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**ITTO (Draft) Guidelines for achieving gender  
equality and empowering women**

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Presentation at the  
Fifty-first ITTC Session, November 2015  
Kuala Lumpur, Malaysia

by

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# Aim of the presentation

To provide the Council an overview of the document:

**ITTC(LI)/12** “ITTO (Draft) Guidelines for achieving gender equality and empowering women».

# Background

Activity N° 2 of ITTO Biennial Work Program 2015-2016 «Development of the Guidelines to incorporate Gender Equity in the Organization's activities, programmes and projects in Member Countries».

The tasks for the consultant were defined as follows:

1. Review the gender guidelines of other international organizations;
2. Analyze different ITTO instruments and tools particularly those that are most commonly used by ITTO member countries, and identify which of these instruments would require the incorporation of gender-related mechanisms for their implementation;
3. Prepare a draft of ITTO Gender Guidelines, including a training module;
4. Propose at least five gender-related indicators for future Strategic Action Plans and for future work.

# Table of contents of the main text of the Draft Guidelines

- Introduction
- International context for the commitment to gender equality and gender mainstreaming
- Analysis of ITTO's different instruments and tools
- Overall direction of the ITTO Guidelines for achieving GEWE
- ITTO Guidelines for GEWE
- Conclusion

To save time constraints, the presentation will focus on key aspects of the above highlighted items.

## Some key definitions

- **Gender** refers to the socially defined roles and responsibilities of men, women and boys and girls. Male and female gender roles are learned from families and communities and vary by culture and generation.
- **Gender equality** means the absence of discrimination, on the basis of a person's sex, in opportunities, in the allocation of resources or benefits or in access to services.
- **Gender equity** means fairness and justice in the distribution of benefits and responsibilities between women and men and often requires women-specific projects and programmes to end existing inequities

While Activity N°2 is about Gender Equity, the scope of the Guidelines was widened to cover «Gender Equality» in order to be in line with the international context as far as commitment to Gender equality and mainstreaming is concerned.

# Analysis of ITTO instruments and tools relating to gender equality

## **ITTO lacks tools that are specifically designed to promote GEWE; for example:**

- ITTA, 2006 and the SAP 2013-2018 do not mention the words “gender”, “men”, “women”;
- Most Thematic programs are either totally or quasi gender neutral/blind.
- The Meta-Evaluation of evaluated projects conducted in 2011 noted that gender aspects are not sufficiently recognized in different project stages.

## **ITTO instruments that make reference to women’s needs and to gender are reviewed in the Draft Guidelines; they include:**

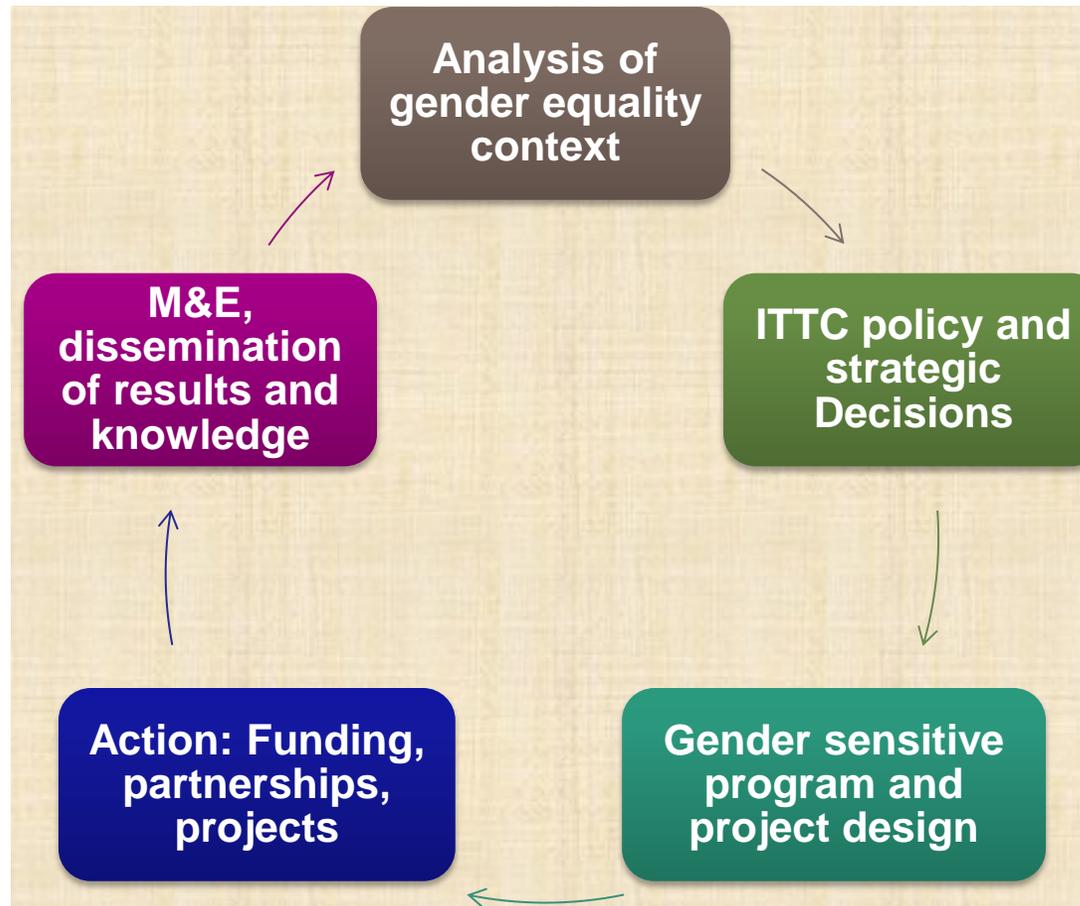
- ITTO voluntary Guidelines for SFM;
- ITTO Manual for project formulation;
- ITTO Fellowship Programme

