



**Gender Assessment of USAID/Mexico
Environment Program with focus on
Conservation International's
Usumacinta Watershed Program in Chiapas**

November 2004

DevTech Systems, Inc.
USAID Contract #: GEW-I-01-02-00019-00

The Women in Development (WID) IQC

Chemonics International, Inc. • Development Alternatives, Inc. • Development & Training Services, Inc. •
DevTech Systems, Inc. • Juárez and Associates, Inc. • Management Systems International/The Futures Group

*The WID IQC contract is funded by the Office of Women in Development, Bureau for Economic Growth, Agriculture,
and Trade, U.S. Agency for International Development*





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ACRONYMS AND ABBREVIATIONS

ADS	Automated Directives System
COESPO	State Population Council (Consejo Estatal de Población)
CONADEPI	National Commission on the Development of Indigenous Villages (Comisión Nacional para el Desarrollo de los Pueblos Indígenas)
CONAFOR	Mexico's National Forest Commission
EU	European Union
GEF	Global Environment Facility
IMSS	Mexican Social Security Institute
IUCN	International Union for the Conservation of Nature
NEEM	National Enabling Environment for Mexico
NGO	Non-Governmental Organization
P-E	Population and Environment
SECTUR	Mexican Ministry of Tourism
SEDESOL	Ministry of Social Development (Secretaría de Desarrollo Social)
SEMARNAT	Mexican Ministry of Environment
SOT	Strategic Objective Team
SOW	Scope of Work
TDY	Temporary Duty
TNC	The Nature Conservatory
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
WID	Women in Development
WWF	World Wildlife Fund

I. Background

USAID/Mexico launched its new country program under the Central America Mexico Regional Strategy in October 2003. USAID/Mexico's new Environment Program focuses on conservation of critical natural resources and biodiversity, with an emphasis on watershed management through improved community participation and the creation of linkages between conservation and economic opportunities. With this objective in mind, the Environment Program is implementing several site-based and commodity-based activities designed to increase rural incomes in areas of high biodiversity.

The purpose of this Gender Assessment, through the assistance of the Office of Women in Development (USAID/WID), is to help the USAID Mexico Environment Program and its Non-Governmental Organization (NGO) partners build stronger linkages between environmental issues, economic growth, and gender equity. A specific focus has been placed on the activities of Conservation International's (CI) Usumacinta Watershed Management Program in Chiapas as well as ecotourism activities conducted through this program.

The USAID Office of Natural Resource Management has identified sustainable tourism as a priority area and is currently implementing the Sustainable Tourism Initiative focusing on cross-cutting impacts of tourism on economic development. Tourism is also a priority focus area among alternative economic development pathways identified by CI in Chiapas. Among the technical analyses and assessments that will be included in the Sustainable Tourism Initiative is a gender analysis.

The Gender Assessment responds also to the USAID requirements regarding gender integration in program activities. USAID Automated Directives System (ADS) requires all USAID operating units engaged in a strategic planning process to examine two key questions with regard to gender issues:

- (1) *How will gender relations affect the achievement of sustainable results; and,*
- (2) *How will proposed results affect the relative status of men and women?*

The ADS explains that in order to adequately address these two questions Strategic Objective Teams (SOTs) must take into account the *different roles of men and women*, as well as *the relationship and balance between them and institutional structures that support them*.¹ In the context of the USAID/Mexico Environment Program, the specific goal of the Gender Assessment was to understand key gender issues affecting poverty and, as a result, natural resource use in local communities.

The Assessment consisted of three phases, as listed below. For a full list of activities conducted and groups/individuals interviewed during assessment please see Annex VI. The period of performance was July 8 – 22, 2004; the three phases of the assessment were as follows:

¹ Automated Directive System (ADS) Chapter 201.3.8.4 *Gender Analysis*
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November, 2004

- Interviews in Mexico City (July 8-9): Including representatives at the Ministries of Environment (SEMARNAT) and Tourism (SECTUR), Mexican Fund for Nature Conservation (Fondo Mexicano para la Conservacion de la Naturaleza), and Red BioPlaneta.
- Field Work, Chiapas (July 10-16): Focused on activities of Conservation International's Usumacinta River Watershed Program in the communities of the Lacandon: Frontera Corozal, Nueva Palestina, and Lacanja.
- Workshop in Mexico City (July 19): Participants included representatives from USAID, Conservation International, The Nature Conservancy (TNC), Pronatura Chiapas, World Wildlife Fund (WWF), SEMARNAT, Fondo Mexicano.

II. Recommendations for Environment Program Portfolio

A. Short term:

1. Establish and strengthen commitment at institutional level to incorporate gender focus in environment program activities

Fieldwork with CI raised a number of gender issues that should be incorporated into work plans, and the participants of the Gender Workshop exhibited a high level of interest and capacity to integrate gender concerns at the activity level. It is not clear, however, that CI field staff and middle management, or the individual participants at the workshop, have sufficient influence in their institutions to successfully promote the goals of gender integration within their organizations without the commitment of upper management.

Moreover, there is a misconception on the part of some partner organizations that gender integration signifies separate activities for women and additional funding. Given this misconception, program partners may be reticent to act on proposed measures without additional USAID funding. In order to assure the sustainability of activities with an objective of integrating gender into programs, there is an immediate need to establish formal commitments from institutional leadership.

Leadership Workshop on Gender and Environment

A roundtable meeting on the topic should be convened at the leadership level among various partners in order to secure necessary inter-institutional support. During the workshop, the following topics should be introduced and discussed:

- The positive impact of mainstreaming gender considerations for conservation and sustainable economic growth
- Gender concepts and the need to consider social and intra-community level impacts of watershed, alternative livelihood, and other environmental programs
- Background on current initiatives of Mexican Government Agencies and leaders in the field of integrating gender and environmental programs (SEMARNAT, IUCN)
- Innovative international experience and recent research on the linkage between gender and management of natural resources
- USAID program cycle and contracting gender requirements
- Gender expertise available within conservation organizations and in Mexico more broadly, and how to effectively use gender knowledge and skills in conservation programs

This should be a high level workshop. Leaders of each institution as well as one gender focal person should be invited from each organization (to ensure that gender focal person ultimately has support of her or his institution).

2. Establishment of Working Group on Gender

The workshop participants proposed the creation of a Gender Technical Working Group of representatives from each partner organization under the umbrella of the National Enabling Environment for Mexico (NEEM). An initial group proposed to meet to develop procedures for incorporating recommendations of the Working Group into NEEM's coordination, oversight, and policy functions. The Working Group will be well-positioned to coordinate the needs and interests of the partner groups and leverage limited funds available to secure broad impact. The Working Group would be able to identify key needs and develop Terms of Reference for and coordinate indicator development and training programs (see Medium Term Activities below).

3. Opportunity for exchange of experience with new programs (e.g. WWF programs in Tarahumara and Chimalapas)

As the WWF programs are at the initial stages of implementation, the Tarahumara and Chimalapas programs are in a good position to learn from experiences of other programs, especially those like CI's Population and Environment Program in Chiapas, and TNC's experience with participatory gender analysis and programming in El Triunfo. Of particular interest would be the sharing of experiences with initial analysis of gender impacts of proposed activities and review of annual workplans to integrate gender from early stages of program.

