FUNBIO GENDER MAINSTREAMING POLICY

P-26/2013

Unit in charge: Communication & Marketing

Objective:

To mainstream gender equality in decision-making processes throughout FUNBIO's project cycles

ORGANIZATIONAL SCOPE:

This policy applies to all GEF and GCF-funded projects

VALIDATION

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VERSION CONTROL

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6

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Rosa Lemos de Sá

Approved

RELATED DOCUMENTS:

- P-21 FUNBIO's Project Appraisal and Selection Policy;
- P-22 FUNBIO's Project and Program Appraisal Policy;
- PO-01 FUNBIO's Operational Procedures for Gender Mainstreaming;
- P44-2022 Política de medidas de proteção contra abuso, assédio e exploração sexual (SEAH) – in Portuguese only

Privacy:

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CONTENTS

I. Introduction	4
II. Guiding Principles	4
III. Institutional Structures.....	5
IV. Policies for Gender Mainstreaming on FUNBIO Projects - Projects Cycle .	5
IV.1. Project Preparation.....	5
IV.2. Project Pre-screening.....	5
IV.3. Project Monitoring and Assessment.....	5

I. INTRODUCTION

1. Gender-unequal access to and control over decisions, assets, knowledge and benefits directly reflect the disparate relations, roles and responsibilities assigned to men and women in different areas, including the socioenvironmental sector.
2. Environmental degradation affects men and women differently, as the use of natural resources varies from gender to gender. In a vicious circle, gender inequality and such knock-on effects as climate change intensify the impacts this degradation has on women and girls, further aggravating the initial inequality.
3. FUNBIO and the institutions it is affiliated with as an implementing agency underscore the pivotal role women play in achieving the goals set under the United Nations Convention on Biological Diversity (CBD) and the Framework Convention on Climate Change (FCCC).
4. FUNBIO's Gender Mainstreaming Policy recognizes the disparities between the genders and their impact on environmental conservation, and has established a series of principles to steer its projects through their cycles in such a way as identifies gender discrepancies and fosters power-sharing, equitable access to resources, and equal participation in decision-making. FUNBIO believes that a sensitive approach to gender issues is the only way to mainstream environmental conservation in tandem with the empowerment of women and girls.

II. GUIDING PRINCIPLES

5. FUNBIO rejects all forms of gender bias and discrimination in its operations.
6. FUNBIO repudiates unequal opportunities and/or difference in pay for men and women doing the same work.
7. FUNBIO fosters a deep understanding of the gender-equality aspects involved in the promotion of environmental sustainability among its collaborators and stakeholders. This is based on the institution's firm belief that we stand a greater chance of fulfilling our objectives when gender issues are mainstreamed across project design and implementation.
8. Gender-sensitive issues are factored into FUNBIO-backed projects, which take all necessary steps never to aggravate or replicate inequalities.
9. The implementation of all FUNBIO-backed projects takes into account the importance of the female voice and participation.

10. This approach is brought to bear proactively throughout the project cycle and follows the directives set forth in the Universal Declaration on Human Rights (1984) and the United Nations Convention on the Elimination of All Forms of Discrimination against Women (1979).

III. INSITUTIONAL STRUCTURES

11. FUNBIO appoints a team member to serve as the institution's focal point on the integration of gender issues. This individual is responsible for coordinating, implementing and overseeing FUNBIO's gender mainstreaming policy.
12. FUNBIO employs gender indicators on every project it supports.
13. FUNBIO maintains a pool of specialist consultants on gender-sensitive issues, and it will draw from this pool whenever there is need for expert assessment or support, or cause for specific mitigatory measures.
14. FUNBIO promotes, at least every 12 (twelve) months, training, guidance and awareness raising efforts for employees at all hierarchical levels of the company on topics related to violence, harassment, equality and diversity within the scope of work.

IV. POLICY REQUIREMENTS

14. FUNBIO will take every necessary step to ensure that concept notes and project proposals are aligned with its gender mainstreaming policy at all stages.
15. All projects will allocate the human and financial resources required for full compliance with this gender mainstreaming policy.
16. During preparation, project proposals should collect and analyze sex-disaggregated data on all relevant fronts, so as to determine gender impacts.
17. When gender risks or unequal opportunities are identified, a plan of action should be drawn up to address the gaps and empowerment shortfalls.
18. In the implementation and monitoring phase, semestral evaluations will be conducted using gender indicators and sex-disaggregated data and the findings of these assessments will, where necessary, inform the revision of targets and adjustment of action plans.
19. All project-promotion activities must integrate gender issues.
20. FUNBIO has a hotline through which it receives complaints related to gender-sensitive issues.