# Theory of change for achieving gender equality in ITTO's work

**Mainstreaming Gender in ITTO's planning cycles and implementation processes**

**Short- and Medium- Term Gender Equality Outcomes, Assumptions, Drivers of impact**

**Long-term Outcomes**



**Assumptions:**

- Funding is available;
- Gender awareness at organizational level;
- Members engagement

**Outcomes: GEWE commitments attained**

**Drivers of impact:**

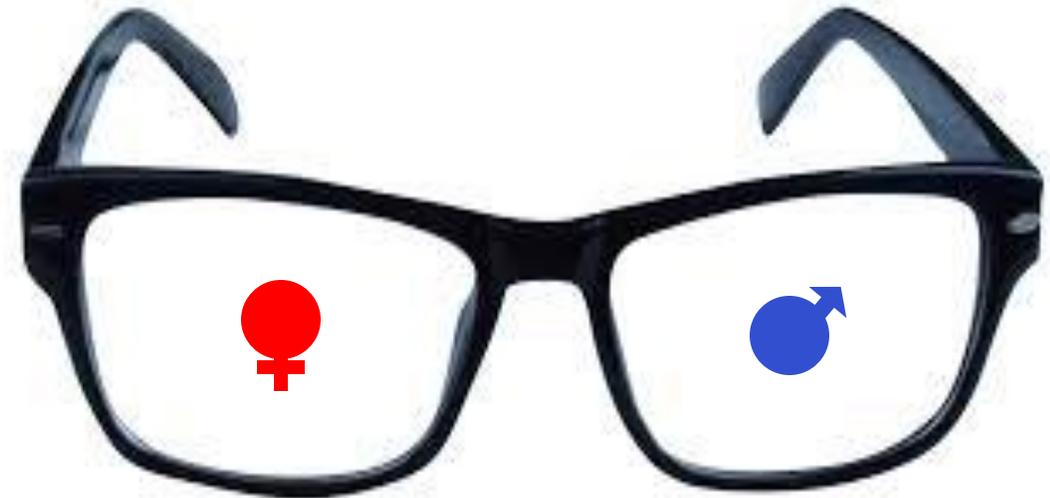
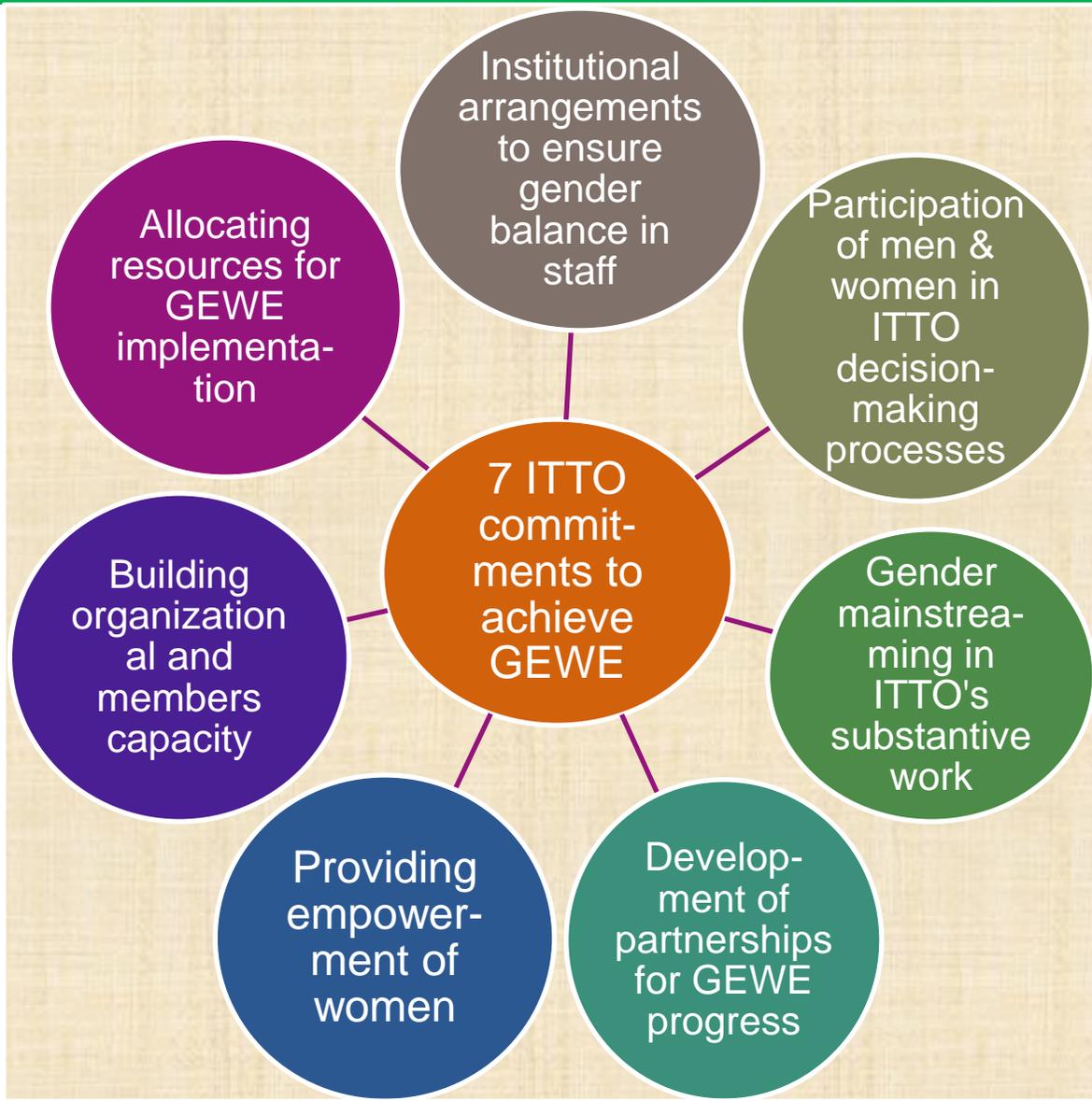
- Tools for project design and implementation adjusted;
- Capacity building