B. Medium Term (1 year)

1. Develop gender indicators that can be integrated into portfolio activities and monitoring activities conducted by partners

NEEM has defined Terms of Reference for a study to establish an environmental monitoring system for Mexico Watersheds. This will involve participation of the governmental organizations responsible for environmental monitoring in the country and intends to support a national coordination in this effort. Such a study is planned to be conducted in the coming months. It is suggested that NEEM discuss the development and inclusion of social indicators for sustainable watershed management monitoring, as social and economic indicators provide the base for understanding the root causes of natural resource exploitation and landscape dynamics. This task will require a review of the proposed monitoring system and its conceptual framework and collaboration between social scientists and the environmental monitoring and design specialists on the monitoring team.

2. Conduct capacity building workshops at the level of field workers

The workshops are intended to introduce key concepts on how to integrate gender into program implementation and take advantage of the opportunity to share experiences across implementation teams. In addition, opportunities to mainstream gender into other training efforts that the program is planning could extend gender training to technical staff of the institutions involved; i.e. Human Resources Development in Watershed Management should include gender as a cross-cutting subject of the training efforts. It is also important to review the current training programs available in the region on gender-environment issues, such as those offered by the Moxviquil Training Center in Chiapas and Ecosur.

C. Gender and Ecotourism in Chiapas

Fieldwork conducted in Chiapas during the period July 10 – 16 revealed several key gender-based constraints/opportunities and information gaps have been identified that may influence the effectiveness of tourism activities in the region. Key issues have been identified:

- Existing and new productive activities of men and women (e.g. role of men and women in traditional agricultural and household activities and new roles in the tourism activities such as transport, cooking, artesanía, etc.), access to benefits from tourism activities, and the power to take decisions over resource use will influence the achievement of program objectives and the relative status of men and women in local communities.
- Men appear to have control over grants and subsidy assistance (e.g. construction of cabins); whereas women and women's groups interviewed have received/are seeking sources of credit to invest in productive activities (Bordadoras groups in both Nueva Palestina and Frontera Corozal).
- Opportunities exist to link women's productive groups with new tourism activities, for example Bordadoras de Frontera Corozal with the Museum of Frontera Corozal both for the sale of (diversified) artesanía but also to develop new material for the Museum such as an exhibit on the role of women in the history of the region. Such linkages would strengthen the impact of tourism receipts in the community and ensure a more broad-based participation in potential benefits.

Intra-community level diagnosis is necessary to identify economic, social, and gender impacts of new and expanded tourism activities. Annex IV provides a matrix of initial analysis of the gender issues identified in the development of sustainable and responsible tourism activities in Chiapas. An opportunity can be taken to build on experience in Chiapas to develop a case study outlining the social and gender impacts of new and increased flow of tourism in the region.

D. Role of Technical Assistance

A high level of technical expertise and capacity exists within Mexican government agencies (e.g. SEMARNAT Equity and Gender Office), NGOs (e.g. Mujer y Medio Ambiente), partner organizations (e.g. Pronatura), academic institutions (e.g. Ecosur) (see annex of list of resources). The Mexican government has an inter-Secretariat gender coordinating committee. Within these organizations there is capacity to conduct necessary gender assessments, conduct workshops and train personnel, and link objectives with work being conducted in the field.

Additional technical expertise would be useful for specific assistance over the course of program implementation. For example, assistance may be effective to review revised work plans, the participation of international speakers/trainers at capacity building workshops (at the institutional level rather than field level), and in the development of gender indicators. Such assistance should be as integrated as possible into the on-going work of local partners and coordinated by the Working Group to ensure broad-based and effective assistance.

Lastly, many implementing partner organizations have substantial international experience that could be shared with the local implementing offices. International representatives from Conservation International, The Nature Conservancy, and World Wildlife Fund, for example, collaborated on a community conservation initiative that included identification of gender integration tools and expertise. Several conservation organizations have used the IUCN Gender Mainstreaming Tools, the *Toward Equity Series* (also available in Spanish at generoyambiente.org). These experiences provide a strong basis for a useful exchange of experience and institutional support.

III. Recommendations for Conservation International Usumacinta Program

A. Conduct Gender Assessment of CIs new program “Managing the Usumacinta Watershed” (Example Terms of Reference attached.)

Fieldwork conducted in Chiapas during the period July 10 – 16 revealed a number of potential gender-based constraints and opportunities that should be addressed in the project. The visit provided insights for general recommendations; it also helped identify existing information gaps. In order to better understand and anticipate gender-based constraints and impacts of the Usumacinta Watershed Project, the Project Team should conduct a complete gender assessment of future activities with an appropriate methodology. *Terms of Reference* for this gender assessment are included in the Annex III.

It is recommended that this activity have a high priority within the current work plan of CI, and that the assessment be incorporated within the planned baseline studies. Additional resources may be necessary to increase the analysis sample (to include communities in the region that are not currently part of the CI identified communities), and to include agriculture and other land management issues in the assessment. This will provide the program team a more comprehensive understanding of the social structures and gender relations based on the cultural and economical background of the communities.

This assessment can be implemented by CI staff and Pronatura Chiapas gender specialist, and can be advised by external consultants as needed. It is also important to identify if similar assessments already exists as a result of the planning process conducted by other international projects in the region (United Nations Population Fund (UNFPA), European Union (EU), etc). It is also recommended that CI staff participate in the gender analysis as a way to build commitment to gender integration throughout the life of the project.

B. Opportunities to build on activities addressing gender and CI contacts in local communities should be strengthened and supported.

The Population-Environment (P-E) team has experience and contacts in the communities, and has established good working rapport with women and youth in the three principal ethnic groups in Selva Lacadon. They would benefit from training on new methodological tools for gender analysis and to strengthen their application of findings into program design. The *micro-enterprise* component of the Population-Environment project has already contributed to strengthening women's management and income generation capacity. The successful group organizational and empowerment approaches should be adapted and incorporated into the social enterprises component of the Usumacinta Watershed project. Artificial separation of men's and women's activities in the new program should be avoided.

For this reason, all of CI's staff, not just the P-E staff, should be involved in the gender assessment and be integrated into the Watershed project team, so that the whole team can benefit from the prior experience. In addition to micro- and small enterprise development, the P-E staff have already identified guidelines for a gender assessment of water use practices in the watershed, which can serve as the foundation for developing a strategy for sustainable water usage. Finally, the P-E program's relations with the Mexican Social Security Institute (IMSS) health provides the opportunity for working with the health services on the intersection of health and conservation issues, such as water quality, waste management, vector control, reproductive health, and land use.

C. Facilitate an increased understanding of community level impact, including gender differentiated impacts, of programs among the members of the CI Team in Chiapas and with the partner's organizations of the Usumacinta Watershed project.

CI leadership can take advantage of the opportunity offered by new program activities to organize a meeting (or session within a broader meeting) with all the CI Usumacinta Watershed team members and major partners (Pronatura Chiapas A.C., Na Bolom) to analyze gender issues in project planning, and to present the steps for conducting a gender assessment. Pronatura Chiapas or other local consultants could provide facilitation for the meeting if it is needed. As CI's principal implementing partner, Pronatura has both the experience and gender expertise to guide the process.

An introductory workshop on gender and environment is recommended for all members of the Usumacinta Watershed team in Chiapas and its partner organizations. Pronatura Chiapas and the Population team of CI will define the agenda and identify speakers and trainers.

After the assessment is concluded, a working meeting with all the members of the Usumacinta Watershed Project and partners, including USAID environmental advisor, should review and discuss the results and work together for integrate gender equity activities and indicators into the Workplan for year 2.

D. The newly opened Casa de la Mujer in Frontera Corozal, built by CI with USAID funding, is an important symbol of women's increasing political and economic power in the community.

A positive aspect of the Population and Environment project is that they have also developed women's negotiation and management skills. The artisan group organized by CI negotiated with the community to win the right to build and manage the new center. The center offers a place for women to meet, work on their artisan products, and receive training. Adolescents will also have a room in the center to meet and receive training.

