



Draft Report: Gender Analysis of the Biodiversity and Land Use Project

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1. Introduction

1.1. Contents of the Report

This report contains findings of a Gender Analysis of the Biodiversity and Land Use (BLU) project currently being implemented by the South African National Biodiversity Institute. The gender analysis was carried out by a team of independent consultants from Ingula yeSive Development consultancy. The Gender Analysis was carried out from May - August 2019.

1.2. Project Background

The Biodiversity and Land Use Project was initiated in 2015 to support municipalities in effectively regulating land use to ensure that biodiversity continues to provide essential ecosystem services to municipal residents.

The **Overarching Objective** of the project is to minimise the multiple threats to Biodiversity by increasing the capabilities of authorities and land owners to regulate land use and manage biodiversity in threatened ecosystems at the municipal scale.

Land & Natural Use and Environmental Management

- Working with relevant government departments to develop and implement environmental management tools for improved biodiversity
- Encourage the uptake of biodiversity considerations into municipal planning and decision-making by strengthening content in IDPs
- Increase the capacity of regulatory authorities to carry out their functions more effectively
- To promote increased budget allocation for investments in ecological infrastructure within municipalities

Provide Incentives on Private and Communal Land

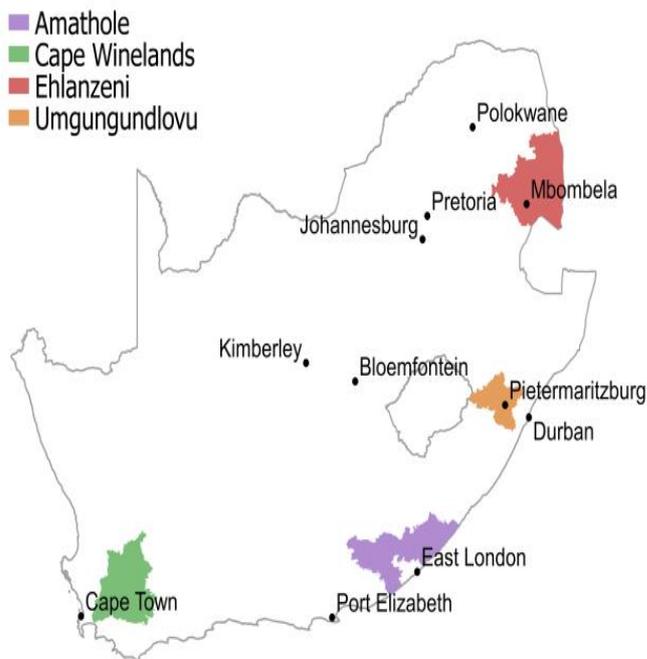
- Improve the management of Land and Natural Resources to ensure that biodiversity is able to persist through the implementation of biodiversity stewardship agreements
- Strengthen the implementation of BDS and associated environmental tax incentives
- Secure additional resources for BDS implementation by operationalising the Business Case for BDS as well as sourcing alternative
- Strengthen the sustainable management of threatened and traded medicinal plant species

In 2018, the South African National Biodiversity Institute together with project partners conducted a mid – term evaluation of the project. One of the recommendations stemming from the mid- term evaluation is the need to incorporate a transformative objective, which would include mainstreaming gender, into the project¹.

In light of the above recommendation, the South Africa National Biodiversity Institute has secured the services of Ingula YeSive Development Agency to conduct a gender analysis and develop a Gender Plan of Action which will seek to incorporate a gender perspective into the project. It is anticipated that the funding partner to the project will provide a no – cost extension to the project and the plan will be utilised to inform its implementation.

1.3. Project Location

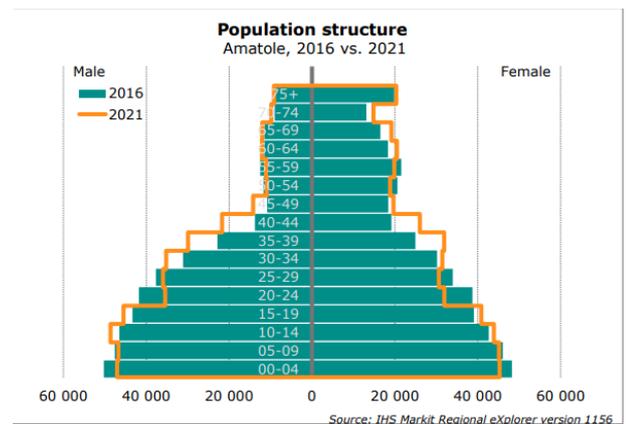
The project is currently being implemented in four locations listed below, however for the purpose of this assignment the Amathole and Umgungundlovu municipalities will be used as project sites for data collection. For the remaining two project sites (Cape Winelands and Ehlanzeni) telephone interviews will be conducted with key project stakeholders in order to supplement available data and information for the gender analysis.



Source: SANBI Background Documents on the Biodiversity and Land Use project

Project Site A

Amathole District Municipality is located on the south-eastern seaboard of South Africa. The municipality hosts high species diversity at the intersection of five different biomes. About 1.7 million people live within the municipality. The area is mostly under communal land tenure, with small-scale crop farming and open grazed livestock. Female headed households make up 52.2 percent, see population ratio by sex below:



Project Site B

B.uMgungundlovu District Municipality in KwaZulu-Natal, falls within one of the most diverse corridors in the Maputaland-Pondoland-Albany hotspot. A large percentage of this district is comprised of highyield water catchment areas, with numerous Freshwater Ecosystem Priority Areas. Just fewer than 1 million people live in the district, where there is mixed land use on commercial livestock farms and a strong emphasis on tourism. The municipality has a higher representation of females than males. Females make up 52,2 percent of the population Female headed households make up 46, 3 percent (retrieved from the Umgungundlovu municipality website). In 2016, the unemployment rate stood at 30,4 percent.

