

# RAINFOREST FOUNDATION NORWAY GENDER POLICY

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September 2017

## I. Introduction and background

Rainforest Foundation Norway (RFN) works for the protection of the rainforest and the rights of its inhabitants.

This policy outlines the strategic direction for RFN regarding gender, defining what gender is for RFN and why it matters. The gender perspective is central to our work for a rights-based, sustainable resource management. We want to ensure that the perspectives and interests of both women and men are promoted in the development and implementation of all initiatives that the Rainforest Foundation supports. Our efforts should not contribute to a gender bias in the distribution of goods and resources.

### Box 1:

**Gender** refers to the socially constructed differences between women and men – and the relationships between and among them – throughout their life cycle. They are context and time specific and changeable. Gender, together with age group, sexual orientation and gender identity, determines roles, power and access to resources. Other diversity factors such as disability, social class, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation and urban/rural setting also affect this.

The gender policy describes four key actions for integrating gender in our programmes, and measures for creating an enabling environment for gender issues to be meaningfully integrated in all aspects of RFN's work. We have included examples of challenges and best practices in RFN's work throughout the document.

RFN's gender policy is underpinned and informed by the principles laid out under various international and inter-governmental rights based frameworks. It is also closely linked with the Sustainable Development Goals (see Annex 1 for a graphic of the normative framework).

The development of the policy is based on a review of research into the intersection between gender, indigenous and forest-based communities and forest management, as well as an analysis of RFN's previous work on gender, compiled in a brief situation analysis. Its formulation has benefited from input and discussions with management and staff, as well as with RFN's gender working group<sup>1</sup>.

The policy is addressed to RFN employees and partners organisations. RFN is not directly implementing projects on the ground, but works in close partnerships with civil society actors of various kinds at the local, national and regional levels. RFN is responsible for overall programme development, while our partners implement projects at different levels within the broader framework of the programmes. The role of RFN regarding gender is to 1. Ensure that relevant staff has sufficient understanding of the issue; 2. Ensure that programmes are in line with the gender policy and monitored accordingly; 3. Take action when deviations occur; 4. Ensure that partners' capacity on gender is assessed and strengthened; 5. Engage in dialogue with partners

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<sup>1</sup> RFN's gender working group was created in 2009 with the mandate of discussing, gathering information and cases and orientating our partners regarding the development and implementation of gender sensitive projects and strategies on the ground. RFN's gender group is interdisciplinary and composed of representatives from different departments within RFN.

to ensure that they improve their gender sensitiveness and ensure the participation of women at project level.

## II. What gender is to RFN

While linking gender and the management of natural resources with indigenous peoples and local communities can raise some particular challenges as it overlaps with deeply rooted cultural patterns and customs, RFN's long-term relationship with local partners representing and/or working with indigenous peoples and forest-dwelling communities puts the organisation in a good position for discussing gender. When addressing gender considerations, RFN promotes a culturally sensitive approach, aiming to avoid creating tensions within the local communities. This follows from the organisation's commitment to promote a rights-based approach to forest management and to do no harm.

- RFN understands gender as referring to the socially constructed roles and opportunities associated with women and men in any particular culture.
- RFN sees rainforest-based peoples as heterogeneous groups: women and men's roles are influenced by age, sexual orientation and gender identity as well as other diversity factors such as disability, social class, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation and urban/rural setting.
- Gender is not synonymous with women only, but RFN acknowledges that women often use the forest and its resources in diverse and gender-specific ways, and as such seeks to ensure their participation and empowerment at all levels of its work.
- In line with RFN's rights-based approach, RFN endeavours to strengthen the voices of women and men, girls and boys as representatives of their, often marginalized, communities.
- RFN recognises that gender differences are context and time specific and changeable. What might be the norm in one community is different in another, and it constantly evolves and adapts to changing circumstances.
- RFN acknowledges that risks, vulnerabilities and bargaining power are different for women and men when local communities are negotiating with external stakeholders, companies and local and regional authorities.
- RFN supports local partners in promoting women's participation, to increase their representation in all processes affecting them and their communities.
- RFN understands that every RFN policy, programme and project may affect women and men differently, and may include specific measures to empower specific marginalized groups.