The legal ownership of the center is still not defined. For the center to be more than just a symbolic gesture to women on the part of the community, CI should help the women clarify who has managerial control and responsibility for the center. Conservation International can continue to support the women in developing their negotiation skills, and facilitate a positive relationship between the community authorities and the group of artisans. It is recommended that the community assembly confer legal title to the land and the center to the women's association, and that they establish a mechanism for periodic exchanges of information between the women's center and community authorities.

Administration of the center needs to be discussed among the members group. It is important that CI ensure that women make major decisions and that they develop leadership and administrative skills to strengthen resource management and identify new sources of income. There is a risk that the center could provoke future conflicts between association members and other community members that

are not involved (including other women and men artisans who are not part of the association). In the absence of clear lines of authority over the center and allocation of operating expenses, there is also the risk that the infrastructure will not be cared for adequately. These challenges need to be addressed and discussed among the different interest groups in order to develop some viable plans for administering the center.

Agreements with other institutions (such as the Women's Institute and IMSS) could serve as a means to increase the use of the facility for training. Such agreements should be negotiated and signed by the group to increase the use of the facility and strengthen relations with other organizations.



Bordaderas de Frontera Corozal

E. Institutional Coordination

Other programs active in the area include the government subsidy programs (Oportunidades and Procampo) and training for tourism (CONAFOR, CONADEPI, SEPI, SECTUR). In addition, three governmental programs will have activities in the region, the Population-Environment project of the UNFPA-COESPO, the project on Sustainable Development in Micro-regions of the SEDESOC-Chiapas and EU, and the Mesoamerican Biological Corridor (GEF-Conabio). Many of these organizations already have strong gender mainstreaming policies and a coordinated effort with CI would help to ensure a focus on gender equity in community natural resource management and development activities. CI and Pronatura Chiapas are in a good position to coordinate efforts with other projects to reach agreement on strategic actions and avoid duplication of actions. It is also suggested that this effort link with USAID's other environmental programs to establish an inter-agency approach to facilitate coordination in the field.

The result of the assessment might also be a tool for coordinating with other institutions such as SECTUR, Instituto de la Mujer, Consejo Estatal de Población IMSS, Secretaria de Salud, SEDESOL, CONAFOR and others around a discussion about gender equity in the region and coordination of projects and resources. There is also the opportunity for an exchange of information on gender between CI and gender researchers in the region, such as Esperanza Tuñón of Ecosur, Natalia Armijo from the Quintana Roo University, Conrado Marquez Universidad de Chapingo, Elvia Quintanar.

Key Results of Field Work in Chiapas

The assessment team conducted site-visits with several of the communities targeted by Conservation International's Usumacinta Watershed Program: Nueva Palestina, Frontera Corozal, and Lacanja-Chansayab. Although the period of time (July 10-16) did not allow for detailed analysis within each community, a few key observations are discussed below regarding potential issues and constraints to be considered in the implementation of the Usumacinta Program. The team has also developed recommendations for Conservation International to establish conditions for improved integration of gender within Chiapas programs. Key observations from initial gender assessment include:

1. Cultural differences among target communities (Tzeltales, Choles, and Lacandones) influence gender roles and must be taken into account in program strategy and implementation.

The Selva Lacandon communities of Nueva Palestina, Frontera Corozal and Lacanja-Chansayab were settled by different ethnic groups (Tzeltales, Choles, and Lacandones, respectively). The groups have different customs, social structures, and patterns of gender relations that must be addressed in order to overcome misconceptions and generalizations about roles and the relative power men and women have in their families and the community. Taking account of cultural and gender differences is as critical to the success of the Usumacinta program as is consideration of different land use practices among the different communities.

2. Gender issues related with water quality need to be included in the watershed analysis and planning process.

The Usumacinta Watershed project has a broader aim related to the conservation of water and water quality, as well as biodiversity. Gender-based roles related to productive and consumptive use of water affect water quality and need to be included in the watershed analysis and planning process. It is also important that the project consider gender equity in the future design of economic instruments for environmental services and look at how both women and men can be involved in resource manage and monitoring.

3. There were some clear indications that men and women were not participating at the same level in community decision-making, particularly regarding use of economic and external (assistance) resources.

Although the visit was brief, there were some clear indications that men and women are not benefiting equitably from some of the incipient ecotourism efforts in the region. There is little evidence that women are involved as full members of community-based tourism enterprises. Women do not appear to participate in the meetings on tourism as key players, but rather as passive observers or not at all. The team also witnessed several instances of women performing much of the work for the enterprise, but interviews revealed that in most cases the women did

not receive direct payment for their services or have much control over the income generated by the enterprises. It is important for CI to meet with different government funding agencies to understand their criteria for allocating grants and loans. It is critical to understand whether there are gender-based constraints, such as legal requirements that may be harder for women to fulfill than men, especially if they hinge on legal title to land.

Moreover, men appear to have control over grants and subsidy assistance (e.g. construction of cabanas); whereas women and women's groups interviewed have received/are seeking sources of credit to invest in productive activities (e.g. Bordadoras groups in both Nueva Palestina and Frontera Corozal) with less growth potential.

CI has sponsored some women's artisans groups through the Population and Environment Program funded by the Packard Foundation. But these groups, along with groups organized by Na Bolom tend to support activities with lower economic potential than those where men are involved. A positive aspect of the Population and Environment groups is that they have also developed women's skills in managing associations and negotiation.

4. Although the CI Population and Environment project has worked closely with women and adolescents in the Usumacinta communities, to date there has been little coordination between the project and CI's other activities in the region.

The population and environment program staff offer CI critical technical capacity that is absent from the rest of the team in Chiapas. The new integrated approach to the management of the Usumacinta watershed allows for a change in approach and the involvement of a more diverse group of stakeholders than the previous strategy of individual grants to specific enterprises. A more strategic approach also permits CI to more carefully assess the potential environmental and economic impacts of alternative income generating activities for different groups within the watershed.

For example, a study of the handicraft market, along with consultations with existing women's groups about their involvement in the sector and other opportunities that they perceive as viable, would provide useful information on whether this is an activity that CI should develop further. It is important to conduct a sectoral assessment to reveal the real potential of the activity and to ascertain: how many people will benefit; who will benefit; and, who has access to raw materials, labor, and the most strategic points of sale, such as the archeological sites and other tourist attractions in the area. The assessment should also include an analysis of which markets have greater potential for these groups-- local markets or more competitive markets in Palenque, Tuxtla Gutierrez, or San Cristobal de las Casas.

Overview and Key Results Gender and Environment Workshop

The Workshop Gender and Environmental Projects (USAID/Mexico) convened on July 19 from 9:00 – 5:00 at the offices of Texas A&M University. The Workshop brought together project partners from programs throughout Mexico including TNC, CI, WWF, Pronatura, government agencies, and UNDP. The objectives of the workshop were as follows:

1. Introduce the key concepts of gender analysis and approaches to integrate the focus of gender into environmental programs.
2. Exchange of experience between partners.
3. A Roundtable discussion to identify “next steps” to coordinate activities aimed at improving gender integration into environmental projects represented.

Recommendations for next steps and a summary of evaluation comments are discussed below.

Commitments for Next Steps and Recommendations from Participants to Improve Gender Integration and Coordination

Each participant was asked to complete a “Commitment Pledge,” identifying concrete actions to be taken on his or her part to follow-up on discussions at the Workshop. In addition to identifying a concrete action, participants were asked to provide a target deadline and also identify constraints on their ability to follow-through as well as potential support resources. Commitment Pledges were submitted to Jorge Rickards of USAID.

