

Results of the Gender mainstreaming strategy for the 2016 IUCN World Conservation Congress

Following gender balance analysis of the 2012 Congress, the Congress Unit with input by the Global Gender Office produced a gender mainstreaming strategy for the 2016 Congress which was reviewed and validated by the Congress Preparatory Committee of Council in May 2015.

1. Areas of direct influence

The following areas were identified where the Secretariat, Commissions and Council would have direct influence

- i) gender balance of speakers at Secretariat-, Council- and Commission-led events
- ii) gender balance for candidates for President, Commission Chairs and Regional Councillors
- iii) gender balance of Congress staff
- iv) number, breadth, and quality of events on gender equality issues (e.g. gender and REDD+, EBA, gender in international conventions such as UNFCCC, CBD, and UNCCD as well as, national and subnational policies, etc.)
- v) Communicating gender equality concerns in the context of IUCN's mandate for gender mainstreaming

The results of these targets is analysed below.

Overall, they are positive and have generally improved compared to 2012 as far as data is available. The only area where gender balance has declined since 2012 is for nominations (22% vs. 30% in 2012) and subsequently also for elections of Regional Councillors (25% vs. 37.5%). 5 out of 8 regions had less female candidates with Africa being the only exception of having a higher % of nominated and elected female candidates than in 2012.

Area	Target set	Result																																																
Speakers at IUCN events	Any Forum event organized by the Secretariat, Council or Commission Chairs or Deputy Chairs with two or more speakers/panellists should strive to have 50% women.	<p>322 women attended as a speaker or panellist. 413 speakers/panellists were men. The gender balance for speakers/panellists is then 43.81% female vs. 56.19% male for the sessions organized by the Secretariat and Commissions (215 sessions in total). It must be noted however, that not all session organizers included the speakers on their session web space so the data is probably not complete.</p> <p>Taking into consideration only High-Level Sessions, Official ceremonies and Strategic topics, female speakers represented 37.23% - see detailed break-down per each of these sessions below.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>High-Level Sessions</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>A Changing Climate: ...</td> <td style="color: red;">28.57%</td> <td>71.43%</td> </tr> <tr> <td>Private Finance for Public Good</td> <td style="color: green;">54.55%</td> <td>45.45%</td> </tr> <tr> <td>Conservation 2.0: Empowering Next Gener.</td> <td style="color: green;">44.44%</td> <td>55.56%</td> </tr> <tr> <td>Everybody's Business: Ending Wildlife Traff.</td> <td>37.50%</td> <td>62.50%</td> </tr> <tr> <td>Actions for a Sustainable Ocean</td> <td style="color: green;">55.56%</td> <td>44.44%</td> </tr> <tr> <td>Connections: Spirituality and Conservation</td> <td style="color: green;">50.00%</td> <td>50.00%</td> </tr> <tr> <td>Forum Opening Ceremony</td> <td style="color: green;">50.00%</td> <td>50.00%</td> </tr> <tr> <td>Official Ceremonies</td> <td></td> <td></td> </tr> <tr> <td>Opening Ceremony</td> <td style="color: red;">11.11%</td> <td>88.89%</td> </tr> <tr> <td>Closing Ceremony</td> <td style="color: red;">0%</td> <td>100%</td> </tr> <tr> <td>Strategic Topics</td> <td></td> <td></td> </tr> <tr> <td>The challenge of conserving nature in the face of industrial agriculture</td> <td style="color: red;">25.00%</td> <td>75.00%</td> </tr> <tr> <td>The challenge of preserving the health of the world's oceans</td> <td style="color: red;">22.22%</td> <td>77.78%</td> </tr> <tr> <td>The challenge of building constituencies for nature</td> <td>33.33%</td> <td>66.67%</td> </tr> <tr> <td>Total</td> <td>37.23%</td> <td>62.77%</td> </tr> </tbody> </table>	High-Level Sessions	Female	Male	A Changing Climate: ...	28.57%	71.43%	Private Finance for Public Good	54.55%	45.45%	Conservation 2.0: Empowering Next Gener.	44.44%	55.56%	Everybody's Business: Ending Wildlife Traff.	37.50%	62.50%	Actions for a Sustainable Ocean	55.56%	44.44%	Connections: Spirituality and Conservation	50.00%	50.00%	Forum Opening Ceremony	50.00%	50.00%	Official Ceremonies			Opening Ceremony	11.11%	88.89%	Closing Ceremony	0%	100%	Strategic Topics			The challenge of conserving nature in the face of industrial agriculture	25.00%	75.00%	The challenge of preserving the health of the world's oceans	22.22%	77.78%	The challenge of building constituencies for nature	33.33%	66.67%	Total	37.23%	62.77%
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Nomination of Candidates for	The Terms of Reference of the Nominations Committee	The statistics for nominated Council members show that gender balance for the Commission Chairs has substantially increased since																																																