- While gender is a defining component of gender-based violence (GBV) and sexual and reproductive health and rights (SRHR), RFN seeks collaboration with or refers specific programming in these sectors to specialised organisations.

### III. Why gender matters to RFN

This policy presents four main reasons for including gender in our strategic approach to achieving the overall goals for 2018-2030:

**Women and men have different knowledge of the natural resources** within their local environment regarding habitat, conservation, management, use, storing and processing. There are no blueprint formula for the specific knowledge of women and men in that regard – it varies according to the specific ethnic group. In consequence, hearing from both women and men leads to information that is more comprehensive, allowing better project, programme and policy design.

**Women and men in forest-based communities are key partners in sustainable management of land and resources.** Women and men in traditional forest communities often have a mythological and spiritual relationship with the natural resources. This relationship is often reflected in norms, rituals and practices. It is important to understand how cultural aspects influence women and men's access to, control over and use of natural resources to support sustainable rights-based resource management practices.

**Women and men face different impacts of external factors and have different access to decision making processes.** Traditional forest communities have, over the centuries, developed forms of organisation that are based on collaborative efforts by women and men. The picture is more complex than what might appear to an outsider. It is also a fragile balance that may often be affected or disrupted by external factors: Climate change and resource depletion may increase women's burden related to water collection and gathering; young men may benefit disproportionately from contact with outsiders and

#### Case study 1: DRC

The family code in DRC states that girls and women have an equitable right to inheritance. As late as in 2015 DRC's law on gender equality led to a revision of the family code, giving married women the right to open a bank account, rent a flat and take an employment without their husband's signature.

Despite the right to inheritance, land tenure is traditionally managed by customary power. In many areas, there is a clear lack of adequate provisions for women to hold rights to land independent of their husbands and other male relatives.

This issue of land rights is rendered even more problematic by the fact that women's right to inherit their husband is often denied by traditions. In that case, the family of the late husband is entitled to decide upon the use of and division of the inheritance. Land tenure is provided to women by customary provisions, considering their status as family members (wives, mothers or sisters).

DRC has for many years worked on a land tenure and land use reform, which is still pending. The reform process could be an opportunity for strengthening tenure rights and assigning land rights to both men and women.

Document de plaidoyer sur les droits de tenure foncière des femmes en RDC. CFLEDD, December 2016.

Gender country profile 2014:  
[http://www.swedenabroad.com/ImageVaultFiles/id\\_22003/cf\\_347/Gender\\_Country\\_Profile.PDF](http://www.swedenabroad.com/ImageVaultFiles/id_22003/cf_347/Gender_Country_Profile.PDF)

economic interest groups. Analysing potential impacts is crucial to avoid doing harm and to build in appropriate measures for empowering marginalised groups or individuals.

**Women and men are key partners in the land use planning and tenure process.** However, they do not necessarily have the same access to legal rights to land in the countries where RFN is engaged. Also, traditional access to land can be unevenly distributed between men and women, often discriminating against women (see case study 1).

#### IV. Key actions for integrating gender in RFN's programming management cycle

##### Case study 2: Amazon

During the last years, several of RFN's long-term partners in Brazil have developed specific initiatives targeting women. In some areas, RFN now observes that such initiatives open pathways to a more extensive focus on women's articulation and political participation.

The NGO Instituto de Pesquisa e Formação Indígena (IEPÉ) provides a good example: IEPÉ has targeted women for capacity building and income generating activities. These initiatives were then supplemented by the first regional women's meeting in 2015 to discuss territorial management.

In 2016, the NGO partner explicitly formulated its objectives as to:

- 1) Strengthen women's participation in its indigenous partner organisations,
- 2) Stimulate a common articulation of key priorities and demands by indigenous women at a regional level, and
- 3) Develop a joint understanding of threats to their way of life.

Some resistance can still be expected, as this will require specific measures, for example increasing women's participation in public events normally occupied by men.

Progress on women's political participation will demand continuous dialogue with the current political leadership as well as following up on the women's joint agenda, stimulating the community to be open to new solutions.