Retrieved from the Umgungundlovu website (parts of the information)

Retrieved from the Amathole District Municipality Socio-Economic Review Outlook Report, 2017

ity and Land Use Project shared by SANBI

1.4. Rationale for the Gender Analysis

Gender and Biodiversity: A Win-Win Situation

There is no corner on earth that has not been affected, either directly or indirectly, by human activity. Yet, the importance of biological diversity is not the same for everyone. Societies are not homogenous, but are composed of different social groups based on class, race, ethnicity, age, gender, and socio-economic status. The different social groups tend to use different biological resources in different ways, as well as possessing diverse knowledge and skills in relation to the management of biological resources. Therefore, it is extremely important to have information regarding people's specific relations with the components of biodiversity.

Gender issues are relevant to the conservation biodiversity

The conservation of biological diversity is as much a social issue as it is an environmental problem. The success of sustainable conservation mainly depends on the use that the different groups of people make of biological resources. Numerous factors influence the conservation or loss of biological resources, e.g., climate change, conflicts, poverty, affluence, HIV/AIDS, gender inequalities, and indigenous peoples' rights. Women's contribution to food production and sustainable development is often underscored yet women have been working the land for centuries to provide for their families. In many parts of South Africa, women do not have title to land and are often denied access to support services that would strengthen their ability to manage the land and promote biodiversity². Rural women, who make up 58 percent of individual living in communities³, face an added vulnerability on the basis of class and geographical location. They largely live in areas falling under traditional authorities, often termed communal land.

The conservation of biodiversity provides an opportunity to promote equality and equity

Conservation policies frequently trigger the introduction of a series of new activities or the change of existing practices. Such changes can be related to land use, agriculture, forestry, livestock, fisheries and water management among others where women and men carry out different activities, have unequal access to different resources, and benefit from their use in a non-equitable manner. The implementation of any biodiversity conservation initiative therefore provides a critical opportunity to contribute to equality and equity, through the creation of possibilities for equitable opportunities and benefits for both women and men.

Gender not exclusively about women's issues

Where issues of gender equality and equity are concerned, there is the general tendency to assume that gender is exclusively about women's issues. On the contrary, a gender perspective addresses both men's and women's issues and the existing relationship between them. In the context of biodiversity conservation, it implies the exploration of the different relationships held by women and men in relation to their environment and resources, and the benefits derived from such relationships.

It is clear from the above that the benefits for the inclusion of both men and women in land use and biodiversity management far outweigh the cons. Eco- feminists argue that sustainable development,

² Author unknown, "Biodiversity between Men and Women" retrieved from <https://www.oecd.org/dac/gender-development/1849290.pdf>

³ Daniels.A, South Africa, Women and Land(2017) retrieved from the Land Portal website <https://landportal.org/news/2016/07/south-africa-women-focus-land>

for any country, cannot be achieved if over half the demographic is left behind. Furthermore, there is evidence that suggests that improving women's control over land including their role in decision-making can promote sustainable agricultural practices and commitment to biodiversity conservation⁴. Integrating gender perspectives into biodiversity management therefore requires urgent attention and appropriate action.

A Gender Analysis is therefore critical in order to inform policy and practice regarding gender biodiversity conservation, sustainable use and exposing gender differentiated practices & inequalities in control and access to resources. It will also provide concrete approaches to addressing gender inequalities and identify strategies to advance women's and other marginalized groups' participation and empowerment. Further, a gender analysis will reveal the linkages between inequalities at different societal levels and how these inequalities may impact the participation of women and other vulnerable social groups in an intervention. If projects do not make those linkages they may run the risk of reinforcing existing imbalances and limit the meaningful participation of women and other vulnerable social groups.

1.5. Objectives of the Gender Analysis

The objectives of the Gender Analysis were to:

- 1) Undertake a Gender Analysis to better understand the gender dynamics (including differences in roles, their access to resources, priorities and needs) related to biodiversity and land use in the targeted project sites;

Findings from the Gender Analysis will be used by SANBI to:

- 2) Enhance and modify project activities to transform gender dynamics in order to achieve gender equity and equality in the Biodiversity and Land Use project

⁴ Clabots. B & Milligan. M(2017) Gender and Biodiversity: An analysis of women and gender equality considerations in National Biodiversity Strategies and Action plans retrieved from https://portals.iucn.org/union/sites/union/files/doc/iucn-egi-nbsasp-report_final_jan17.pdf

2. Gender Analysis Methodology, Process and Approach

2.1 Guiding Framework

The Gender Analysis was guided by the following frameworks: the UNDP Gender Analysis Framework, USAID ADS 205 on Integrating Gender Equality and Female Empowerment in USAID's Program Cycle; USAID's 2012 Women Empowerment in Agriculture Index; and CARE International's Gender Analysis Framework. The Gender Analysis investigated the following Core Areas of Inquiry:

- Gender Roles, Responsibilities and Time Use
- Household Patterns of Power and Decision-Making
- Access to and Control over Knowledge, Assets and Resources and;
- Meaningful Participation in Public Decision-Making

Inception Meeting

A telephonic inception meeting was held between the consultants and the SANBI team in May, 2019. The purpose of the Inception Meeting was to establish a common understanding of the Terms of Reference and the Scope of Work. The SANBI team made a presentation articulating and outlining the scope, target beneficiaries, activities of the Biodiversity and Land Use project. The presentation enabled the consultants to have a deeper understanding of the project and the context in which the Gender Analysis was being carried out. The consultants were given project documents for the literature review process at the meeting and logistics for the Gender Analysis were also finalized.

Development of GA Tools

Guided by the Gender Frameworks identified in the preceding section, the consultants developed tools for the GA. The tools were forwarded to SANBI for review and approval.

Inception Report

An Inception Report, which articulated the consultant's understanding of the Terms of Reference, Scope of Work and the Research Methodology was submitted to SANBI. The Inception Report also contained the GA work plan and tools for the analysis.