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President, Commission Chairs and Regional Councillors	<p>of Council at its 85th meeting had established in the TOR of the various positions to consider gender equity when nominating candidates.</p> <p>It was also agreed in Council that second-term Council members were to actively contact women in their region to consider nomination for Regional Councillor.</p>	<p>2012. For President and Treasurer no female candidate was nominated at all in 2016. However, it must be noted that for Treasurer it is quite normal to have only one candidate and for both positions the previous office holders were re-running for election. For the positions of Regional Councillors, the numbers have shifted per region compared to 2012 as outlined in detail below.</p> <p>While Africa and East Europe, North and Central Asia could have increased the number of female candidates and stayed the same for Oceania and West Asia, the ratio has substantively dropped for the other 4 regions. For North America and the Caribbean and South and East Asia, there were no female candidates at all, although admittedly for South East Asia there was originally one female candidate who withdrew her candidacy a couple of months before the Congress. Five regions had less than 30% female candidates nominated.</p> <p>Overall the gender balance for all nominations was slightly lower than in 2012¹.</p> <table border="1"> <thead> <tr> <th>Position</th> <th>% female candidates per region/position</th> <th>% male cand. per reg./pos.</th> </tr> </thead> <tbody> <tr> <td>President</td> <td>0% (idem in 2012)</td> <td>100%</td> </tr> <tr> <td>Treasurer</td> <td>0% (idem in 2012)</td> <td>100%</td> </tr> <tr> <td>Commissions</td> <td>60% (vs. 44.44% in 2012) ↑</td> <td>40%</td> </tr> <tr> <td>Avg Subtotal</td> <td>50%</td> <td>50%</td> </tr> <tr> <td>Africa</td> <td>40% (vs. 25% in 2012) ↑</td> <td>60%</td> </tr> <tr> <td>Meso & South America</td> <td>25% (vs. 33% in 2012) ↓</td> <td>75%</td> </tr> <tr> <td>North America and Caribbean</td> <td>0% (vs. 25% in 2012) ↓</td> <td>100%</td> </tr> <tr> <td>South and East Asia</td> <td>0% (vs. 25% in 2012) ↓</td> <td>100%</td> </tr> <tr> <td>West Asia</td> <td>20% (vs. 33% in 2012) ↓</td> <td>80%</td> </tr> <tr> <td>Oceania</td> <td>33.3% (idem in 2012)</td> <td>66.7%</td> </tr> <tr> <td>East Europe, North & Central Asia</td> <td>33.3% (vs. 20% in 2012) ↑</td> <td>66.7%</td> </tr> <tr> <td>West Europe</td> <td>25% (vs. 50% in 2012) ↓</td> <td>75%</td> </tr> <tr> <td>Average Subtotal</td> <td>21.87% (vs. 30% in 2012) ↓</td> <td>78.13%</td> </tr> <tr> <td>Global average</td> <td>29.55% (vs. 30.61% in 2012) ↓</td> <td>70.45%</td> </tr> </tbody> </table>	Position	% female candidates per region/position	% male cand. per reg./pos.	President	0% (idem in 2012)	100%	Treasurer	0% (idem in 2012)	100%	Commissions	60% (vs. 44.44% in 2012) ↑	40%	Avg Subtotal	50%	50%	Africa	40% (vs. 25% in 2012) ↑	60%	Meso & South America	25% (vs. 33% in 2012) ↓	75%	North America and Caribbean	0% (vs. 25% in 2012) ↓	100%	South and East Asia	0% (vs. 25% in 2012) ↓	100%	West Asia	20% (vs. 33% in 2012) ↓	80%	Oceania	33.3% (idem in 2012)	66.7%	East Europe, North & Central Asia	33.3% (vs. 20% in 2012) ↑	66.7%	West Europe	25% (vs. 50% in 2012) ↓	75%	Average Subtotal	21.87% (vs. 30% in 2012) ↓	78.13%	Global average	29.55% (vs. 30.61% in 2012) ↓	70.45%
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Elected candidates		<p>For all positions but Commissions, Africa, West Asia and West Europe, the gender ratio for the elected candidates was the same as for the ones nominated: for Commissions it dropped to 50/50 (which is due to the fact that 2 female candidates were running for one position) and for West Asia and West Europe it increased to 33.3% because the one female candidate running managed to win the election. Africa increased from 40 to 50%.</p> <p>The most significant drop was in South East Asia where no female Councillor is in office in this intersessional period while in the previous period the ratio was 67% female/33% male and this despite the fact that the number of positions for this region has increased from 3 to 5 which makes the decline even more significant. Four</p>																																													