This policy describes four key actions for systematically integrating gender in the Programme Management Cycle (PMC), from design to monitoring and evaluation phases, enhancing the effectiveness and quality of interventions. RFN will work with capacity building of project coordinators and develop operational guidelines in order to enhance the quality of the dialogue with partners regarding gender sensitiveness, and assure that they are not gender blind. See annex 2, Gender sensitivity.

##### Key action 1: Include a gender assessment in the preparation for projects implemented by RFN's partners

RFN will assess partners in terms of gender sensitivity and expect them to conduct a gender assessment tailored to the specific project. This assessment should provide both parties with the necessary understanding and documentation of perceived gender differences and social roles and create a basis for adequate planning of the project.

The questions in annex 3 can serve as a guidance for a gender assessment in a local setting (typically where project activities include management of land and resources).

A more comprehensive gender analysis related to specific projects or programmes may be deemed necessary from time to time, and in such cases RFN and partners will give priority to providing adequate resources, including external expertise if needed, for

conducting such analysis.

### **Key action 2: Promote an active and inclusive participatory approach**

RFN seeks the active participation of women and men in the design, implementation and monitoring of projects. Particular efforts are required in contexts where women have less access than men to decision-making processes and spaces, due to factors such as literacy or language skills (which can affect their ability to communicate with service providers), status and community leadership (typically adult male representatives in the formal and traditional decision-making sphere), mobility and time (see case study 2).

In order to avoid gender and generational conflicts as much as possible, entry strategies are needed and they will vary according to the context. See the example below.

#### **Example of entry points for participation of women and youth:**

Indigenous community leaders are often elderly men, and there may not be a tradition for consulting women or youth, letting them speak up at meetings or include them in decision-making processes.

- Consult and involve the women/youth in separate groups and/or individually (female project staff is key for consulting with women in communities)
- Report to the elderly men the suggestions gathered from the women/youth.
- Organise informal meetings where both women and men, elderly and youth are present and where suggestions and views are exchanged.
- Provide training for the women/youth for speaking in public.

### **Key action 3: Adapt projects and programmes to the results of the gender assessment or analysis**

The information gathered in the partners' gender assessment or analysis is only useful if the results inform programming activities. When appropriate, the results of the assessment/analysis should result in adjustments or additions to the project/programme, intended to improve programme outcomes for women and men.

### **Key action 4: Use gender-sensitive indicators in monitoring and evaluation frameworks**

Assessment of gender sensitivity: Ensure that evaluators have access to both men and women's views. Adjust action based on evaluations (evaluations should generally include gender-related issues). Monitoring and evaluation frameworks should include quantitative and qualitative gender-sensitive indicators that measure progress towards achieving programming objectives, following the guidance below:

### Guidance for developing gender-sensitive indicators:

- Existing indicators can be adapted to be gender-sensitive at no extra cost: Examples: ‘Number of *women and men* trained in protected areas management’, Number of *women and men who participate* in climate negotiations under UNFCCC’.
- It is important to recognize that quantitative indicators have their limits, i.e. an indicator may ask how many women participated in a project but will not necessarily give information about the nature, degree or effects of their participation. Therefore, the indicators need to be smart and need to include a mix of quantitative and qualitative indicators.
- It is also important to consider how data is collected (through surveys, focus groups etc.) and how representative the selection of informants is. In many cases, simply talking to the head of the household will only give access to the male head. Using female surveyors and separate focus group discussions facilitate the collection of information from women.

## V. How to ensure an enabling organisational environment

In order to successfully integrate gender in the PMC, RFN commits to ensure an organisational culture and work environment within RFN where:

### Capacity building

- Gender training is provided for all relevant RFN staff.
- Partners are encouraged to include gender training for their employees in their capacity building and organisational development;

### Partnerships

- RFN actively engages with its partners in implementing the RFN Gender Policy. This might include resource allocation, training, information, networking, etc., stimulating partners to integrate gender in their work and to learn from those who are more advanced and influence those who are not (see case study 4).

### Financial resources

- RFN funding is made available to implement RFN’s gender policy.
- RFN encourages partners to include measures to improve gender sensitivity in projects, also when this has impact on budgets.
- RFN ensures that gender competence exists within the organisation, and that time and resources are made available for implementing the gender policy.