1.2. Data Collection Methods

The GA mainly employed qualitative methods for data collection. The following methods were used for collection of data:

Documentary Review

An extensive review of programme literature and documents was carried out by the consultants. Documents reviewed include, inter alia, relevant project theory of change, project reports, mid term review report, relevant policy and legislative frameworks. The documentary review enabled the consultant to have a deeper understanding of the project background, its objectives, context and implementation ethos.

Key Informant Interviews (KII)

In-depth-interviews were conducted with SANBI project staff and partners to enable them to explain in detail the project background and to articulate their perception of gender issues and dynamics in

the project. The in-depth key informant interviews also sought to establish the level of prioritization of gender issues by each partner and whether each partner has sufficient mechanisms for mainstreaming. KII were also held with SANBI stakeholders at municipal levels. The purpose for interviewing these key informants was to solicit information on gender dynamics in the respective programme areas that have an implication on biodiversity and land use.

Focus Group Discussions (FGD)

Participatory Focus Group Discussions were conducted with community members in two of the project target sites (KZN and Eastern Cape). Participatory tools including social mapping, activity calendars and power mapping were used to facilitate the FGDs. Separate FGDs were held with community men, women and young people. The FGDs were conducted to enable community groups to discuss in detail the main forms and drivers of gender inequality, barriers to women empowerment and implications thereof for biodiversity and land use. (See Appendix 2 for list of FGDs conducted).

3. Findings of the Gender Analysis

3.1. Overview of the Legislative and Policy framework on Biodiversity, Gender Equality and Women Empowerment Situation in South Africa

Legislative and Policy Framework

South Africa is ranked as the third-most biologically diverse country in the world,⁵ after Indonesia and Brazil. These countries harbour most of the Earth's species and collectively contain more than two thirds of global biodiversity. Therefore, South Africa attaches great importance to biodiversity conservation.

South Africa is signatory to a number of key international agreements that also provide for biodiversity conservation, gender equality and women's empowerment. The Beijing Declaration and Platform for Action remains widely acknowledged as a visionary agenda for the empowerment of women. It is the most comprehensive global policy framework and blueprint for action. It is a current source of guidance and inspiration to realise gender equality and the human rights of women and girls, globally. Elements of biodiversity are also interwoven in over half of the Sustainable Development Goals (SDGs). Examples of such include managing water quality and soil health; protecting biodiversity and natural heritage; mobilising finances for sustainable management of ecosystems; and integrating ecosystem and biodiversity values into planning, development and poverty reduction plans.

The Convention on Biological Diversity 1993 is the first convention to have a Gender Action Plan, which has had a positive impact on national biodiversity strategy and action plans (NBSAPs) since 1993. According to the International Institute for Environment and Development between 1993 and 2016, 56% of the 256 NBSAPs produced included references to women or gender.

Key components of the international policy and legislative framework for biodiversity include:

- Convention on Wetlands (known as the 'Ramsar Convention') 1971
- The Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) 1973
- The Convention on Migratory Species, also known as the Bonn Convention
- Convention on Biological Diversity (CBD) in 1993
- Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilisation (Supplementary Protocol to the CBD 1993)
- Convention to Combat Desertification (UNCCD) 1994
- The United Nations Framework Convention on Climate Change (UNFCCC) 1994.
- Cartagena Protocol on Biosafety (Supplementary Protocol to the CBD 1993)
- The Beijing Declaration and Platform for Action 1995
- The Aichi Biodiversity Targets
- UNESCO Man and Biosphere Programme (MAB)
- The Strategic Plan for Biodiversity 2011-2020
- Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES)

⁵ South African National Report on the Convention on Biological Diversity to the Fourth Conference of Parties 1998, page 1.

- The 2030 Agenda for Sustainable Development SDGs
- SADC Instruments

South Africa has a well-developed and progressive national policy framework for biodiversity management. This provides for an enabling environment for conservation and sustainable use of biodiversity. The Constitution of South Africa Act 108 of 1996, which is the supreme law of the land, creates the overall framework for environmental governance in the country. Sections 9 and 10 of the Constitution contained in the Bill of Rights guarantee the rights to equality and to human dignity. The right to food, water and land are also guaranteed within the Bill of Rights. The right to equality and dignity as espoused in our constitution means that women's access to, use of and control over land and other productive resources are essential to enable them to provide for their day-to-day needs and those of their families. When it comes to gender inequality, lack of access to land is intimately linked to the politics of poverty and exclusion. Whilst the obstacles that prevent women from enjoying the rights contained in the constitution are highly complex and largely context specific, the root causes of such inequalities are similar worldwide. These include discriminatory cultural attitudes and practices at institutional and community level. Over the years there has been an increasing recognition that inclusive growth requires equal access to opportunities and resources for all segments of society, including for both women and men.

Although the Constitution does not specifically refer to "biodiversity", it enshrines certain environmental rights and specifies various powers and functions of national and provincial governments in terms of "the environment", "nature conservation" and "natural resources" such as soil, water, forests and marine resources.⁶ South Africa is recognised as one of the few countries in the world to have a Biodiversity Act and a National Biodiversity Institute.

In addition National Environmental Management Act, Act 107 of 1998 (NEMA's) in Section 2(q) states that the sustainable development principle recognises the significant role of women in environmental management and development and further advocates for the promotion of their participation thereof.