**Women and men influence equally ITTO's decision-making processes**

**Gender related issues are taken into account in ITTO's work at all levels**

**ITTO's GEWE efforts strengthen the effectiveness and impacts of projects**

# Seven proposed ITTO Gender Policy commitments



# Two examples of actions per commitment

**Commitment 1:** Ensuring that no person is discriminated (...)

**Commitment 2:** Ensuring participation (...)

**Commitment 3:** Gender mainstreaming in all areas of work of ITTO

**Commitment 4:** Develop partnerships (...)

**Commitment 5:** Providing the empowerment of women (...)

**Commitment 6:** Building ITTO organizational and member capacity

**Commitment 7:** Allocating appropriate resources

## 3 actions including:

- ✓ Take steps to establish in in time appropriate gender balancing of staff in the ITTO Secretariat at P4 and above levels, ensuring that each sex does not fall below 40% of job positions in those levels.
- ✓ Strengthen accountability of senior management of the ITTO Secretariat.

# Seven commitments

**Commitment 1:** Ensuring that no person is discriminated (...)

**Commitment 2:** Ensuring participation (...)

**Commitment 3:** Gender mainstreaming in all areas of work of ITTO

**Commitment 4:** Develop partnerships (...)

**Commitment 5:** Providing the empowerment of women (...)

**Commitment 6:** Building ITTO organizational and member capacity

**Commitment 7:** Allocating appropriate resources

## 6 Actions including:

- ✓ Broaden women's and men's equitable participation at all levels of decision-making and in all policy-making processes in ITTC, Committees and subsidiary bodies.
- ✓ Introduce a Gender policy perspective in the agendas of the work of Council and Committees.