¹ It must be noted that the number of positions for Regional Councillors has increased from 24 in 2012 to 28 in 2016, due to an increase of positions for Africa (4 vs. 3), South and East Asia (5 vs. 3), and Meso & and South America (4 vs. 3).

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Staffing	50% balance in selecting staff for Congress positions particularly for positions reporting directly to the Functional Leaders.	<p>The gender balance for Staff selected through the internal recruitment process is 60% female vs. 40% male (compared to 55/45 in 2012). This is in line with the ratio of application received (60% female applicants and 40% male applicants). Overall, women were even more overrepresented in the recruitment process than in 2012.</p> <p>However, the balance at the second level managers is more even (58% female vs. 66% in 2012). For Functional Leaders the balance points the other way with only 1 out of 5 being a woman – the ratio is only slightly better than 2012 because one Functional Leader position has been dropped.</p> <table border="1" data-bbox="708 1659 1337 1928"> <thead> <tr> <th data-bbox="708 1659 1034 1697">Functional area</th> <th data-bbox="1034 1659 1203 1697">% female</th> <th data-bbox="1203 1659 1337 1697">% male</th> </tr> </thead> <tbody> <tr> <td data-bbox="708 1697 1034 1771">Communications & Marketing</td> <td data-bbox="1034 1697 1203 1771">71%</td> <td data-bbox="1203 1697 1337 1771">29%</td> </tr> <tr> <td data-bbox="708 1771 1034 1809">Forum</td> <td data-bbox="1034 1771 1203 1809">65%</td> <td data-bbox="1203 1771 1337 1809">35%</td> </tr> <tr> <td data-bbox="708 1809 1034 1848">Logistics</td> <td data-bbox="1034 1809 1203 1848">60%</td> <td data-bbox="1203 1809 1337 1848">40%</td> </tr> <tr> <td data-bbox="708 1848 1034 1886">Support Services</td> <td data-bbox="1034 1848 1203 1886">59%</td> <td data-bbox="1203 1848 1337 1886">41%</td> </tr> <tr> <td data-bbox="708 1886 1034 1928">Assembly</td> <td data-bbox="1034 1886 1203 1928">52%</td> <td data-bbox="1203 1886 1337 1928">48%</td> </tr> </tbody> </table>	Functional area	% female	% male	Communications & Marketing	71%	29%	Forum	65%	35%	Logistics	60%	40%	Support Services	59%	41%	Assembly	52%	48%																											
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² Following elections, 2 out of the 6 Commission Chairs in 2012 were female. However this ratio changed in 2015 to 50/50 when the Chair of the WCPA Commission stepped down and was replaced by a woman. For the purpose of this analysis, the ratio following the elections has been taken into account.