As a result of plenary question/answer discussion in the morning and wrap-up session in the afternoon, participants proposed a series of suggestions, some which were discussed in more detail to identify concrete follow-up actions.

Next Steps Proposed by Participants:

1. *Review and exchange existing experience; through a exchange of materials and workshops*
2. *Form a Gender Working Group (to be coordinated under NEEM)*
3. *Nominate a responsible person from each institution to working group*
4. *Include gender as concrete element of Watershed Management planning and coordination meetings*
5. *Bring international and local consultants to work with each institution, as appropriate to needs*
6. *Identify gender indicators before baseline analyses and integrate them into TOR*
7. *Integrate gender indicators into Monitoring Program of NEEM*

Summary of Evaluations of Workshop

Participants were asked to identify aspects of the workshop that they 1) liked, 2) did not like, and 3) would change for a future workshop. Each response is detailed in Annex IV, a summary of responses is as follows:

Positive Aspects (“Things I liked”):

- Exchange of Experience among colleagues: 6 comments
- Topics Covered: 6 comments
- Technology of site: 4 comments
- Gender Analysis Framework Introduced: 2 comments
- Interaction with Gender Experts: 1 comment

Negative Aspects (“Things I did not like”):

Lack of time to cover this topic was the primary comment provided by participants, with the following details:

- General Lack of Time: 9 comments
- Lack of time for working group exercise: 3 comments
- Lack of time for discussion: 1 comment
- Too many presentations: 1 comment

Aspect to Change:

- More Time: 4 comments
- More Participatory/Fewer Presentations: 3 comments
- Circulate Agenda Earlier: 1 comment
- Include Mexican Facilitator: 1 comment

Consultant’s Assessment of Workshop

The level of interest, experience, and capacity of the participants was somewhat varied but overall very high. In terms of achieving the objectives of providing an initial exchange of experience and identifying next steps, the workshop was successful. Participants were engaged and identified viable opportunities to integrate gender in and across their programs.

In terms of introducing concepts and tools for gender analysis in current programs, the time was insufficient to address these issues in depth, as noted by the participant comments.

The primary constraint to achieving this objective was the 1-day limitation of the Workshop; though other improvements can also be made to more closely achieve desired goals in future workshops. One participant suggested a 2-day workshop, others

suggested fewer presentations and more interaction and exchange of ideas. Key aspects to address in future workshops are:

- Workshop should be closely targeted to audience. To do this, the organizers should access more knowledge of intended participants in workshop in terms of:
 - Level within institution
 - Level of experience with gender analysis
 - Participant background and role in project: (Biologists, Social Scientists, Administrators, etc.)
- Clarify and separate (as necessary) workshop objectives to match participants: For example, a Workshop for Institutional Leaders, as proposed in the Recommendations Section (short term), could focus on institutional experience and facilitated plenary sessions; while a Field-level Training should rather focus on facilitated group exercises of gender analysis at the activity level.
- Limit # of presentations as appropriate proportion of available time.
- Strengthen role of Mexican Facilitator.

Example Terms of Reference

Managing Usumacinta Watershed for Economic Development and Environmental Sustainability

Terms of Reference for Gender Assessment

Background

Conservation International's project in the Usumacinta Watershed, supported by USAID includes the following objectives:

- A Collaborative Watershed Management Plan is Developed (IR 2)
- Expansion of the Agricultural Frontier into Protected Areas is Slowed (IR 3)
- Incidence and Impact of Forest Fires is Reduced (IR 2)
- Communities and Partner NGOs Develop Economically Viable Responsible Tourism Projects (IR 2)
- Communities Implement Sustainable Natural Resource Management Projects (IR 3)
- Local NGOs Develop Capacity for Watershed Monitoring (IR 1)

Project interventions are planned at two major levels:

- 1) **The regional planning process**, which will involve stakeholders from Mexico and Guatemala in a participatory manner. At this level, the need for gender consideration is important in order to assure that the plan will include positive impacts on gender equity. During the planning process, a variety of social and economic development institutions of the region should be consulted, so the plan will be adopted by a wide range of potential implementing organizations.
- 2) **Supporting communities and social enterprises**. The project considers that diversification of economical activities will reduce the pressure on natural resources. The alternatives include ecotourism, non- timber forest products, handcrafts production and others. In all of these activities there is actual and future potential involvement of women and youth. Even the project considers a high level of community involvement and economical benefits resulted from this intervention, there is no clear the segmentation of population that is involved (in terms of its relative socioeconomic background) and the expected impacts in terms of gender relations and equity.

During the field visit conducted on 10-16 of July 2004, consultants identified the lack of a gender diagnosis from which the project could be revised. There is a need to gather information on the actual condition of the men and women in the communities and the way they are related to the proposed activities. The Gender Assessment is required in order to:

- Identify gender-based opportunities and constraints which may affect project outcomes in the communities.
- Identify gender indicators for the proposed activities and outcomes at the two levels of intervention described.

The Gender Assessment must include the following items:

1. Basic socio-economic information for the three communities of the project (Nueva Palestina, Frontera Corozal and Lacanja) such as:
 - Population by age and sex
 - Rate of growth
 - Rate of fertility
 - Major causes of disease
 - Education and health services
 - Level of literacy by sex and age
 - Brief description of the community origin
 - Cultural background (documented roles of men and women, in cultural practices).
 - Economical segmentation of population (including the productive activities and its relative importance at the community level and at the family level)
- 2- Division of Labor
 - Work distribution (daily and year round), invested by men and women, in social reproduction and productive activities. Especially those related to the activities that sustains the family (water gathering, food production, sources of fuel, cash crops, etc).
 - Work distribution between men and women in ecotourism enterprises.
 - Work distribution between men and women in xate and non-timber products
- 3- Access and Control of Resources by Gender
 - Identify the type of natural resources (including land, medicinal plants, non-timber products) that women and men have access and control (decision).
 - Identify other resources such as credits, information and training that are available and accessible for the women and men in the communities. Analyze the difference by gender.
- 4- Control and Distribution of Benefits

Identify the benefits obtained as result of economic activities including ecotourism and commercialization of non-timber products and the distribution by gender of the profits, including gender participation in decision and the type of investment
- 5- Participation by Gender

- Identify the public forum in which men and women participate at the community level.
- Identify the men and women groups and organizations in the communities and the type of projects in which they are involved.
- Discuss the level of participation of women in the social enterprises
- Identify the cultural and social constraints for women participation

6- Power

Describe the power distribution in the community structures and within the social organizations involved in the project (representation, vote, influence, decision making, access to organization information, etc).

The methodology might consider the following steps, 1) Revision of existing data bases and published papers. 2) Consultation with experts (anthropologist and sociologist that had worked in the region). 3) In depth interviews with members of the communities (women and men, representatives of social groups and enterprises, community authorities, elders and youth). 4) Interviews with teachers, social workers and health professionals with knowledge of the communities 5) Field Observation 6) Focus groups.