### Case study 3: Policy and Campaigns department

Seeing how women were rarely selected as representatives for international meetings by partner organisations, the Policy and Campaigns department at RFN has tried to reverse the trend by often requiring the election of both women and men as representatives.

The aim has been to generate debate about the importance of women’s participation within partner organisations, challenging traditional perception of women’s role being tied to the home while men embrace the public arena.

As a result, women’s participation at the international and the community level has increased, providing them with the opportunity for capacity building and networking, as well as for reporting back to their organisations and communities.

### Communications, Policy and Campaigns

- Relevant RFN communications and outreach material is gender sensitive, in the sense that it ensures that both women and men's roles in the communities, in the fight for rights and rainforest protection and in our partner organisations are represented.
- RFN strives to achieve gender balance in the composition of delegations and panels sponsored to participate in local, national and international meetings. Delegates are encouraged to highlight gender issues where appropriate (see case study 3).

#### **Case study 4: Indonesia**

In Indonesia, the Gender Baseline Study (GBS) carried out in 2015 mapped RFN partners' capacity to integrate a gender perspective in the forest and climate agenda. The main objectives of the study were the following:

- Identify benchmarks and indicators which can be used as points of reference for monitoring and evaluating the mainstreaming of gender into RFN's project portfolio
- Provide benchmark information on gender-related issues for building partners' capacity on gender;
- Explore possible gaps in RFN partners' approach to gender;
- Assess barriers and challenges that RFN's partner organisations are facing in mainstreaming gender into project activities;
- Discuss strategies to integrate gender in RFN supported projects.

The results of the study showed that organisations had different degrees of understanding of gender issues, of integration at the organisational level and of implementation in projects. Common for all of them was the need for capacity building and funding to be able to prioritize the issue. Two Indonesian gender consultants worked in tandem with each of the partners for 6 months. Several partners now have a better understanding of the importance of integrating gender into projects and are more confident and interested in doing so.

The challenges faced by RFN in conducting the study and its follow-up were the following:

- To find the right balance between RFN pushing the integration of gender in the partners' agenda and allowing the partners to have their own priorities.
- To prioritise time and financial resources for the study and its follow-up.
- Working with network organisations proved challenging because of more complex decision-making processes and lines of responsibility. This affected the coordination between the gender consultant and the partner organisation, constraining efforts to gather staff and leaders for the study purpose and subsequent training.

### **VI. Improved gender sensitivity at partner-level**

RFN will develop guidelines for the dialogue with partners to improve their gender sensitivity. Our partners should have the skills and confidence to improve gender sensitivity across RFN-supported projects.

RFN recognizes that the partners' experience and insight vary, and that the policy will only have an effect on the actual implementation of project activities through a process that recognizes these differences and builds on existing capacity, expertise, experience and culture within the organisations.