Key components of the national policy and legislative framework for biodiversity include:

- The White Paper on the Conservation and Sustainable Use of South Africa's Biological Diversity (1997)
- National Environmental Management Act, Act 107 of 1998 (NEMA), as amended
- National Forest Act (Act 84 of 1998)
- Marine Living Resources Act (Act 18 of 1998)
- National Water Act of 1998
- The Mineral and Petroleum Resources Development Act of 2002.
- The National Environmental Management: Protected Areas Act (Act 57 of 2003) as amended
- The National Environmental Management: Biodiversity Act (Act 10 of 2004)
- The National Biodiversity Strategy and Action Plan (NBSAP) 2005
- The National Spatial Biodiversity Assessment (NSBA) 2004
- The National Biodiversity Framework (NBF) 2008
- The National Protected Area Expansion Strategy (NPAES) 2008
- National Biodiversity Assessment (NBA) 2011
- South Africa's 2nd National Biodiversity Strategy and Action Plan 2015 – 2025

⁶ <https://www.environment.gov.za/projectsprogrammes/businessandbiodiversityinsouthafrica>

- Medium Term Strategic Framework (MTSF) 2014 - 2019⁷
- National Development Plan (NDP) 2030

In addition to national legislation, some of South Africa's nine provinces have their own biodiversity legislation, as nature conservation is a concurrent function of national and provincial government.

Women Empowerment Situation in South Africa

South Africa is a highly unequal and patriarchal society, characterised by high levels of gender-based violence, poverty and exclusion. Women continue to be economically, socially and politically marginalised and disadvantaged due to social attributes and gendered norms that hinder their access to opportunities of employment and social organizations. Women still earn 50 per cent less on average than their male counterparts. Despite the fact that there has been an increased participation of women in the informal economy, this has not translated into economic empowerment for the majority of women.⁸

Whilst South Africa has an inclusive Constitution that protects the rights of all, accompanied with a comprehensive legislative policy and statutory framework that supports gender empowerment and equality; there is still a huge challenge in ensuring that these frameworks that have been put in place are effectively implemented, enforced, monitored and evaluated. It remains an essential fact that empowerment of women is a critical process in the transformative of gender relations because it addresses the structural and underlying causes of subordination and discrimination.

3.2. Gender Capacity of SANBI and Partners

Through a number of key informant interviews and a brief survey, the gender analysis sought to ascertain, from the key project implementers their understanding of gender concepts, gender relations and how these impacts on the key target groups that programmes sought to benefit. Moreover, the analysis sought to understand some off the internal gender dynamics and how these shape interactions amongst staff and their ability to be effectively implement. This is on the basis that both men and women are socialised in particular ways and carry certain beliefs and practices which may embedded in patriarchal notions that impact gender relations in the workplace. From the collection of this data, the following observations were made:

Gender and Leadership

⁷ The MTSF a framework guiding government's programme of work in a particular electoral period. Outcome 10 in the MTSF 2014-2019 is 'Environmental assets and natural resources that are well protected and continually enhanced'. It sets priorities for relevant government departments and conservation agencies and forms the government's delivery and implementation plan for the period. The MTSF in turn provides guidance for achieving the NDP 2030 priorities.

⁸<https://www.dpme.gov.za/publications/20%20Years%20Review/20%20Year%20Review%20Documents/20YR%20Women's%20empowerment%20and%20Gender%20equality.pdf>

Whilst SANBI project shows commitment to gender equality and women's empowerment through its representation of women in leadership there is still much to be done in terms of strengthening structural mechanisms for mainstreaming gender and ensuring project staff have sufficient gender skills and understanding to implement the project. This project has a higher representation of women particularly at decision-making level, this basically informs programming including the kind of funds to be allocated to implementation. It is important for women to be visible⁹ in the project as this also affects gendered access to information and resources, material and non-material. One key informant stated that *"women are better communicators and they have the patience to help everyone understand"*. Out of the key informants interviewed, 7 out of 10 represented women. This is not attributed to any deliberate gender policy or gender monitoring framework within SANBI. Project staff have been involved/ employed based on merit and interest. One of the key informants attributed this shift to the new constitutional dispensation, in that *"it affords more opportunities to women now."* This majority female representation is also replicated in the Youth FGD where the majority of participants were young women who not only participated and spoke openly, but also showed great interest in issues of biodiversity and conservation. This indicates that national laws and institutions can either create opportunities or barriers for gender transformation.

Gender Analysis and Strategic planning

Gender equality is a key guiding principle for SANBI as a policy making and implementing institution. SANBI is guided by the country's legislative framework in this regard, however this exercise found that these principles are not translated into plans, programming and the development of activities. Policy making, particularly conservation policy has remained in the realms of men and this has largely led to the historical exclusion of women. Most of the staff showed a basic understanding of gender, particularly as a by-product of having women representation in the project but not as an intentional aspect. However not everyone including biodiversity specialists have the awareness of specific national policies and priorities for gender equality. The concepts of gender and biodiversity remain abstract and unconnected to many policymakers and practitioners in the environment field. In both KZN and the Eastern Cape, the added challenge is that local cultural values and kinship structures are often more relevant to decisions affecting women, men, boys and girls, and these are often patriarchal in nature. Most landowners are still men and only a handful of women have ownership and control of land.

Project staff and beneficiaries acknowledge that Biodiversity and threats to biodiversity affects men and women differently, therefore a gender perspective is required -this allows practitioners and policymakers to consider everyone's capacity, skills and knowledge in the design and implementation of sustainable solutions. For both men and women biodiversity is closely connected to development, access to resources, income-generating activities, food, and essential household products. When one views it from this perspective, the disciplines of biodiversity and gender overlap, and indeed are intrinsically linked.

⁹ Studies have shown that having more women representation, not only enhances descriptive representation, but may in turn may lead to substantive representation. However, this kind of representation is yet to filter beyond to the project beneficiaries/ community level.

Gender responsive programming, budgeting, and implementation

Gender analysis must be done on an ongoing basis during the program cycle to ensure that results of the analysis is used to shape and adjust the program design, map out key stakeholders' positions and capacities; learn from past experience; and anticipate risks and benefits associated with gender equality and gender mainstreaming.

Research studies have shown that in order to address the power imbalances amongst genders it is important that structures be established to support and empower previously disadvantaged groups. For instance, empowering women in rural areas to invest in ecological infrastructure could go a long way in diversifying livelihoods. If women are more empowered this results in greater knowledge and power, not only at household and community level [decision-making] but also greater access to social, political and economic information ultimately leading to transformation.