Deliverables

A final report including:

- a) Socioeconomic description of communities (short)
- b) Gender assessment (include tables, graphs as needed). Specify in all cases the size of the sample, and /or source of information
- c) Conclusions: provide conclusions at least on the following:
 - Specific opportunities for promoting gender equity in the project
 - Methodological considerations for gender equity integration into project activities, including cultural aspects
 - Actual disadvantages by gender condition existing in the communities and how the project could intervene for reduce or prevent negative impact on gender equity.
 - Recommendations on how to work with the social structures existing in the communities to improve impact on project activities and outcomes.
- d) Gender indicators for project activities and outcomes and monitoring plan
- e) Revised project work plan including gender indicators

Annexes:

Data base on socioeconomic data of the three communities

Data base on interviews conducted

Recommended literature

Gender Analysis Matrix for Ecotourism Activities in Chiapas

UN ANÁLISIS DE GÉNERO EN RELACIÓN A LAS ACTIVIDADES DE ECOTURISMO POR LA SELVA LACANDON (BORRADOR)

(1) Esfera (dominio) de actividad	(2) Información existente sobre género que es relacionada a las actividades del objetivo	(3) ¿Qué información sobre género le falta (preguntas/asuntos)?	(4) Identifique el limitante o la oportunidad basado en relaciones de género.	(5) ¿En que manera es posible que el limitante basado en relaciones de género pudiera impactar la gestión y los resultados de las actividades?	(6) ¿Si no respondiera a este limitante basado en relaciones de género empeoraría inequidades entre hombres y mujeres?
Acceso a recursos y bienes	<ul style="list-style-type: none"> • Mujeres parece que tiene menos acceso que hombres a terrenos y fuentes de ingreso. • Los beneficios de las actividades relacionadas a ecoturismo no parecen ser equitativamente distribuidos <ul style="list-style-type: none"> ➤ Transporte (hombres) ➤ Cocina (mujeres) ➤ Artesanías (mayormente mujeres) ➤ Hospedaje (hombres) ➤ Museos y otros Atractivos (hombres) ➤ Guías (mayormente hombres/ algunas mujeres) ➤ Pita (hombres) ➤ Xate (hombres/ mujeres) • Los beneficios de las donaciones gubernamentales mayormente beneficiaron a los hombres. Hay alguna evidencia que las empresas encabezadas por hombres han recibidos donaciones para el equipamiento, mientras que las mujeres tenían que sacar prestamos (ej. Panificadoras y 	<ul style="list-style-type: none"> • No es claro como varia por grupo étnico el acceso a recursos por género 	<ul style="list-style-type: none"> • El acceso inequitivo a los recursos y bienes va a limitar a las mujeres de tener las mismas oportunidades de formar empresas y beneficiar de ellas (limitante) 	<p>Si las mujeres no tienen el mismo acceso a los recursos y bienes que los hombres es dudable que los resultados sean sostenibles.</p>	<p>Si las mujeres quedan sin acceso a los beneficios de las actividades de ecoturismo, empeoraran las inequidades de género.</p>

	bordadoras de Frontera Corozal y de Nueva Palestina).				
(1) Esfera (dominio)de actividad	(2) Información existente sobre género que es relacionada a las actividades del objetivo	(3) ¿Qué información sobre género le falta (preguntas/asuntos)?	(4) Identifique el limitante o la oportunidad basado en relaciones de género.	(5) ¿En que manera es posible que el limitante basado en relaciones de género pudiera impactar la gestión y los resultados de las actividades?	(6) ¿Si no respondiera a este limitante basado en relaciones de género empeoraría inequidades entre hombres y mujeres?
Conocimientos, Creencias, y percepciones	<ul style="list-style-type: none"> • Parece que los hombres no perciben tanto como las mujeres las amenazas al medio ambiente del uso de insumos químicos para la agricultura, el mal manejo de basura, y falta de saneamiento básico. • Hombres y mujeres parecen tener conocimientos diferentes sobre recursos en el medio ambiente 	<ul style="list-style-type: none"> • Averigüe mas al fondo como las percepciones del uso y responsabilidad para el manejo de agua podrían afectar la calidad y uso sustentable de agua y la salud en la zona • Por cada grupo étnico haga una investigación sobre los conocimientos diferentes sobre recursos naturales de hombres y mujeres para identificar otros productos y servicios potenciales que podrían generar fuentes de ingresos relacionados a ecoturismo 	<ul style="list-style-type: none"> • Falta de conscientización de los hombres sobre el impacto de las actividades a la calidad del agua (limitante) • La percepción dentro de las comunidades que hombres y mujeres tienen conocimientos valiosos del medio ambiente (oportunidad) 	<ul style="list-style-type: none"> • La poca conscientización de los hombres sobre el impacto de las actividades actuales y nuevas podrían incrementar la contaminación del agua y empeorar la salud • Los conocimientos diferentes de los hombres y mujeres podrían posicionar a ambos de servir como guías en las áreas protegidas provee una oportunidad equitativa de realizar mayores ingresos 	

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Prácticas, y Participación	<ul style="list-style-type: none"> • Hombres son miembros de asociaciones, sociedades anónimas, ejidos, y cooperativas • Hombres y mujeres están involucrados en actividades diferentes (ejemplos): <ul style="list-style-type: none"> ➤ Transporte (hombres) ➤ Cocina y Artesanías (mayormente mujeres) ➤ Hospedaje (hombres y algunas mujeres) ➤ Agricultura (mayormente hombres) ➤ Cuidado de los niños (mayormente mujeres) ➤ Recolección de semillas y plantas medicinales (mayormente mujeres) • Hombres no suelen estar involucrados en la provisión y uso del agua dentro de la unidad domestica porque es mayormente la responsabilidad de las mujeres • Los hombres tienen mas oportunidades y mas experiencia en trabajar en grupos que las mujeres por su división de mano de obra 	<ul style="list-style-type: none"> • Es necesario aclarar quienes están participando en diferentes actividades apoyados por el proyecto y porque • Seria prudente analizar en que actividades están involucrados mujeres y hombres y que potencial tienen para generar ingresos. Además es necesario entender que interés hay por parte de mujeres y hombres de cambiar estos patrones y como hacerlo. • Seria interesante averiguar si los grupos de adolescentes ya trabajando con el proyecto de población y medio ambiente de CI podrían tomar un papel en conscientizar e involucrar a los hombres y mujeres en el mejor manejo de agua 	<ul style="list-style-type: none"> • La exclusión aparente de mujeres a participar como socias completas en las empresas comunitarias (limitante) • Mayormente, las mujeres están restringidas a actividades nuevas que son relacionadas a sus responsabilidades domesticas. • Es posibles que los hombres dueños de las empresas no van a tomar en cuenta el impacto de las actividades nuevas sobre la calidad y el uso sustentable del agua (limitante) • Vinculación de las actividades productivas de las mujeres con nuevas actividades de ecoturismo (oportunidad) 	<ul style="list-style-type: none"> • Si las mujeres no participan como socias iguales que los hombres que a lo largo van a quitar su mano de obra, resistir cambios, y poner obstáculos al lograr los resultados del proyecto • La exclusión aparente de mujeres a participar como socias completas en las empresas comunitarias puede ser un obstáculo a realizar actividades ecoturísticas • El impacto negativo al agua y medio ambiente en general va en contra a los objetivos del proyecto 	<ul style="list-style-type: none"> • Si las mujeres no pueden participar como socias a iguales que los hombres se limita su toma de decisiones en cuanto al desarrollo de sus comunidades y la realización de beneficios de nuevos ingresos • A ser marginadas a actividades que posiblemente tienen menores ingresos, las mujeres no van a realizar los mismos beneficios que los hombres de las empresas ecoturísticas