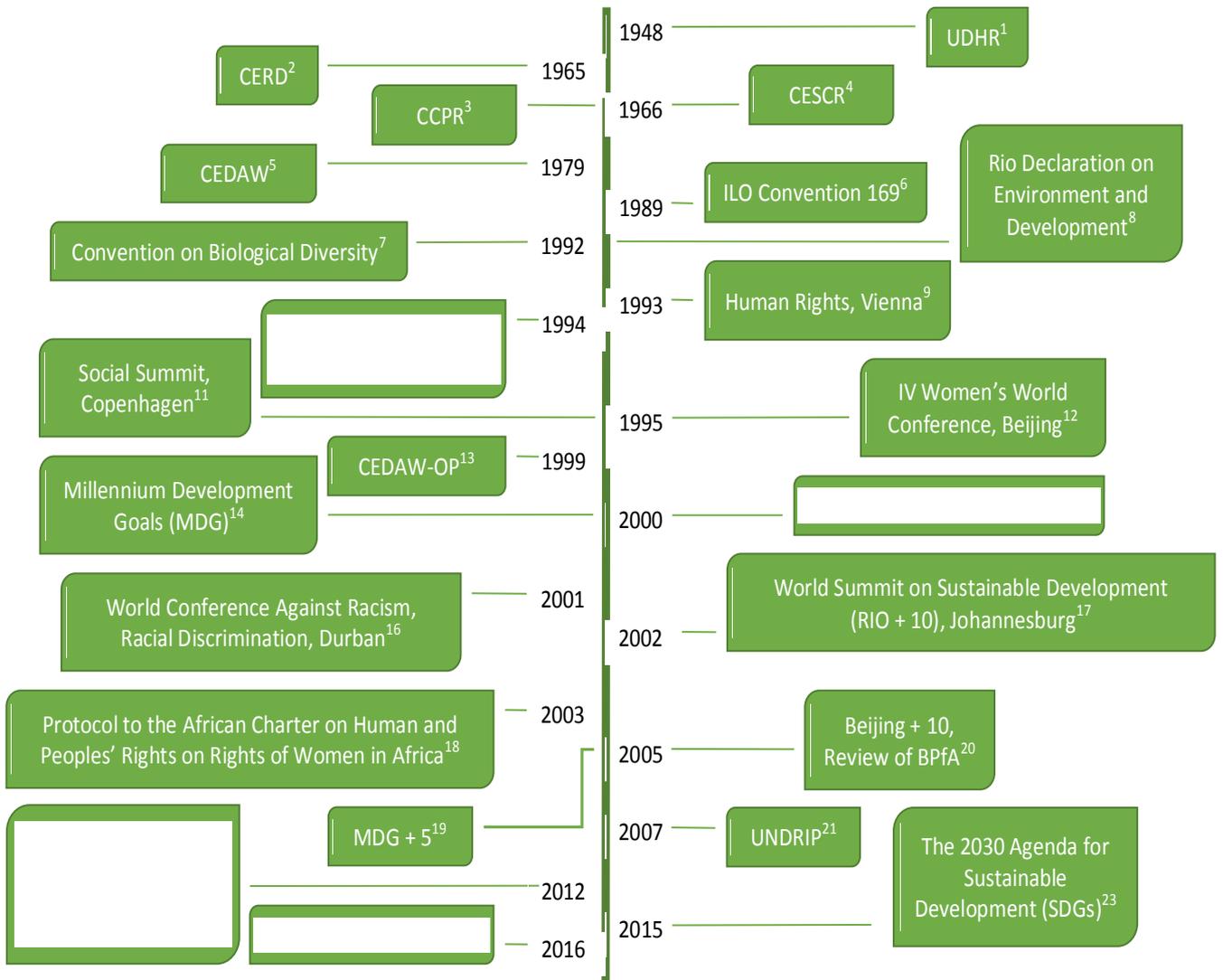
This will also require facilitation of training for project-related staff members. Some examples of actions include, but are not limited to the following:

**Example of gender-adapted activities:**

- Provide gender training for staff members who interact with communities.
- Consult with local women leaders and organisations to provide input to project decisions.
- Develop new or adjust existing activities to cater to both men's and women's needs and opportunities (i.e. livelihood activities that specifically include activities that men or women engage in).
- Create a seasonal activities calendar and plan activities for periods during those times when women and men are not engaged in other activities;
- Make meetings and training accessible for women and men, both in terms of timing and location;
- Tailor messages for women and men through accessible and appropriate channels (radio, in writing, theatre etc.).
- Consider that the local language may differ between age groups and gender, and create communication materials in languages that everyone can understand.

Annex 1: Normative framework

Legal and normative framework underlying gender, natural resource management and indigenous people.