With regards to this particular project there have been no gender or women/ focused activities or training outside of this gender analysis. Consequently, there is no action plan that refers to gender equality or women's empowerment; therefore no budget allocation or resources have gone into mainstreaming gender outside of this analysis. The interviews revealed that there is a general consensus that there are groups of women who hold key biodiversity and conservation methods as part of indigenous knowledge, yet the project does not seem to specifically tap into this as a key resource.

It is important that any program design takes into consideration the differential perspectives, roles, needs, rights, priorities and interests of women and men as social groups and stakeholders in the designated programme sector, country, region or institution including their practical and strategic gender-related needs.¹⁰

Innovation in gender responsive approaches

There is a general lack an understanding of gender responsive approaches and the meaning of gender accommodating versus gender transformative strategies. Majority of project staff barely identify and document gender transformative approaches and achieved changes even if they do have the capacity to identify such. Gender transformative efforts seek to go beyond promoting equitable sharing of benefits for women, to actively seeking to shift power dynamics. For example, by promoting shared power and control over resources.

The Global Innovation for Change Coalition¹¹ in partnership with UN Women and civil society stakeholders developed some simple key innovation principles that organisations can employ in order to better opportunities for women and to accelerate the achievement of gender equality and women's empowerment namely;

1. Make a high-level corporate commitment to adopt a gender responsive approach to innovation
2. Design innovation that include women as end users

¹⁰ <https://undg.org/wp-content/uploads/2017/03/gender-mainstreaming-issuesbrief-en-pdf.pdf>

¹¹ <https://www.gicccprinciples.org/the-principles>

3. Adopt an adaptive approach to implementation to ensure innovations are gender responsive and meet the needs of women
4. Evaluate the gender responsive impact by using a data driven approach
5. Scale innovations that provide sustainable solutions to meet the needs of women and girls.

An innovative and gender responsive approach will ensure that, women and men's concerns and experiences equally become fundamental elements in the design, implementation, and monitoring and evaluation of natural resource-related projects and policies.

3.3. Gender dynamics in target project communities and Implications for Biodiversity and Land Use

3.3.1. Gender Roles, Responsibilities and Time Use

The Gender Analysis looked at roles and responsibilities of men and women to determine the workload that each of them carry and implications of these roles and responsibilities on biodiversity conservation and land use. Focus group discussions were conducted with separate groups of women, men, young people and traditional and community leaders in order to determine these dynamics.

As in many other communities worldwide, the GA revealed that in all the communities where the BLU project is being implemented, there are obvious gender differentiations in terms of roles, responsibilities and division of labor. In these communities men are traditionally considered as heads of households and breadwinners, while women are mainly viewed as nurturers and home caretakers;

'A man is the head of the household and the woman is his helper. She helps the man make a warm and comfortable home. She must cook and do all the chores' (FGD – Traditional Leaders, KZN)

'Men hold the power in the home. They are the ones who make the major decisions. This is how it has always been in our communities' (FGD – Traditional Leaders, EC)

'According to our culture, women wake up in the morning and clean. When its rainy season, we spend most of our time in the fields. Men go and work in order to bring money into the home' (FGD - Men, KZN)

Further, in the two communities visited, child care was generally regarded as a women's domain. It involves cooking, feeding children, washing, clothes, taking children to the clinic for weighing, immunisation or when ill. Both men and women revealed that these tasks are performed by women although there are few men that go to clinics with children. FGDs with women in the Eastern Cape also revealed that those men who are seen assisting with child care are scorned at, especially by women. They reported that these men are asked such questions as, *'why have you come to the clinic with the child? Is the mother not there? Is she not feeling well?'*. Men who assist with child care duties were perceived to be under the control and influence of their wives. Such perceptions have an impact on men's masculine egos and discouraged them from participating in household care duties. Women

further indicated that they preferred taking children to clinics when they are ill because they can best explain the health condition of their children since they spend more time with them than men.

In terms of productive roles, traditionally men and women have defined roles although some of those roles intersect. Traditionally gender roles were assigned to men and women according to the physical strength that is required to carry out the task and the tools to be used to complete the task well. There are activities that are done by all household members regardless of sex and age, yet other activities are specific to men, women and/or children. It is important to state that in households where there are no males, females perform some male roles, yet for others, they rely on hired labour.

In both KZN and the Eastern Cape, people rely on the sun for drying the crops in preparation for storage. The head of the household (usually male) is responsible for checking the appropriate moisture content level of the grain for storage. Drying of maize grains at the homestead is the responsibility of women and girls because they are around the homestead most of the times. Smoking of cobs for seed for use in the coming season is done by women. This is done in the kitchen and a kitchen is generally considered a place for women.

Shifting Gender Roles

Important to also note is how, due to socio-economic and demographic changes, there has been gradual shifts in gender roles, thereby increasing the work burden on rural women. The GA revealed that while traditional gender roles for women have basically remained the same, overtime these have expanded to include those roles and responsibilities traditionally considered as men's. On the other hand, while men have dropped some roles and responsibilities that are traditionally considered as men's, they have been reluctant to do roles that are considered as women's. This has increased women's work burden and as shall be discussed below, this has implications for biodiversity conservation and land use. During FGDs, women attributed the shift in traditional gender roles to the high rates of unemployment, migration and widowhood;

'Things are now changing as girls can now do what was considered boys' duties. Both girls and boys can now milk cows, do laundry and cook' (FGD, Young people, KZN)

This thing of letting women work has given us problems as men/ men doing women's work puts men in a position where they are viewed as 'weak' [siyoyoyo]' (FGD – Young people, KZN)

Roles considered as men's such as herding cattle, guarding crops against wild animals, ploughing, fencing and provision of basic needs such as clothing, food and school fees are also now being done by women. The difficult macro-economic situation has resulted in a high rate of unemployment which has seen men gradually losing the traditional role of "family provider". Women are now feeding for their families and gradually taking over the role of family provider. FGDs with men revealed that men were increasingly getting frustrated by failing to act the 'provider' role due to the prevailing difficult economic situation. They admitted that; *"We are not real men, anymore because we do not have jobs and we cannot provide for our families as we used to before.*

However, while noting these shifts, it is clear that household chores are still largely relegated to women and girls. Women continue to take the leading role in managing household through controlling consumption patterns, collecting firewood for fuel and cooking, managing household waste, and providing healthcare through traditional medicines. So whilst in principle mind-sets do seem to be shifting, for the most part women continue to bear the major burden when it comes to running the household.

