


Number

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**FUNBIO GENDER
MAINSTREAMING ACTION PLAN**

**Brazilian Biodiversity Fund
FUNBIO**

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FUNBIO – Fundo Brasileiro para a Biodiversidade				Responsible Unit: PMO – Focal Point			
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0	06/03/2013	Mônica Ferreira (consultant Paul Little)		preparation			

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 in this regard. 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. 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.

3. In this Action Plan, 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.

Statement of Principles

4. Funbio rejects all forms of gender bias and discrimination in its operations.

5. Funbio promotes a proactive policy of gender mainstreaming in the design and implementation of the projects it supports using a variety of methods.

6. 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).

Institutional structures

7. 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 Action Plan.ⁱ

8. 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 Action Plan.

Project preparation and implementation

Project proposals

9. Funbio's Request for Proposals includes a section asking applicants to explain how the proposed project will ensure the promotion of gender mainstreaming and give visibility and importance to the roles and contributions of both men and women. This information will be used by the institutional Focal Point Person for Gender Mainstreaming as a baseline for determining how the project fits into the Action Plan.

10. If this review indicates that gender mainstreaming is not being adequately addressed by the project, the Focal Point Person can apply a Gender Assessment Tool to the project proposal. This Tool consists of three parts: (a) analysis of specific circumstances which may affect different participation of females and males in the project; (b) analysis of the adverse impacts that the project may produce on females and males; and (c) analysis of the differential benefits which the project may generate with regard to gender. If deemed necessary, the Focal Point Person can contract consultants from its pool of experts for the application of the Gender Assessment Tool.

Project design

11. Depending upon the results of the Gender Assessment Tool, the Focal Point Person may ask the applicant to develop activities that will enhance its gender mainstreaming capacity, providing technical assistance when necessary.

12. 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.

13. 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.

14. The mechanisms developed in items 12 and 13 may require holding meetings with the affected community or with specific organizations, such as women's associations, neighborhood committees or cooperatives, in order to guarantee that the established mechanisms adequately meet the needs of the community.

Monitoring and evaluation

15. Since gender issues affect all projects in a cross-cutting manner, Funbio's regular process of monitoring of 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. Special attention should be given to the monitoring of (a) the differential distribution of adverse impacts; (b) the results of the implementation of the mitigation measures; (c) the benefits generated by the project; and (d) the ways that these benefits were distributed with regard to gender. Results of each monitoring cycle should be communicated in a timely manner to the affected communities.

16. The final evaluation of the project will incorporate the cumulative results of the monitoring of gender-sensitive issues outlined in item 15 and should also provide for an overall assessment of (a) the adequacy of the implementation of Funbio's Action Plan for Gender Mainstreaming and (b) the effectiveness of the project results in terms of the mitigation and/or compensation of impacts and the generation and distribution of benefits across genders.

17. Internal bi-annual reviews of the Action Plan for Gender Mainstreaming will be conducted by Funbio to assess its functionality, indicating strengths and weaknesses. Based upon this review, the Action Plan may be modified to better address gender issues that have arisen or that may arise in the future.

ⁱ The person currently occupying this position is Mônica Aparecida Mesquita, Project Management Officer for Funbio.