<sup>1</sup>Universal Declaration of Human Rights; <sup>2</sup>International Convention on the Elimination of All Forms of Discrimination; <sup>3</sup>International Covenant on Civil and Political Rights; <sup>4</sup>International Covenant on Economic, Social and Cultural Rights; <sup>5</sup>Convention on the Elimination of All Forms of Discrimination against Women; <sup>6</sup>Indigenous and Tribal People Convention: International Labour Organization; <sup>7</sup>The Convention on Biological Diversity – Rio Earth Summit: Article 8 (j); <sup>8</sup>Rio Declaration on Environment and Development – Rio Earth Summit; <sup>9</sup>The World Conference on Human Rights – Vienna Declaration and Programme of Action; <sup>10</sup>International Conference on Population and Development; <sup>11</sup>World Summit for Social Development; <sup>12</sup>Fourth World Conference on Women – Beijing Platform for Action; <sup>13</sup>Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women; <sup>14</sup>The Millennium Summit; <sup>15</sup>Millennium Development Goals – the Millennium Declaration: The Millennium Summit; <sup>16</sup>The World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance: The Durban Declaration and Programme of Action; <sup>17</sup>World Summit on Sustainable Development: Earth Summit 2002; <sup>18</sup>Protocol to the African Charter on Human and Peoples’ Rights on Rights of Women in Africa; <sup>19</sup>Millennium Development Goal 5: Improve maternal health; <sup>20</sup>10-year review and appraisal of Beijing Platform for Action; <sup>21</sup>UN Declaration on the Rights of Indigenous Peoples; <sup>22</sup>UN Conference on Sustainable Development; <sup>23</sup>The Sustainable Development Goals: the 2030 Agenda for Sustainable Development; <sup>24</sup>The Paris Climate Agreement

## Annex 2: Gender sensitivity, RFN’s organisational assessment.

<b>Gender sensitivity</b>	Gender Blind: The organisation fails to identify or acknowledge inequality on the basis of gender. The organisation risk to do harm by reinforcing inequitable power relations	Neutral Gender Concern (NGC): The organisation is aware of gender inequality, but does not actively address gender issues in the organisation, in program development nor at project/activity-level	Practical Gender Concern (PGC): The organisation is aware of gender inequality, and tries to overcome it by accommodating in the development of programs and at project/activity-level	Strategic Gender Concern (SGC): The organisation actively addresses gender inequality, and supports the participation of women and men, in decision making processes at the organisational level, in program development and at project/activity-level	Transformative Gender Concern (TGC): The organisation actively seeks to build equitable gender relations and structures as a means to reach outcomes, at the organisational level, in program development and at project/activity-level
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## Annex 3

Purpose	Sample questions for a gender assessment at project level
<b>Practices and participation</b>	What work do women and men do and when? (Daily routines, monthly or seasonal calendars etc.) What barriers exist for women and men to attend meetings/trainings or to participate in decision-making? Are there women who hold leadership positions within the community?
<b>Access and use of resources</b>	What natural resources do women and men have access to and use? (Ask in separate groups about natural resource management practices, access, control and use and the sharing of benefits drawn from these resources; cultural practices in relation to traditional natural resource management (for instance gender taboos in relation to forests, animals,

	plants)
<b>Knowledge and beliefs</b>	How do women and men receive and share information in a community? Do women and men have specific knowledge that needs to be included and utilised in the programme to ensure equal access to decision/making?
<b>Policies, laws and institutions</b>	What are the policies, laws and institutions that affect both local resource use patterns and management options? (User rights to natural resources: there may be gender differences, either traditional or because of modern developments – deforestation, cash crop plantations – that are detrimental to women and men)
<b>Legal rights and status</b>	Who can own land and other property, and who can inherit? Who can enter into legal agreements or contracts?
<b>Power and vulnerability</b>	Who has the power to make decisions at the household and community level? Who controls how money is spent within the household? Who determines when land, livestock or agricultural products are sold? How are the women and men living in the designated territory represented in dialogue and bargaining with external stakeholders (companies/authorities) What are the different risks and vulnerabilities, and how are they addressed?
<b>Impact</b>	Do women and men have equal opportunities to benefit from project intervention? Are there negative or unequal outcomes for women or men?