Implications of gender roles on biodiversity conservation and land use

The GA also found that in most of the target communities, women and men play important, but often distinctive roles, in the management and conservation of biodiversity. According to the respondents, men seldom carry the responsibility of collecting and using natural resources for household use, but their responsibilities mainly include, caring for cattle and other larger animals. Women on the other hand are actively involved in the household economy through providing the basic necessities of life food, fuel and water and management of small livestock;

‘As women, we mainly do house chores like cooking and washing. It is also our responsibility to plaster with mud when houses crack and paint falls off. We paint our houses using different soil colours. We also do a lot of home gardening’ (FGD - Women, EC)

‘Women are mainly responsible for food preparation and storage. Washing and fetching firewood is done by young girls who are energetic. Boys herd cattle and sheep...’(FGD - Young people, KZN)

‘Grown man assist with ploughing and removing weeds. In other seasons, they spend their time doing nothing, they delegate man duties to young boys’ (FGD - Women, EC)

Women across all the target communities are tasked with the preparation of food and caring for children. This gender role entitles them to make decisions on the type of food to be consumed in the household on a particular day. Decision making in this realm is based on the traditional assumption that a ‘woman’s place is in the kitchen’ and hence she can make decisions relating to “kitchen issues” that revolve around care and household nutrition. However, only rarely is it explicitly acknowledged that women, in their performance of domestic tasks, sustain an intimate relationship with plants and biodiversity broadly. In fact, the kitchen space is quite possibly the most undervalued sites of plant biodiversity conservation. In spite of its reputation as the site of human ‘reproduction’, the domestic sphere is tremendously productive. It involves a highly demanding and holistic level of traditional technical knowledge and skills and also requires inert decision making and frequent innovation to respond to external and internal changes.

3.3.2. Access to Knowledge and Control Over Assets and Resources

Women and men hold different sets of knowledge on biodiversity

Women and men’s knowledge can contribute to biodiversity. However, given the gender division of labour, to a larger extent women and men tend to possess different sets of indigenous knowledge and expertise about the local environment, plant and animal species and their products and uses. Women’s roles as food providers and food producers link them directly to the conservation and sustainable utilization of genetic resources for food and agriculture. These long lived practical experiences have given women a unique decision-making role and knowledge about local crop and farm animal management, ecosystems and their use. Examples include the diverse use of medicinal plant species and wild plants that are used for meat preservation or as food in times of need;

‘Women are more involved in the collection of medicinal plants...this is because they are the ones usually at home when a member of the family falls sick. The treating of illnesses through the use of plants is best known and frequently done by women in their capacities as midwives and/or herbal specialists (FGD – Traditional and Community Leaders, EC)

In our homesteads we have 'ikhala' (Aloe forex), which we use as medicine. This tree can also be sold for income...we also have edible wild fruit trees like 'umviyo (wild medlar) which we collect for eating. It is also very nutritious.' (FGD - Women, EC)

'Sneeze Wood is a tree cut to store meat when there is an event so that the meat does not go bad fast. This is common knowledge to women in our community because we are the ones who prepare the food (FGD – Women, EC)

Further, respondents added that women tend to possess greater knowledge of the usefulness of wild plants than men and perceive their usefulness differently. Men on the other hand primarily use gathered plants for agriculture (fodder and mulch) while women's uses are more related to the household medicines, food and tools. One of the examples shared by respondents in the Eastern Cape, was men's extensive knowledge on wild animals including rabbits, zebras and jackals and what they mainly feed on. They further gave examples of poisonous trees like 'umkhawuzane' also known as *diachapetalum cymousm*. This tree is also known to be fatal to animals especially ruminants like cattle, goats and sheep. Men, therefore carry the responsibility to protect animals from feeding off the tree.

From the above, it is clear that women and men's specialized knowledge of the use and value of biodiversity is largely determined by their gender roles and practices. Men and women not only have different knowledge of medicinal plants, their knowledge is also structured in a different way, which is related not only to the division of labour, but also to social power. These gender-differentiated indigenous knowledge systems play a decisive role in the conservation, management and improvement of biodiversity. The decision about what and how to conserve biodiversity largely depends on the knowledge and perception of what is most useful to the household and local community.

Gender differences exist in rights and access to natural resources

Men and women generally have access to land, but ownership is reserved by traditional authorities. Traditional authorities hold the power to distribute and cease the land. Respondents from KZN, gave an example of the Ingonyama Trust which is a corporate entity established as custodian and to administer the land traditionally owned by the Zulu people. This trust has been very patriarchal in nature and is comprised only of men. Traditional disputes relating to land where women are involved get complicated because women are not allowed to appear before the traditional authorities without male representation. The majority of the participants felt that this needs to change and practices need to be in line with the constitution which calls for equality before the law.

Respondents from the different project sites largely acknowledged the patriarchal nature of the land tenure in the communities citing the continued existence of discrimination on the basis of gender. Few women have ownership of land in their own right and in many instances use rights that are mediated by their relationships with men, hence their participation is often restricted as a result. Rights, access and control over local resources do not match women's increasing responsibilities for food production and management of natural resources. For example, while women from the KZN Ozwathini forestry project have empowered themselves to produce timber which they sell to provide for their families, the plots of land that they use for this, remains to a larger extent under the ownership of their husbands or other male figures. This carries the consequent effect of limiting women's engagement in biodiversity conservation and land use. Consequently, this acts as a barrier to women's empowerment and gender equality.

