



MEGAM ADVANCES GENDER-SENSITIVE ENVIRONMENTAL POLICY MAKING IN THE ENERGY AND MINING SECTORS

Learn about how MEGAM supported gender mainstreaming in the public sector in Peru

“Gender equality means changing the circumstances that have prevented, and continue to prevent, women from fully exercising their rights and accessing opportunities”

Ministry of Women and Vulnerable Populations (MIMP) 2019
National Gender Equality Policy



The MEGAM project is an eight-year (2016-2024) initiative funded by Global Affairs Canada. The project seeks to improve sustainable economic development for Peruvians, including women and other vulnerable groups, affected by mining and energy activities. With the support of MEGAM, public institutions involved in mining and energy have made several notable achievements in mainstreaming gender equality. While gender equality policies had been put in place, limited progress had been made in operationalizing them. MEGAM facilitates implementation through gender analysis, technical assistance, gender sensitive action planning, and the development of a traffic light tool to assess gender mainstreaming in public goods and services.

Peru calls for equal conditions and opportunities for both men and women. This goal is reflected in Peru's National Gender Equality Policy (2019), which seeks to reduce the structural discrimination affecting women by 2030, and the willingness of public institutions to mainstream gender into policies and processes. One of the key indicators is the mainstreaming of gender in the institutional management of 100% of the ministries and at least 50% of the regional governments.

At present, in many Peruvian government workplace environments, there are barriers that limit the effective participation of women in public management. Incorporating a gender perspective in public institutions involves amending workplace regulations and enabling changes in the institutional culture and systems, for example by improving how meetings are conducted, tackling unconscious bias, and addressing workload issues. It also implies promoting women's representation and active participation at all levels of the civil service, including decision-making positions.

In line with the National Gender Equality Policy, the MEGAM Project has been working with the Ministry of Environment (MINAM), the Ministry of Energy and Mines (MINEM), and their various directorates and affiliated bodies. One of the most successful examples of progress towards gender-sensitive environmental policy, and the integration of a gender perspective into working culture, comes from MEGAM's work with the National Service for Natural Protected Areas (SERNANP) - the body that oversees the conservation of Natural Protected Areas (ANP) and Peru's biodiversity.



PROYECTO
PROGRAMA DE FORTALECIMIENTO DE
CAPACIDADES EN IGUALDAD DE GÉNERO

"Thanks to the trainings provided by MEGAM, we now understand that for us to work towards promoting gender equality, we must first know where we stand and what are the gaps that exist within the institution, at the central and regional levels."

Giannina Espinoza Menéndez, Legal Administrative Specialist, General Management Office, and President of SERNANP's Gender Equality Working Group

Conducting institutional gender analysis

The MEGAM Project helps public sector institutions generate evidence on gender gaps by conducting gender analysis. The results of the "SERNANP Institutional Gender Analysis" were shared with the relevant public servants leading to an improved understanding of gaps and key barriers to women. Working conditions, gender-based salary differences and seniority of positions held, are key examples of barriers and inequalities women are

facing. By identifying gender gaps, organizations can develop approaches to incorporate gender into programmatic thinking and decisions. For example, in March 2022, SERNANP published the Presidential Resolution No. 075-2022-SERNANP which states “to be a member of the ANP Management Committee, public and private institutions must accredit two representatives (head and alternate), preferably representing both genders”.

“The institutional gender analysis allows our partners to understand the situation of men and women working in their entity, the conditions in which they work, the number of women hired, the positions they hold, any gender-based salary differences for the same job, the limitations that women may have in their workplaces, and what their specific needs are.”

Laura Soria, Gender Specialist, MEGAM

According to the analysis, the SERNANP workforce is 22% women, and 78% men, making the gender gap 56%. This means that for every four men working at SERNANP there is only one woman. This figure is significantly higher than the average gender gap for the public sector which, in 2016, reached 6%.