## Annex 4. Glossary of gender-related terms

Term	Definition
Gender	Gender refers to the socially-constructed differences between women and men – and the relationships between and among them – throughout their life cycle. They are context and time specific and changeable. Gender, together with age group, sexual orientation and gender identity, determines roles, power and access to resources. This is also affected by other diversity factors such as disability, social class, race, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation and urban/rural setting. <sup>1</sup>
Gender Analysis	Gender analysis examines the relationships between females and males. It examines their roles, their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated in humanitarian needs assessment and in all sector assessments or situational analyses. <sup>2</sup>
Gender-Based Violence (GBV)	An umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between males and females. The term is primarily used to underscore the fact that structural, gender-based power differentials between males and females around the world place females at risk for multiple forms of violence. This includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty, whether occurring in public or in private life. <sup>3</sup>
Gender Balance/Gender Parity	Primarily a human resource issue, gender balance is about the equal participation of women and men in all areas of work (international and national staff at all levels, including at senior positions) and in programmes that agencies initiate or support (e.g. food distribution programmes) and in decision-making and governance entities. Gender balance, and diversity more broadly, improves overall effectiveness of our policies and programmes and strengthens humanitarian actors' ability to serve entire populations. <sup>4</sup>
Gender Continuum	The Gender Continuum is a conceptual framework to reflect on the extent to which programming is gender transformative. The spectrum goes from 'harmful' to 'transformative'. <sup>5</sup>
Gender (and Age) Marker	A gender and age marker helps determine if an activity or programme is designed well enough to ensure that women, girls, men and boys will benefit equally from it or that it will advance gender equally in another way. <sup>6</sup>
Gender Equality	Gender equality, or equality between women and men, refers to the equal enjoyment by women and men, girls and boys, of rights, opportunities, resources and rewards. Equality does not mean that women and men, girls and boys, are the same; but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male. <sup>7</sup>
Gender Equity	Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men, according to their respective needs. It is considered part of the process of achieving gender equality, and may include equal treatment (or treatment that is different but considered equivalent) in terms of rights, benefits, obligations and opportunities. <sup>8</sup>
Gender Gap	An observable and sometimes measurable gap between men and women in terms of socioeconomic indicators, such as, ownership of land, attendance at school or participation in the labour force, which is understood to be unjust and provides

	evidence of a gender issue to be addressed. <sup>9</sup>
Gender Indicators	Measures of people's situation in society that can show gender differences. Identifying social, labour, educational and economic reality from a gender perspective requires analysing these indicators, making it possible to compare data for both sexes and identify differences that can lead to stereotypes. <sup>10</sup>
Gender Mainstreaming	Gender mainstreaming is a strategy for achieving gender equality. Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality. <sup>11</sup>
LGBTI/Sexual and Gender Minorities	LGBT stands for "lesbian, gay, bisexual, transgender and intersex persons." While these terms have increasing global resonance, in different cultures other terms may be used to describe people who form same-sex relationships and those who exhibit non-binary gender identities (such as <i>hijra</i> , <i>meti</i> , <i>lala</i> , <i>skesana</i> , <i>motsoalle</i> , <i>mithli</i> , <i>kuchu</i> , <i>kawein</i> , <i>travesty</i> , <i>muxé</i> , <i>fa'afafine</i> , <i>fakaleiti</i> , <i>hamjensgara</i> and <i>Two-Spirit</i> ). In a human rights context, lesbian, gay, bisexual and transgender people face both common and distinct challenges. Intersex people (those born with atypical sex characteristics) suffer many of the same kinds of human rights violations as LGBT people. <sup>12</sup>
Sex and age disaggregated data (SADD)	SADD is data that is broken down according to a person's sex and age or age group, providing knowledge of differing needs of people based on sex and age groups in order to facilitate more effective and efficient programming. SADD can be collected using both quantitative and qualitative methods. <sup>13</sup>
Sexual and Reproductive Health and Rights (SRHR)	Sexual rights refer to being able to receive the highest attainable standard of health in relation to sexuality, including access to sexual and reproductive healthcare services; seek and impart information in relation to sexuality; receive sexuality education; have respect for bodily integrity; have a free choice of partner; decide to be sexually active or not; have consensual sexual relations; have consensual marriage; decide whether or not and when to have children and pursue a satisfying, safe and pleasurable sexual life. Reproductive rights are rights of all persons "to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to the highest attainable standard of sexual and reproductive health." <sup>14</sup>
Sexual Exploitation and Abuse (SEA)	Sexual exploitation and abuse (SEA) is a common acronym in the humanitarian world referring to acts of sexual exploitation and sexual abuse committed by United Nations, NGO, and inter-government (IGO) personnel against the affected population. <sup>15</sup>
Targeted Action	Targeted actions are interventions that respond to the disadvantage, discrimination or particular needs of women, girls, boys or men. All targeted actions are based on gender and age analysis. <sup>16</sup>
Transformative Change	Interventions that seek to target the structural causes, as well as the symptoms of gender inequality, leading to lasting changes in the power and choices women (and men) have over their own lives, rather than just a temporary increase in opportunities. <sup>17</sup>
Women's Empowerment	The empowerment of women concerns women gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources, and actions to transform the