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El Espacio y el Tiempo	<ul style="list-style-type: none"> • Los hombres generalmente se encuentran fuera de la casa en la millpa o en el bosque • Las mujeres se pasan mas tiempo alrededor de las casas pero también se desplazan a la millpa y el bosque para trabajos • El tiempo de las mujeres es mas limitada que de los hombres por participar en reuniones y nuevas actividades por las responsabilidades dobles (domésticas y productivas) que realizan • Algunas hombres se ausentan de las comunidades por migrar a otros sitios 	<ul style="list-style-type: none"> • Falta información sobre la disponibilidad del tiempo de los hombres y mujeres para asistir a las reuniones y cursos de capacitación auspiciado por el proyecto 	<ul style="list-style-type: none"> • Tiempo disponible de las mujeres y hombres (puede ser limitante o oportunidad) • Ausencia de los hombres de algunas comunidades 	<ul style="list-style-type: none"> • Si están ausentes los hombres de las comunidades y las mujeres no podrían participar en los cursos de capacitación ni aprovechar de nuevas actividades, posiblemente el proyecto no va a lograr sus objetivos de promocionar actividades meno dañosas al medio ambiente 	<ul style="list-style-type: none"> • Si las mujeres no tienen tiempo para participar en los cursos por sus demás responsabilidades, no van a tener las mismas oportunidades que los hombres en capacitarse y esa va a limitar su acceso a realizar los mismos beneficios

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Marcos Legales, tanto del contexto nacional, como de costumbres locales		<ul style="list-style-type: none"> • Es necesario aclarar si hay limitantes por género de tener título de propiedad; pertenecer a sociedades anónimas; tramitar solicitudes por crédito y donaciones; constituirse como un grupo legalmente reconocido; etc • Es necesario tener un mayor entendimiento de los costumbres locales por grupo étnico que reconocen personas como miembros legítimos con derechos completos de las comunidades 	<ul style="list-style-type: none"> • La menor grado de educación y acceso a recursos • Falta de títulos de propiedad por parte de las mujeres • Mujeres generalmente no son reconocidas como miembros de los ejidos 		<ul style="list-style-type: none"> • La menor grado de educación, falta de títulos de propiedad, y acceso a recursos podrían obstacular la capacidad de mujeres de realizar tramites legales necesarios para constituir empresas

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Poder	<ul style="list-style-type: none"> • Parece que los hombres ejerciten mayor poder en cuanto a la toma de decisiones dentro del hogar, la empresa, y la comunidad • Las mujeres tienen muy poco control sobre los ingresos que generan. Información preliminar indica que ellas controla solamente ingresos de algunas actividades que ellas realizan directamente como las artesanías, trabajo de guía, y corte de xate. Cuando trabaja en las empresas encabezadas por hombres, no necesariamente realizan beneficios conmensurados a su trabajo. • Mujeres parecen ejercitar poco poder sobre la distribución de recursos productivos como terreno, capital, y mano de obra 	<ul style="list-style-type: none"> • Hay que aclarar como varia la toma de decisiones entre hombres y mujeres por grupo étnico. • ¿En que medida hay manera de cambiar el balance de poder? • ¿Además de las pocas actividades que generan ingresos que las mujeres controlan directamente (xate, artesanías, y trabajo de guía) que otras posibilidades habrán? • ¿Quiénes tienen control sobre los recursos naturales (cuales de ellos) y sobre los recursos productivos? • Falta información sobre quien decide sobre los usos de ingreso del hombre, de la mujer, y de ambos, y a que usos lo destinan. 	<ul style="list-style-type: none"> • Falta de poder en la toma de decisiones en asuntos productivos • Falta de control por parte de las mujeres sobre ingresos generado por muchos de las actividades ecoturísticas 	<ul style="list-style-type: none"> • Si las mujeres no pueden tomar decisiones sobre los recursos que son necesarios para su propia producción no van a poder realizar beneficios y van a invertir poco interés y tiempo 	<ul style="list-style-type: none"> • Las actividades nuevas no van a mejorar la posiciones económicas y sociales de las mujeres

Key Resources for Gender and Environment in Mexico

Gender Resources in Southern Mexico Advisors Directory

Name	Contact Information	Type of Expertise
Esperanza Tuñon	El Colegio de la Frontera Sur. Tabasco	Design of gender-environment evaluations and research in communities in the lower Usumacinta Basin in Tabasco
Laura Vidal	Av. 27 de febrero N° 1017 Col. Centro C.P. 86000 Villa Hermosa, Tabasco abismo77@yahoo.com laura_vidal72@hotmail.com	Experience in gender studies in coastal communities. Specifically with women and fisheries.
Beatriz Martínez	Colegio de Posgraduados Chapingo, Puebla beatrizm@colpos.colpos.mx	Studies on gender and agriculture in rural communities in central Mexico. Advisor to Indesol program on experiences in women and productive activities
Verónica Vázquez García, Ph.D. Desarrollo Rural	Colegio de Postgraduados Carretera Federal Mexico- Texcoco Km. 36.5 Montecillo, EDOMEX 56230 Tel. 01-595-9520200 ext. 1888, 1859 58-04-59-00 ext. 1888, 1859 Fax 01-595-9520288	Studies on gender and agriculture in rural communities in Mexico, Institutional gender analysis.
Natalia Armijo	Universidad de Quintana Roo Av. Boulevard Bahía s/n esq. Ignacio Comonfort, Col. Del Bosque, C. P. 77019 natarmi@balam.cuc.uqoo.mx y natarmi@correo.uqroo.mx (01-983) 835-0348 y (01-983) 835-0300 ext. 148 fax(01-983) 832-9656	Gender and Forestry in the Quintana Roo area,
Paloma Bonfil	Comisión Nacional de Pueblos Indios	Gender and labor in Mexico, Gender and Indigenous Peoples.
Dolores Molina	El Colegio de la Frontera Sur Calle 10 # 264, Centro Campeche, Camp. C.P. 24000 01 981 81 64 221 dmolina@camp.ecosur.mx	Studies on gender and land use in Calakmul area, Campeche.

Margarita Velasquez	Universidad Autónoma de México, Campestre No. Col. Guadalupe Inn Del. Álvaro Obregón México, D. F. mavg@servidor.unam.mx (55) 56 22 15 90	Experience in conducting Diplomas and Seminars on Gender and Sustainable Development, and developing policies and advocate for gender issues at various levels.
Roberto Hernandez Ugalde	Pronatura Chiapas A.C. Ave Miguel Hidalgo 9 SCLC 29200 Chiapas Tel 967 85000 rhugalde@pronatura-chiapas.org	Working gender perspective with men. Gender Reproductive health and sustainable development.
Itza Castañeda Camey	PNUD Mazaryk 29 Piso 7, Mexico D.F. Tel (55) 52639758 itza.castaneda@undp.org.mx	Gender in Environmental Planning. Gender and governance
Lorena Aguilar	UICN-ORMA Tel: ++(506) 241-0101 Fax: ++(506) 240-9934 Email: lorena.aguilar@iucn.org	Gender in Conservation Expert. (Environmental Planning and environmental policies in Latin America).
Lourdes Godinez	Proyecto Sierra de Santa Marta, A.C. Callejón Cuauhtémoc No. 10-A, Col. Centro Xalapa, Veracruz, México C.P. 91000 Teléfono y fax: 228 8 12 44 49	Experience in working with gender perspective and firewood consumption.
Rosa Ma. Vidal	Pronatura Chiapas A.C., Ave Miguel Hidalgo 9 SCLC 29200 Chiapas Tel 967 85000 rosavidal@pronatura-chiapas.org	Population and gender analysis in management of natural resources and sustainable development.
Leticia Murua	APIS-Yucatán	Gender and productive activities in the Yucatán area

Training Opportunities

UICN- ORMA	Experience un training to conservation and environmental groups in Latin America, Publications and manuals son gender and environmental issues.	Courses can be organized upon request to the Social officers and Gender specialist. The cost has been covered by the interested institution.
Semarnat- Dirección de Género y Medio Ambiente	Through their gender links at the Delegations and with coordination with CECADESU, Semarnat has organized regional training courses or have offered training to CONANP officers in coordination with UICN	Courses can be organized upon request and the cost can be shared among the interested groups, including partial support from Semarnat and Cecadesu.