# Seven commitments

**Commitment 1:** Ensuring that no person is discriminated (...)

**Commitment 2:** Ensuring participation (...)

**Commitment 3:** Gender mainstreaming in all areas of work of ITTO

**Commitment 4:** Develop partnerships (...)

**Commitment 5:** Providing the empowerment of women (...)

**Commitment 6:** Building ITTO organizational and member capacity

**Commitment 7:** Allocating appropriate resources

## 10 Actions, including:

- ✓ Ensure that responsibilities for implementing ITTO's Gender Equality and Equity Principles are explicitly described in job descriptions of ITTO Secretariat staff and of the experts of ITTO projects management teams.
- ✓ Mainstream GEWE issues in ITTO Monitoring and Evaluation practices.

# Seven commitments

**Commitment 1:** Ensuring that no person is discriminated (...)

**Commitment 2:** Ensuring participation (...)

**Commitment 3:** Gender mainstreaming in all areas of work of ITTO

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**Commitment 7:** Allocating appropriate resources

## 3 actions including:

- ✓ Involve Civil Society and Private Sector partners in dialogue on projects and activities to address Gender gaps with regard to access to resources and to tropical timber and NTFPs markets.
- ✓ Ensure that participatory methods are used to adequately involve men and women in the project identification, implementation and in M&E processes.

# Seven commitments

**Commitment 1:** Ensuring that no person is discriminated (...)

**Commitment 2:** Ensuring participation (...)

**Commitment 3:** Gender mainstreaming in all areas of work of ITTO

**Commitment 4:** Develop partnerships (...)

**Commitment 5:** Providing the empowerment of women (...)

**Commitment 6:** Building ITTO organizational and member capacity

**Commitment 7:** Allocating appropriate resources

## 8 Actions including:

- ✓ Support actions and implement models that advance women's forest tenure rights, and their access to and control over productive assets.
- ✓ Promote women's entrepreneurship and leadership in tropical forest industry and tropical timber trade.

# Seven commitments

**Commitment 1:** Ensuring that no person is discriminated (...)

**Commitment 2:** Ensuring participation (...)

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**Commitment 6:** Building ITTO organizational and member capacity

**Commitment 7:** Allocating appropriate resources

## 6 Actions including:

- ✓ Build Members capacity for the implementation of the ITTO GEWE Guidelines in the formulation of ITTO projects and in the application of Gender-sensitive M&E.
- ✓ Manage knowledge on GEWE from experiences in ITTO's TPs and projects, and build evidence on Gender-related ITTO project impacts.

# Seven commitments

**Commitment 1:** Ensuring that no person is discriminated (...)

**Commitment 2:** Ensuring participation (...)

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## 2 actions:

1. Design approaches and innovative strategies for funding ITTO's GEWE activities.
2. Provide in each biennial work programme an overview of resources allocated to Gender Equality and equity specific objective and to mainstreaming.

# Two annexes to the main text

**Main text**

**Annex 1:**

Glossary

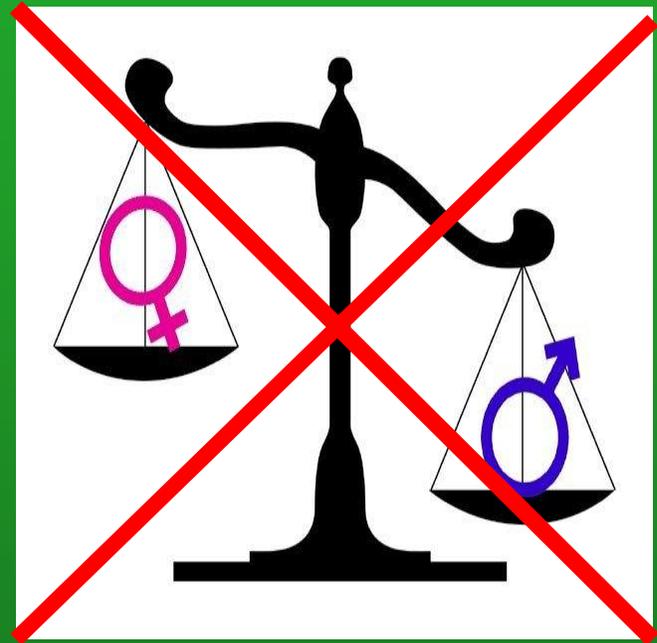
**Annex 2:**

Outline of the training on the implementation of ITTO GEWE Guidelines

# Conclusion

**In order to achieve Gender equality and empower women ITTO needs to:**

- Focus more on programmes, projects and activities aiming at empowering women;
- Increase the financial support to those actions;
- Improve on accountability and reporting on results, as well as
- Seek strategic involvement of men.



**Thank you!**