<sup>1</sup> **Inter-Agency Standing Committee 2006.** *Gender Handbook in Humanitarian Action*. 'Women, Girls, Boys and Men: Different Needs – Equal Opportunities.' revised definition  
<[https://interagencystandingcommittee.org/system/files/legacy\\_files/IASC%20Gender%20Handbook%20%28Feb%202007%29.pdf](https://interagencystandingcommittee.org/system/files/legacy_files/IASC%20Gender%20Handbook%20%28Feb%202007%29.pdf)>

<sup>2</sup> Ibid

<sup>3</sup> **Inter-Agency Standing Committee 2015.** *Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action*. <[http://gbvguidelines.org/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines\\_lo-res.pdf](http://gbvguidelines.org/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines_lo-res.pdf)>

<sup>4</sup> Supra 1.

<sup>5</sup> **CARE** *Gender Continuum*

<[http://gender.care2share.wikispaces.net/file/view/CARE\\_Gender%20Marker\\_External%20Comms.pdf/590189124/CARE\\_Gender%20Marker\\_External%20Comms.pdf](http://gender.care2share.wikispaces.net/file/view/CARE_Gender%20Marker_External%20Comms.pdf/590189124/CARE_Gender%20Marker_External%20Comms.pdf)>

<sup>6</sup> **Inter-Agency Standing Committee 2013.** *IASC Gender Marker – Frequently Asked Questions*.

<<https://data.unhcr.org/syrianrefugees/download.php?id=11854>>

<sup>7</sup> Supra 3.

<sup>8</sup> Supra 3.

<sup>9</sup> **Norwegian Agency for Development Cooperation 2012.** *Gender Glossary*.

<[https://www.norad.no/globalassets/import-2162015-80434-am/www.norad.no-ny/filarkiv/5.-oks-2012---/energi-og-kjonn/annex-7a-gender\\_\\_energy\\_glossary-v08-08-12.docx](https://www.norad.no/globalassets/import-2162015-80434-am/www.norad.no-ny/filarkiv/5.-oks-2012---/energi-og-kjonn/annex-7a-gender__energy_glossary-v08-08-12.docx)>

<sup>10</sup> Ibid.

<sup>11</sup> **ECOSOC Agreed Conclusions 1997/2.** <<http://www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF>>

<sup>12</sup> **Office of the United Nations High Commissioner for Human Rights.** *LGBT Rights: Frequently Asked Questions*. Fact Sheet. <[http://www.ohchr.org/Documents/Issues/Discrimination/LGBT/FactSheets/unfe-28-UN\\_Fact\\_Sheets\\_English.pdf](http://www.ohchr.org/Documents/Issues/Discrimination/LGBT/FactSheets/unfe-28-UN_Fact_Sheets_English.pdf)>

<sup>13</sup> **Feinstein International Center, Tufts University 2011.** *Sex and Age Matter: Improving Humanitarian Response in Emergencies*. <<http://fic.tufts.edu/assets/sex-and-age-matter.pdf>>

<sup>14</sup> **A/CONF.171/13: Report of the ICPD 1994.** *Report of the International Conference on Population and Development*. <<http://www.un.org/popin/icpd/conference/offeng/poa.html>>

<sup>15</sup> **Protection from Sexual Exploitation and Abuse.** Overview <<http://aww.pseataaskforce.org/en/overview>>

<sup>16</sup> Supra 7.

<sup>17</sup> **CARE 2016.** *Gender Equality and Women's Voice: Guidance Note*.

<[http://gender.care2share.wikispaces.net/file/view/CI+Gender+Equality+and+Womens+Voice+Guidance+Note+\(1+april+16\).pdf](http://gender.care2share.wikispaces.net/file/view/CI+Gender+Equality+and+Womens+Voice+Guidance+Note+(1+april+16).pdf)>

<sup>18</sup> Supra 3.