Centro de Capacitación y Formación Moxviquil	Experience in training to conservation and environmental organizations in southern Mexico. Currently offering the Diploma on techniques for improving participation in Protected Areas, and the Diploma in gender and environment.	Very often the courses are partially covered by a donor. The training center organizes courses upon request for specific needs of the institutions.
El Colegio de la Frontera Sur. Vinculación	Courses are designed upon request.	

Funding Opportunities

FONDO PROEQUIDAD. INMUJERES

Dirección General de Promoción y Enlace del Inmujeres,
Alfonso Esparza Oteo 119, colonia Guadalupe Inn, Delegación Álvaro Obregón, C.P. 01020,
México, D. F.

www.inmujeres.gob.mx

Se apoyan proyectos dentro de los siguientes 9 Objetivos de Proequidad

a. Institucionalización de la perspectiva de género en organizaciones de la sociedad civil. b. Derechos humanos de las mujeres, niñas y niños. c. Desarrollo económico y generación de empleo. d. Atención a la pobreza. e. Educación. f. Salud. g. Violencia contra las mujeres. h. Toma de decisiones y ejercicio del poder. i. Deporte, cultura y medios de comunicación

Y en los siguientes temas:

1. Violencia hacia las mujeres.
2. Mujeres indígenas y mujeres en el ámbito rural.
3. Adultas Mayores.
4. Mujeres, niñas y niños con capacidades diferentes.
5. Formación de liderazgos políticos femeninos para impulsar el acceso de las mujeres a espacios de toma de decisión.

BANMUJER-Chiapas

El Banco ofrece apoyo a grupos de mujeres para el establecimiento de fondos revolventes o como capital de trabajo e infraestructura a través de dos programas principales. Semillas para Crecer y Empresas Sociales. Baja tasa de interés. Aplica solo para Chiapas.

INDESOL

Request of Proposals 2004 related to gender issues:

[Convocatoria para la inclusión social y participación ciudadana en el desarrollo social \(IS\)](#)

[Convocatoria oportunidades para mujeres con bajos ingresos en áreas rurales \(OM\)](#)

[Convocatoria para el fortalecimiento y consolidación de los refugios para mujeres y sus hijas/os víctimas de violencia \(FR\)](#)

[Convocatoria de la equidad de género en la política social \(EG\)](#)

[Convocatoria desarrollo de capacidades para la consolidación comunitaria y de organizaciones rurales \(CR\)](#)

Lourdes Mondragón Padilla

Directora de Seguimiento de Género y de Equidad

lmondragon@sedesol.gob.mx

SEMARNAT

Balbina Hernández Alarcón

Directora de Equidad de Género

Semarnat

Blvd. A Ruiz Cortines No. 4209

6° piso, ala B, col. Jardines en la Montaña, Del. Tlalpan, C. P. 14210, México, D. F.

Tels: 01 (55) 54 90 09 23 y

56 28 06 00 ext. 12039

Materials Recommended

Tuñon, E.(coordinadora) 2003. Genero y Medio Ambiente. Ecosur SEMARNAT. Plaza y Valdés editores. México D.F.

Martínez Corona, 2000. Género Empoderamiento y Sustentabilidad. Grupo Interdisciplinario sobre Mujer, Trabajo y Pobreza A.C., Serie PEMSA 2. México

Working with community-based Conservation with a Gender Focus. A Guide, 1999 WID TECH.

WIDinfo@widtech.org

Serie hacia la Equidad. UICN. Incluye manuales en los siguientes temas:

- Elementos básicos conceptuales
- Elaboración de propuestas con enfoque de genero
- Diagnósticos participativos con enfoque de genero
- Planificación de proyectos desde la equidad
- Procesos de participación y empoderamiento
- Indicadores de equidad
- Gestión y gerencia con equidad

List of People Contacted

Fabiola Balderas Executive Director Na Bolom direccion@nabolom.org	Lilia Rueda Garcia Director of Alternative Tourism Secretary of Tourism (SECTUR) lrueda@sectur.gob.mx
Hector Marcelli Esquivel Director, BioPlaneta hmarcelli@bioplaneta.com	Concepcion Samperio Center for Education for Sustainable Tourism Secretary of Environment and Natural Resources (SEMARNAT) cvelasco@semarnat.gob.mx
Katie Kohlstedt Ecotourism, Bioplaneta katie@bioplaneta.com	Balbina Hernandez Acaron Director of Gender Equity SEMARNAT Balbina.hernadnez@semarnat.gob.mx
Jennifer Morfin Morgan Training Coordinator Mexican Initiative for Conservation Training jmorfin@mail.fmcn.org	Itza Castaneda Principle Gender Advisor UNDP Itza.castaneda@undp.org.mx
Juan Manuel Leyva Coordinator, Forest Fire Program Mexican Fund for Nature Conservation	Ivonne Sanchez Vázquez Coordinator of Population and Environment Program Conservation International isanchez@ci-mexico.org
Rita Cifuentes Coordinator Na Bolom Rita_nestor@yahoo.com	Dr. Guillermo Vilchis Torres IMSS representative
David Hess Director, NRM USAID dhess@usaid.gov	Ignacio March Director of Conservation (past) The Nature Conservancy
Christy Johnson ENV/NR Advisor USAID chrjohnson@usaid.gov	Yasmin Austria Medina Micorenterprises Conservation International yaustria@conservation.org
Marlene Ehrenberg Enriquez AMTAVE A.C. Marlene-ehrenberg@axtel.net	Ricardo Hernandez Director of Selva Maya Program Conservation Internacional rhernandez@conservation.org
Erin Slinker (Lancanja) Anthropologist (M.A. candidate) Texas State University Es1124@txstate.edu	Faviola Sanchez Director Na Bolom www.nabolom.org

Alma Alvarez Office of Gender Equity SEMARNAT	Veronica Vidal Fondo Mexicano para la Conservación de la Naturaleza vvidal@mail.fmcn.org
Jorge Chavez Ecotourism businessman	Edna Iñaga Colegio Mexicano de Ecoturismo
Gabriela Mercado Lawyer SEMARNAT	Patricia Aguilar Sanchez CICDESO
Carlos Sandoval President Consejo Nacional de Industriales Ecologistas de Mexico ecologia@conieco.com.mx	

Group Meetings in Chiapas

Cooperativa Nueva Alianza (Guest Houses and Restaurant) Frontera Corozal Chiapas	Sociedad Tierras de Faisan (Guest Houses, nature trails, and Restaurant) Nueva Palestina Chiapas
Pajaro de la Selva (Women's embroidery cooperative) Nueva Palestina	Lacanja (guest houses and restaurant) Enrique Paniagua and Kin Bor and family Lacandon Chiapas
Board of Directors Museo Frontera Corozal Chiapas	Flor de la Selva Centro de la Mujer (Women's embroidery group) Frontera Corozal
Panaderia (women's group from Nueva Alianza that set up a bakery) Frontera Corozal Chiapas	Centro de Salud IMSS Nueva Palestina Chiapas
Centro de Salud IMSS Frontera Corozal Chiapas	Lacanja (guest houses and restaurant) Manuel Chan Bor and family Lacandon Chiapas
Rio Lacanja (guest houses and restaurant) Enrique Paniagua and family Lacandon Chiapas	