In some instances, gender gaps also exist in favour of women. Such is the case in the coordinating offices of the SERNANP headquarters (-7%) and technical offices within ANPs (-9%) (Soria, SERNANP Institutional gender analysis, 2018). While there are some gender gaps that favour women, major gaps identified disproportionately impacted women for example sexual harassment.



“Sexual harassment was a topic that was neglected and there was not much awareness about it. As a result of the analysis, we began to raise awareness and work on the issue.”

Giannina Espinoza Menéndez, Legal Administrative Specialist, General Management Office and President of SERNANP’s Gender Equality Working Group

Conducting a gender analysis to identify gender gaps is paramount to achieving gender equality across civil service institutions. Identifying underlying barriers and root causes sheds light on how agencies are performing in terms of gender equality, and provides an impetus for agencies to set goals and take action to change the status quo. SERNANP has been very open and proactive in applying a gender lens to its policies and institutional procedures. The technical assistance offered through MEGAM has helped raise awareness about the importance of gender mainstreaming in public institutions and designing gender-sensitive initiatives.

“SERNANP has been willing, since the beginning of MEGAM’s support, to mainstream gender equality into their operations. They have been very cooperative and collaborative in the process. The assistance provided has helped increase gender awareness within SERNANP; and provided them with the tools to be more gender sensitive in their daily operations, for instance by collaborating with the Women’s Affair and Vulnerable Populations and developing gender-sensitive for ANPs.”

Laura Soria, Gender Specialist, MEGAM

In 2019-2020, following the institutional gender assessment carried out with SERNANP, MEGAM conducted institutional gender assessments for MINEM and two of its affiliated bodies, the Peruvian Institute of Nuclear Energy (IPEN) and the Geological, Mining and Metallurgical Institute (INGEMMET). As a result, there are now three institutional diagnostics (MINEM, IPEN and INGEMMET) and one global diagnostic (sum of the institutional diagnostics) providing a high level assessment of the mining and energy sector.

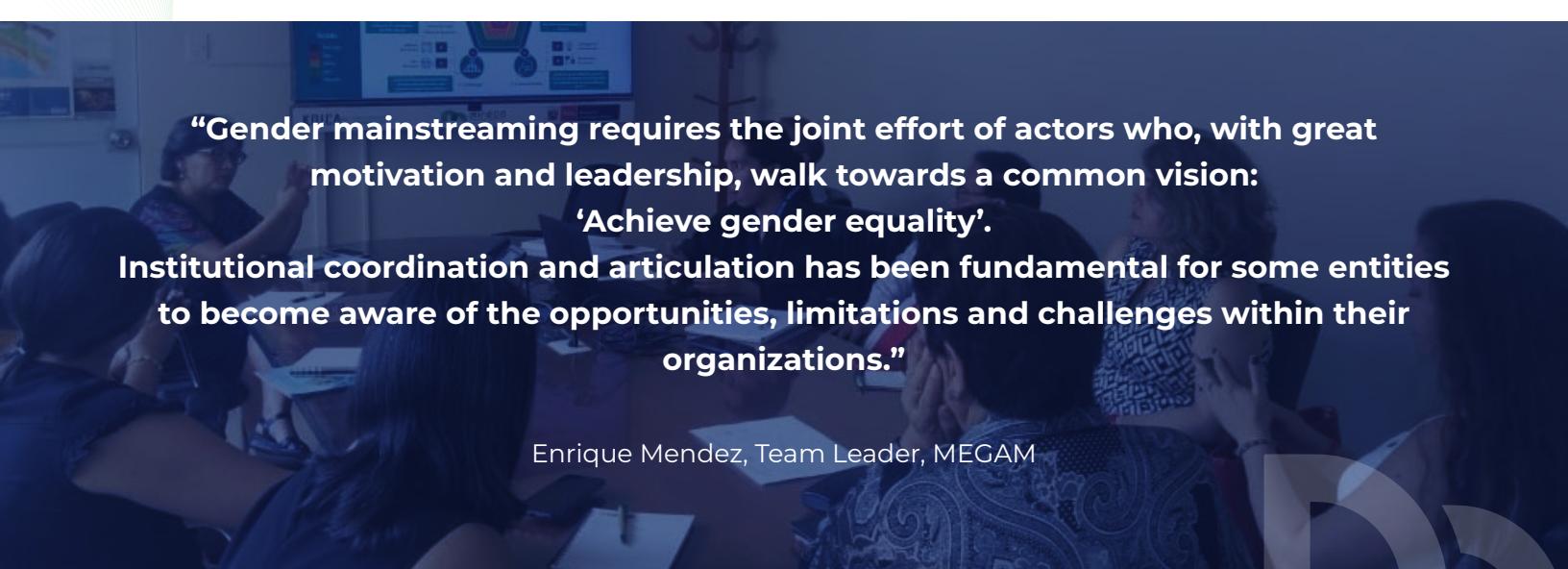
Enabling collaborative gender sensitive action planning