³ region has one more Councillor position compared to 2012.

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Events on gender and events that address gender concerns	For each of the themes/journeys associated with the Congress, a gender focal point should be assigned by the IUCN Senior Gender advisor in consultation with the Gender Taskforce. The Gender Focal Points will assist in the design of Congress activities by proactively providing guidance on how to mainstream gender to the theme/journey leaders. Additionally, the Global Gender Office will work with Members, Commissions and Secretariat to propose at least four workshops and two capacity building sessions to the Forum Call for Contributions that address the issue of gender from various perspectives.	<p>44 events (3.2%) indicated “Gender” as one of the key elements defining the event. These include (9 Knowledge Café, 6 Pavilion Events, 12 Posters, 1 Social Event, 1 UNDP Kauhale, 15 Workshops). 7 events specifically mentioned “Gender” in their titles (4 Workshops, 1 Knowledge Café, 2 Posters). Although not an IUCN flagship Knowledge Product per se, an entire Knowledge Hub session (4h) was dedicated to The Value of Gender Equality for Conservation. No Conservation Campus was held (not submitted during the Call for Contributions) on gender issues.</p> <p>The list of all gender events is available here and included A Deep Dive on Gender and Environment: Policy Landscape, Strategies in Action and Women’s Frontlines Solutions; Closing the gap: Enhancing data, analysis and awareness for gender equality and environmental sustainability and Enhancing Gender Equality in Global Environmental Financing</p>																											
Communicating gender balance	<p>Any promotional material, audiovisual, case study and publication produced for the Congress needs to be gender-sensitive and promote the commitment to gender mainstreaming and gender equality.</p> <p>The communications staff from the Global Gender Office will work with the Global Communications</p>	<p>In all Congress communications, IUCN’s Global Communications Unit worked to ensure Congress communications content contained a diversity of views, including from a gender perspective. In the Congress email marketing campaign, more than half of the featured blogs across all issues in the email campaign came from high-level women and all of the photos of the day galleries show gender-balance.</p> <p>On 23 June 2016 and as part of the email marketing campaign, GCU disseminated a Congress newsletter focused on gender issues in conservation and climate change adaptation and mitigation. The newsletter, <i>Empowering women for resilience and sustainability</i>, included features on gender-responsive national climate action plans,</p>																											

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	<p>Team to ensure appropriate gender-responsive messaging; feature gender issues in daily newsletters and other outreach; and promote gender-expert speakers in interviews and media.</p> <p>The Secretariat will also ensure that on the website and the Congress mobile app, female and male speakers would be promoted in a balanced way even if the actual gender balance of speakers was not 50/50.</p>	<p>IUCN's longstanding commitment to gender equality and the roles that women play in conservation. It included gender-focused testimonials from Conservation International fellow Hindou Oumarou Ibrahim and Executive Secretary of the Convention of Biological Diversity (CBD) Bráulio Ferreira de Souza Dias.</p> <p>As part of IUCN's broader commitment to gender mainstreaming, a feature on women's roles in climate decision-making and policy implementation was included in the 22 April 2016 Congress campaign, <i>Nature: Our powerful ally against climate change</i>. The features and testimonials are now published on Congress website.</p> <p>Resources have been allocated to have a communication officer from the GGO present at the Congress, devoted to this task exclusively.</p> <p>The objective of publishing 50% female speakers was not achieved however – of the speakers published on the mobile app 37% were female.</p>

2. Areas of indirect influence

The areas where the Secretariat and Council only have indirect influence on gender balance relate to the following areas: Member delegates (sponsored or other), speakers at events led by other than Secretariat and Council, participants.