3.3.3. Meaningful Participation in Decision-Making

Women's Limited Participation in Decision making

Across the project target communities, it was noted that household power dynamics are rooted in cultural and religious beliefs and practices. Men exhibited patriarchal attitudes and justified gender inequality on the basis of culture and tradition. Men were generally agreed that since they are the heads of households, they should have a final say on major decisions that affect the household. Women also generally agreed that they should play a subordinate role within the family based on the cultural understanding that the man is the head of household. They however argued that in terms of decision making, the process should be consultative and consensual.

The GA also established that power dynamics within households varied with age. Younger women on the other hand reported that their husbands consult them on most decisions as there is an increasing awareness among the younger generation that it is important to do joint decision making within the household.

Further, women respondents raised concerns on their limited participation in biodiversity and natural resource-related public decision-making processes. Despite attempts to mainstream gender at the national and global levels, men tend to dominate in the newly emerging decision-making and policy arenas of biodiversity. The equal participation of women in community-based decision making remains a complex and difficult goal to achieve, especially in the contexts of highly unequal gender and class relations. To a large extent, community-level participation often leaves women's voices & concerns unacknowledged;

We can't take decision concerning land without the chief's approval and consultations with HeadMEN (own emphasis) and community leaders. Most community leaders are men (FGD – Women, EC)

Participants from the KZN women's focus group discussion also challenged the notion that men should only be allowed to speak on matters relating to land. The group reiterated that because women also live on the land, it is important for them to participate in decision making relating to how the land is utilised not just as widows but as equal members of society.

In the Eastern Cape, women emphasized on the need for them to have a voice and to equally benefit from the proposed new game reserve earmarked for the area. They indicated that it would be important for women and young women in particular to be considered for substantive employment opportunities created through the game reserve;

'Women also need to benefit as much as men from the new game reserve. We also want to be considered as game rangers, security personnel, chefs and Administration staff. We can do it.' (FGD – Women, EC)

'There is a young woman from the local community who has already approached the Chief requesting for land to build a lodge within the Game reserve. Such requests must be considered. Our own children must benefit from this establishment' (FGD, Women, EC)

'During agricultural off seasons, women must also be considered for short term employment opportunities at the Game Reserve. (FGD, Women, EC)

The above reflections point to the need to ensure women's voices and experiences are taken into account in biodiversity decision making processes. Women and men play important roles in biodiversity management, use, and conservation through their different tasks and responsibilities.

Consequently, they have different needs, priorities, and knowledge about diverse crops, plants, and animals. All of these need to be taken into account when making decisions on biodiversity management and conservation.

4. Implications for the BLU project

Gender Roles, Responsibilities and Time Use

As discussed in the sessions above, differences in the gender roles of women and men often results in differences in reliance on biodiversity and land. Consequently, this has the potential effect of different capacities in how women and men contribute to biodiversity conservation initiatives. Women's roles as gatherers, cultivators, natural resource managers and providers of sustenance and health for their families constitutes substantial local knowledge systems that can contribute to the conservation and use of biodiversity. Gender-differentiated local knowledge systems play a decisive role in the conservation, management and improvement of biodiversity. Again, changes within the household composition affect available labour resources and have a profound impact on biodiversity management. The above need to be taken into consideration in efforts to mainstream biodiversity within municipal programming.

Access to Knowledge and Control Over Assets and Resources

In most societies women typically have fewer ownership rights than men¹². Women frequently have de facto or land-use rights as compared to men's de jure or ownership rights. Without secure land rights, women and men farmers have little or no access to financial credit in order to make investments in improved natural resource management and conservation practices. Poor rural women lacking secure land tenure often depend on common property resources for fuel and food and, therefore, for the well-being of their households. The depletion of common property resources poses a severe threat to the livelihoods and food security of poor rural women and men.

Further, it is an acceptable fact that gender disparities in access to and control over labour can hinder productivity. Gender roles act as social determinants on availability of labour. Gender, agricultural and household tasks in the project target communities are determined by social expectations which usually result in unequal bargaining powers that distort household allocation of labour and productive resources. In this research, while women and female children tend to carry out similar tasks related mostly to the household, men are more involved in outdoor activities.

According to ILO, the discrimination against women and the minority in the labour market is a significant obstacle to economic efficiency and social development. Perceptions on the supposedly 'natural' abilities of women has contributed to the assigning of women to unskilled and unpaid care work. The new proposed Game Reserve in the Eastern Cape needs to take into account these realities and experiences in order to ensure that both women and men equitably benefit from labour opportunities that will accompany this establishment;

¹² Wangari, E., Thomas-Slayter, B., & Rocheleau, D. (1996). Gendered visions for survival. *Feminist political ecology: Global issues and local experiences*, 127-154.

'As women, we want to know how the proposed game reserve will benefit us because we also want money out of it. We want the game reserve to employ our youth. We want our community to be considered first and benefit from all opportunities. We want to develop our villages.'

'Cleaners, cooks and security guards must come from our community so that everyone benefits. This place will become a tourist attraction hence we want jobs' (EC, FGD)

Going forward, the BLU project needs to take the above concerns into considerations in order to avoid perpetuating gender inequalities in communities.

Meaningful Participation in Decision-Making

While communities are generally aware that it is government policy that there should be equal representation of men and women in public decision making structures, the GA established that despite these efforts, the structures are still largely dominated by men. In the Eastern Cape, for example, while there are women who are recognised as chiefs, it was also noted that these positions are mainly awarded to women as temporary 'place holders' for their sons who may have migrated to urban areas. Other community based structures such as Ward Committees are also largely dominated by men.

