



# Gender, Governance, and Women's Leadership

The year 2012 saw significant progress in gender and governance activities at ICIMOD. The Bhutan+10 conference on gender and sustainable mountain development generated enthusiasm and a new network for gender and empowerment.

## Gender inclusion and integration:

ICIMOD is strengthening gender integration at ICIMOD by documenting and analysing governance and gender issues and equity in the HKH and developing in-house capacity.

In the development of the Strategic Framework 2012 and MTAP-III, concerted efforts were made to integrate gender and governance issues and perspectives into the design of the new regional programmes. Increasingly, programmes are requesting inputs on gender and governance issues, especially on gender and adaptation to climate change and the 'feminization' of natural resource management.

ICIMOD introduced several important innovations, including the first gender audit of the Centre by a senior international gender consultant following a participatory method; the launch of a network on gender, environment, and mountains; the development of a conceptual framework for adaptation to climate change.

## Governance of natural resources:

ICIMOD held a roundtable and commissioned a state-of-the-art paper on governance and natural resource management issues in the region and has worked to develop of training manual on governance advocacy, gender, and local governance tools and guidelines

In 2012, the Centre launched an important study on gender and biodiversity management in the region to help to fill urgent regional knowledge gaps. To improve awareness of issues and highlight opportunities to integrate gender perspectives into the conservation and development of the Kangchenjunga landscape, gender analysis was carried out to examine the past decade of ICIMOD's work in the landscape.

ICIMOD made extra efforts to ensure that economically poor women producers and collectors are empowered by promoting gender-sensitive community-based high-value products and value chains in India and Nepal. It conducted scoping studies and fieldwork in Nepal and Bhutan and commissioned papers on gender and climate change adaptation. It also worked to integrate gender issues into the HICAP vulnerability and adaptive capacity assessment, held gender trainings through HIMALI, and conducted gender assessments in Bhutan, India, and Nepal through AdaptHimal.

## Women in the spotlight:

ICIMOD continued to strengthen its best gender practices including the International Women's Day celebration, annual Gender Champion Awards, the Gender Resource Team (GReaT), Gender Focal Points, Women's Leadership and Management Training, and implementation of the Gender Equity Policy. The Centre has given particular attention to improving the gender balance in senior positions. Five women scientists and staff benefited from an international training on women's leadership, management, and negotiation skills.

“The CGIAR's Women Leadership and Management training was the most useful training I have ever attended. It helped me to know myself and others, and to gain some techniques and insights on how to deal with people who come from different academic and sociocultural backgrounds and have different perspectives on 'development' or 'change.' Women scientists and professional at ICIMOD can make a difference within the institution if we are given the opportunity.”

– Manohara Khadka  
Gender Specialist, Livelihoods

“The 'Women Leadership and Management Training' provided an environment for women to share and learn from experiences of other women from around the world. It was interesting how similar our stories are. The content of the training was well-conceived and practical so that I could easily relate it to my work, life situation, and experience.

“It was inspiring to know that leadership qualities need not be innate and are skills you can learn and make use of to enhance the leadership potential in you. I no longer doubt myself and know that women can be better leaders and managers.”

– Bandana Shakya  
Biodiversity Analyst,  
Ecosystem Services