The information on gender gaps obtained through the institutional gender assessments forms the basis to design and implement gender-sensitive action plans. These action plans are developed, implemented and monitored through Gender Equality Working Groups, established by the Ministry of Women’s Affairs and Vulnerable Populations (MIMP). The objective of MIMP is to “coordinate, articulate and oversee gender mainstreaming into public policies and institutional governance, in order to close the gender gaps and promote equality between women and men, under the implementation

of and compliance with the national policy on gender equality (D.S. 005-2017-MIMP)". The improved gender-sensitive action planning achieved with the support of MEGAM contributes to MIMP achieving its objectives.

MEGAM works in close coordination with the General Directorate for Gender Mainstreaming (DGTEG) at MIMP. The role of DGTEG is to carry out intersectoral work and coordinate activities to integrate and mainstream gender issues in public institutions, policies and processes. Through the partnership between MEGAM and DGTEG, technical assistance was provided to the MINAM Gender Equality Working Group to enable them to efficiently mainstream gender into their trainings, key tools, plans and institutional processes. In addition, the Gender Equality Working Groups of MINEM, IPEN and INGEMMET were offered technical guidance and facilitation in the process of developing gender-sensitive Multi-annual Action Plans.

The support provided through MEGAM has also improved the efficiency and effectiveness of the Gender Equality Working Groups by streamlining coordination to achieve common objectives of non-discrimination and equality within the national bodies, specifically SERNANP, MINEM, IPEN, INGEMMET and MINAM. By supporting the capacity building of these ministries, MEGAM contributes to ensuring that the rights of women and vulnerable groups are systematically considered and integrated into mining and energy policies and programs.



"Gender mainstreaming requires the joint effort of actors who, with great motivation and leadership, walk towards a common vision: 'Achieve gender equality'.

Institutional coordination and articulation has been fundamental for some entities to become aware of the opportunities, limitations and challenges within their organizations."

Enrique Mendez, Team Leader, MEGAM

Facilitating gender-sensitive monitoring for the public sector

Gender equality in the provision of public goods and services means that the needs of both men and women are considered and accommodated in terms of the goods and services they require and how they access them. Recognising the importance of this, MEGAM provided assistance to MIMP to develop a traffic light tool that assesses gender sensitivity in public goods and services. Given the environmental focus of MEGAM, and the types of services offered by SERNANP in ANPs, they became the reference entity to design and pilot the tool. Through a series of technical meetings, the tool was developed, tested, and further refined.

The work MEGAM carried out with SERNANP on the traffic light tool gained MIMP's interest. MIMP built on the progress made by SERNANP and worked on a new version of the traffic light tool aimed at serving various types of public services, including priority public services such as health and education. Characteristics and approaches to gender equality differ between public service sectors. By using an adapted traffic light tool, each public entity will be able to better understand if the goods and/or services provided to citizens take into account and meet the specific needs of men, women and intersectional issues of equality.