Women's limited participation in decision-making processes at local levels restricts their capacity to engage in political decisions that can impact on their specific needs and vulnerabilities. Because women play a restricted or limited role in the public affairs of many communities, special steps need to be taken so that women are consulted on biodiversity management. Other ways must be found to tap women's knowledge, needs and requirements, and to determine their commitment and contributions to biodiversity management. Participation in decision making by both men and women is crucial in promoting the objectives of the BLU project. There is, a need to ensure that women influence decisions that affect their lives. Men and traditional leaders need to be engaged with so that they embrace and acknowledge the importance of women's participation in public decision making.

Overall, the BLU project needs to consider the following in its efforts towards mainstreaming biodiversity conservation;

- Recognise and document the value of women's indigenous technical knowledge of plant resources and wild fruits, and promote its use in appropriate spheres;
- Ensure women's full participation and decision-making capacity in conservation and management efforts and policies that affect them; and monitor such efforts for their effects on women's rights, status and welfare;
- Improved land tenure for women can support biodiversity. Without title to land, women are often denied access to support services that would strengthen their capacity to work the land and promote biodiversity;
- Equitable access to agricultural resources and inputs can support biodiversity. Access to land is a critical resource needed by women farmers. Both women and men working with plants and animals need credit, technical support, and extension services.
- Increased involvement of women in decision making structures can contribute to biodiversity conservation. If women are left out of the planning and implementation of local initiatives, valuable input is lost. As well, there tends to be very unequal participation among women and

men in official biodiversity initiatives. Given cultural obstacles and gender stereotypes, women often find it difficult to enter into relevant professional fields and gain specific expertise.

5. Conclusion and Recommendations

Based on the findings of the Gender Analysis, the below are key recommendations on the way forward;

Gender Action Plan

SANBI needs to put in place a Gender Action Plan that is informed by the results of this Gender Analysis. Through this analysis, gaps have been identified which the Action Plan will need to address. The Action Plan should be developed through a participatory and consultative process involving all partners and stakeholders to ensure ownership of the plan as well as its outcomes. The plan should be communicated and disseminated to all levels of the BLU project.

Gender Capacity Strengthening

Some gender mainstreaming gaps were identified during the GA among SANBI Partners, and municipal level stakeholders. Ongoing gender mainstreaming training is needed for partners and project staff. The capacity training will enable project stakeholders to systematically mainstream gender and develop a common approach to tackling gender inequality and women empowerment issues.

Strengthen the Project Results Framework

There is need to strengthen the Project Results Framework to enable it to capture Gender Equality and Women Empowerment Indicators. The framework should go beyond gender disaggregated figures but should capture qualitative outcomes of gender mainstreaming. A common reporting template for the project needs to be developed and should have adequate space for capturing qualitative gender mainstreaming indicators.

Traditional and Religious Leaders as entry points

SANBI needs to utilise more traditional, religious and community leaders as entry points for the gender mainstreaming process. Community members take leaders as role models and take a cue from them and hence if leaders are empowered through training and awareness programmes, the new values they acquire through training will trickle down slowly to the communities. Role models amongst the traditional leaders should be identified and moulded into gender champions who speak out against harmful traditional and cultural practices that perpetuate gender inequality

Awareness Raising on the provisions of laws and policies on gender equality and women empowerment

The Project needs to incorporate a community awareness raising component on the provisions of laws and policies that support gender equality and women empowerment. This will enable men and women to know their rights, and be better able to promote and protect them.

In conclusion, one of the key objectives of the Convention on Biological Diversity (CBD), is to ensure the “fair and equitable sharing of the benefits” from the use of biological diversity. This cannot be

addressed at all without considering the importance of women and gender relations in biodiversity management at the local level, and the presence of gender inequalities and gender bias in local, regional, national, and international systems that develop norms and regulations around biodiversity conservation.

Through this GA study, we have determined that if the roles and needs of one gender are overlooked, then the costs and benefits of biodiversity depletion and conservation will not be accurately understood or estimated. It therefore follows that gender responsive approaches to estimating the costs and benefits of biodiversity conservation is a necessity.

6. Key Considerations for a developing a Gender Action Plan

In light of the above analysis, the following needs to be taken into account in the development of a Gender Action Plan:

Institutional Level

- Whilst there is higher representation of women at decision-making level at SANBI, there is a need to develop a Gender Policy which will seek to promote an organisational culture that will not only seek to promote equality but equity measures too. This policy will seek to give guidance on the kind of support that the organisation aspires to provide for its staff- this may include initiatives such as child care or supporting staff by making provision to take travel with small children, this however will be determined collectively. Political support and investment in resources will be critical.
- Gender Mainstreaming must be considered, this is critical in ensuring that gender considerations are made in planning, policy making and programme design and implementation. Integral to the development of plans and programmes will be to tap into the traditional knowledge of women and men on biodiversity.
- Staff Development and capacity building initiatives is important in enhancing the knowledge levels of staff gender, gender mainstreaming including integrating gender into programming, research and development appropriate methodologies. There may also be value in enhancing the knowledge of staff on national gender policies and other instruments and their implications on SANBI's work
- Adopting gender responsive budgeting to ensure that financial policies take into account the needs and interest of women and men

Working with Communities

- There is need to develop a comprehensive plan for integrating gender issues for women and youth empowerment through measures of positive discrimination. Identifying stakeholders to work with in the communities, particularly those working on gender, gender justice issues may be useful in partnering on sensitising the community on the need to incorporate gender considerations in bio- diversity conservation and management;
- Organising workshops/conferences on gender issues and compile comprehensive gender statistics including disaggregated data.
- Specific capacity building and consultation must also be targeted at women's groups in the communities to ensure their meaningful participation in decision-making
- Targeted campaigns at community leaders such as traditional leaders, councillors and other state authorities will be important to ensure that women are not left behind in decision-making

- Monitoring and reporting on the participation of both women and men in biodiversity projects