USAID/Mexico Environment Program

Gender Equity and Environmental Projects' Workshop

Mexico City, July 19, 2004

Agenda

- 8:30 - Welcome by Daniel Evans, USAID/Mexico Environment Program Team Leader
-Introductions
-Workshop's goals and methodology (Deborah Caro, Facilitator/ Cultural Practice)
- 9:30 - Gender equity within USAID/Mexico's projects: Opportunities and challenges
15 minute presentations by partner organizations:
- Chiapas coastal watershed project. The Nature Conservancy
- Sierra Tarahumara. World Wildlife Fund
- Usumacinta watershed management project. Conservation International
- Chimalapas-Selva Zoque. World wildlife Fund
- National Enabling Environment for Mexico (Iniciativa Ambiental: Cuencas).
Fondo Mexicano para la Conservación de la Naturaleza
- 11:00 - Coffee Break
- 11:15 - Gender equity within SEMARNAT: vision and activities to promote gender equity within the government of Mexico and other partners. (Lic. Balbina Hernández Alarcón, Gender Equity Director, SEMARNAT)
- 11:45- Vision on gender equity from a multilateral perspective: Activities of the United Nations Development Program in México. (Itzá Castañeda, UNDP Gender Advisor)
- 12:15 - Questions to previous speakers
- 12:30 – Presentation on USAID/ADS Gender Mainstreaming and Environmental Compliance Requirements
(Jim McNicholas, Devtech Systems)
- 13:00 - Lunch
- 14:00 – Vote with Your Feet Exercise
- 14:30 – Presentation on Gender Analysis Framework (Deborah Caro, Cultural Practice)
- 15:30 - Coffee break
- 15:45 – Small Group Exercise: Application of Gender Analysis to Conservation and Natural Resource Management Activities

16:30 – Exchange of Findings from Small Group Exercise

17:00 - Round table discussion. Identification of next steps and opportunities to address gender equity in national and site based projects (Facilitation by Deborah Caro and Jim McNicholas)

17: 30 - Conclusion and closing remarks

Scope of Work (SOW) for Gender Training and Assessment of Economic Development Activities within USAID/Mexico's Environment Program

I. Introduction

USAID/Mexico launched its new country program under the Central America Mexico Regional Strategy in October 2003. The Environment program is implementing several site based and commodity based activities designed to increase rural incomes in areas of high biodiversity (See attached Environment Program Description).

Acknowledging USAID's overall institutional awareness of the need to improve gender equity and to provide more targeted support to women and women's groups, USAID Mexico seeks to improve the effectiveness of its programs to support gender equity.

II. Purpose

The purpose of this TDY is to help the USAID Mexico Environment Program, and its NGO partners, build stronger linkages between environmental issues, economic growth, and gender equity. The consultant will review gender related activities and provide both general orientation and specific recommendations for USAID and its partner institutions. It is anticipated that additional assistance will be needed in the future to review other field activities and to provide specific site based recommendations for other areas.

III. Background

The basic premise of the Environment Program is that poverty is a key driver of unsustainable natural resource management in many instances. Through improved economic opportunities rural people and communities will have more options and better mechanisms to sustain the resources they depend on. Environmental degradation and poverty affect both men and women. Therefore, to be effective, we must understand the underlying causes of poverty and seek ways that address them by providing alternatives to both men and women.

The Environment Program has developed a series of site based community activities with several international NGO's under the USAID Washington Global Conservation Program. Additional activities are being developed to support specific commodities, such as shade grown coffee and certified forestry products, and mechanisms to provide economic growth in areas of high biodiversity. While USAID and its partners has ample expertise in conservation and natural resource management, we seek guidance on key gender issues affecting rural poverty and resource degradation in Mexico. Women play a key role in many aspects of rural life and they depend on a wide variety of natural resources for their roles in the family and community. We seek to learn how to more effectively understand gender issues and provide affective alternatives for women in remote areas. Overall, we acknowledge the need to provide women, as well as men, with better information about economic alternatives, and we acknowledge the need to better

integrate them in decision making processes that affect them, their families, and their communities.

IV. Tasks

1. Initial meetings and briefing in Mexico City on the Mission's Environment activities and joint planning for a gender workshop with the Environment Program's NGO and Government of Mexico partners
2. Do an Environment/NRM focused workshop on gender issues and equity. This could link with governance issues. 1 day – general overview of gender issues associated with rural development and resource management from the specialist, plus partner presentations on their activities to create a broader framework for open discussion about gender links, opportunities, partners, problems, etc

Workshop Participants:

- USAID Mexico: Env Team – All – 5 people, Program Officer, 2 others, 8 Total
 - Site Based NGOs – TNC, CI, WWF – 6 people
 - Mexican NGO Partners – FMCN, Pronatura – 4 people
 - Sector Based NGOs – RA, - 1 person
 - GOM Partners – 3 people
- TOTAL PARTICIPATION: 15 – 22 people

3. Conduct a more detailed review of the gender issues and gender based constraints in one of our targeted areas in Chiapas – with Conservation International. Provide general recommendations on opportunities, partners, etc, to help the NGO include gender aspects wherever possible. This will include meetings with various partner institutions and a site visit to meet key stakeholders.
4. Assess the institutional context and resource base in Mexico (GOM, NGO, etc) for supporting gender integration in site based and commodity based activities. This is intended to provide additional resources to partners. Debrief Mission staff prior to departure.
5. Prepare final report
6. Travel time to and from Mexico

Level of Effort

A three person team will carry out this activity, two from the U.S, and one from Mexico, for a total of 44 days.

- Deborah Caro, Gender specialist, principal trainer, 16 days.
- James McNicholas, Environment and gender specialist, with primary responsibility for preparation of the final report, 18 days.

- Rosa Maria Vidal, Conservation and gender specialist, local consultant, who will join the team during the field visit, 10 days

Suggested timeframe for each task listed above: July 7th to 21st, 2004

- 3 days – Document review and workshop preparation prior to travel
- 2 days – Orientation and planning in Mexico City
- 1 day – Workshop in Mexico City
- 6 days - site visit to Chiapas (July 11th to 18th)
- 2 days – to review resources in Mexico and for debrief with Mission staff
- 2 days – Preparation of final report
- 2 days - Travel – one to arrive and one to return to US
- 1 day – Respond to Mission comments and finalize report

Performance Period: July 1st to 30th, 2004

Qualifications of Consultants

- Experience in Latin America, and especially in Mexico if possible, with a wide range of community and economic related gender issues
- Experience organizing and leading gender workshops regarding natural resource management and conservation issues
- Experience with gender issues and opportunities at the community level, particularly with indigenous Latin American communities
- Fluent Spanish speaker

Deliverables

The following deliverables should be provided under this Scope of Work:

- A one day workshop designed and carried out in Mexico City to orient the Environment Program's partners to gender issues, particularly associated with natural resource management and economic development. The workshop should include presentations from the NGO partner institutions on their activities and gender linkages as a basis for open and frank discussion.
- An assessment of the Conservation International's activities in the Selva Lacandon Region of Chiapas, with recommendations on how CI might improve the gender equity of its activities. The activities that might be included are: xate or camedor palm harvesting and processing, eco-tourism, handicraft production and sales, and the production or harvesting of non-timber forest products. Actual areas of focus will be determined with Conservation International.
- Preparation of a list of professional and institutional resources available in Mexico that support gender issues, including a summary of key activities and contacts for natural resource related resources.
- Debriefing to USAID Mexico Mission staff prior to departure on the consultant's activities, overall observations, and initial recommendations.
- A brief summary report on the consultation, persons contacted, results, and recommendations for follow up.