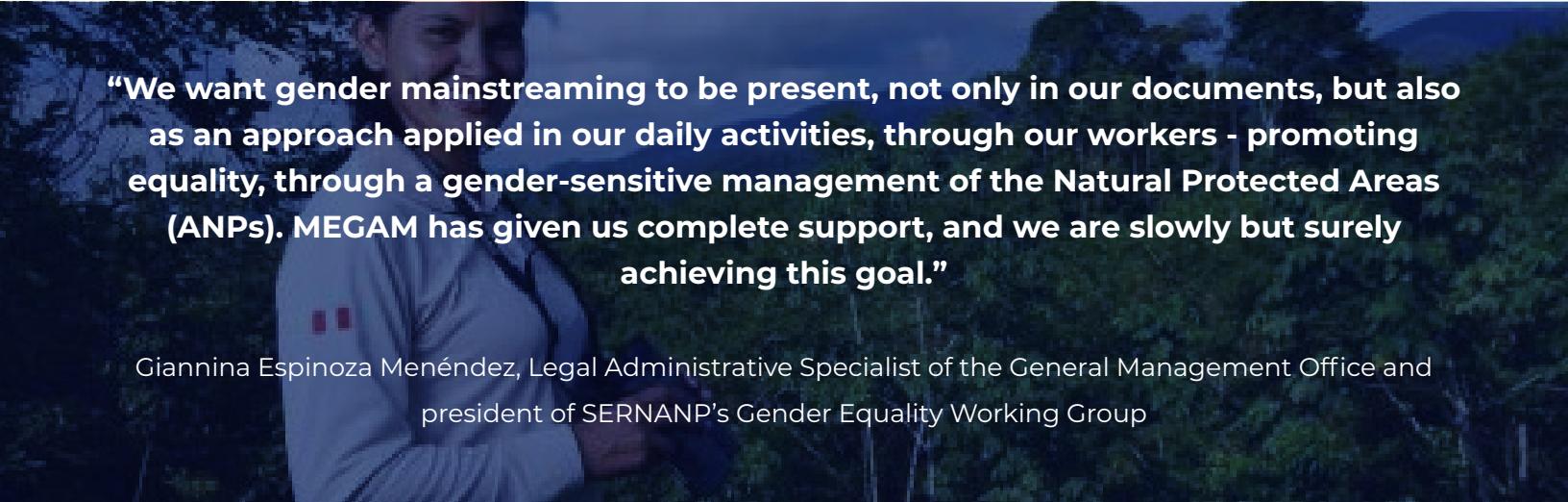
“The traffic light tool helps the user determine the degree to which public goods and services are provided considering the specific needs of men and women, which is essential to promote gender equality. It is very important for MEGAM to have contributed to this process, led by the MIMP.”

Enrique Mendez, Team Leader, MEGAM

Conclusion

MEGAM facilitates gender mainstreaming and contributes to gender responsive policy and environmental management in the mining and energy sector. This is achieved by applying a gender lens to existing policies and institutional processes, and developing gender sensitive tools and mechanisms to support public institutions become gender responsive in their operations. This includes supporting public entities, at national and provincial levels, finding solutions to address some of the barriers that hinder equality between men and women. Some of the approaches employed to do so include: institutional gender assessment, gender-sensitive action planning, and assessment of gender responsiveness in public goods and services.

The institutional strengthening and support provided to national, regional and local government entities laid the foundations for gender transformative change in the public sector in Peru. As a next step, MEGAM is supporting the government to implement processes that put into practice the instruments developed and achieve effective participation of women in environmental management.



"We want gender mainstreaming to be present, not only in our documents, but also as an approach applied in our daily activities, through our workers - promoting equality, through a gender-sensitive management of the Natural Protected Areas (ANPs). MEGAM has given us complete support, and we are slowly but surely achieving this goal."

Giannina Espinoza Menéndez, Legal Administrative Specialist of the General Management Office and president of SERNANP's Gender Equality Working Group

Website: <https://megamperu.org/>

Email: comunicaciones@megamperu.org

Phone: (51) 964 249 885

Office: La Paz 567, office 301, Miraflores, Lima-Peru

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