For most of these areas, gender balance has improved compared to 2012 with a 6% increase of female Heads of Delegation (compared to 2012), a 7% increase of female sponsored delegates and 6.5% increase of female participant bringing it to a 50:50 balance.

Area	Target set	Result
Member delegates	<p>The Congress Preparatory Committee of Council requested all Members attending the Congress with more than one delegate to strive for a 50/50 gender balance in the composition of their delegation.</p> <p>The Congress Preparatory Committee of Council also invited all National and Regional Committees from countries in need to work with their Members to have a 50/50 gender balance of sponsored delegates⁴.</p>	<p>It is not possible to assess the composition of all Member delegations at the Assembly as many participants only attended the Congress for the Forum. IUCN did not track how many Member organization staff and who exactly stayed for the Assembly. However, the statistics for the Heads of Delegation who got accredited to exercise their Members' rights at the Members' Assembly are available. The same is true for the representatives of Member and non-Member organisations whose participation was sponsored.</p> <p>1) Heads of Delegation</p> <p>Numbers have generally improved since 2012. The gender ratio in 2016 was 34.92% female vs. 65.08% male which constitutes a 6% increase compared to 2012. Only two regions (Oceania and Africa) had less than 30% female Heads of Delegation. Female delegates' participation has increased for all regions but Oceania and North America and the Caribbean. The most impressive growths have occurred in South and East Asia where percentages more than doubled and climbed from the second lowest (24%) to the highest</p>

⁴ On this matter it is important to recall that the Resolution 3.009 point 3 "REQUESTS the Director General to allocate specific and additional funding to ensure the presence of a representative percentage of women (as representatives of partners, Members, Commissions and the Secretariat) in all forums, workshops and meetings promoted or organized by IUCN".

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		<p>percentage (52%). Africa also almost doubled its percentage (from 15% to 27%) but is still under 30%.</p> <table border="1"> <thead> <tr> <th>Statutory region</th> <th>% of female Heads of Delegation 2016</th> <th>% of female Heads of Delegation 2012</th> </tr> </thead> <tbody> <tr> <td>Africa</td> <td>27.03% ↑</td> <td>15.20%</td> </tr> <tr> <td>Meso and South America</td> <td>43.66% ↑</td> <td>41.13%</td> </tr> <tr> <td>North America and the Caribbean</td> <td>40.45% ↓</td> <td>43.10%</td> </tr> <tr> <td>South and East Asia</td> <td>52.17% ↑</td> <td>23.90%</td> </tr> <tr> <td>West Asia</td> <td>40.00% ↑</td> <td>30%</td> </tr> <tr> <td>Oceania</td> <td>29.70% ↓</td> <td>31.25%</td> </tr> <tr> <td>East Europe, North and Central Asia</td> <td>36.36% ↑</td> <td>29.03%</td> </tr> <tr> <td>West Europe</td> <td>30.12% ↑</td> <td>27.03%</td> </tr> <tr> <td>Grand Total</td> <td>34.92% ↑</td> <td>28.53%</td> </tr> </tbody> </table> <p>2) Sponsored delegates For representatives of Member and non-Member organisations⁵ who were sponsored to attend the Congress, the gender ratio also has significantly improved in 2016 with 37% female (vs. 30% in 2012) with increases in all regions but Oceania and West Europe where massive drops incurred in 2016 however at overall low total number of sponsored delegates (Oceania: 2 out 9; West Europe: 1 out 4). Only three regions continue to have a ratio of less than 30%. While Africa is still at 26% it must be noted that it almost doubled its female representation in 2016. The biggest increase was achieved in West Asia with more than 15% higher ratio.</p> <table border="1"> <thead> <tr> <th>Statutory region</th> <th>% of female SD 2016</th> <th>% of female SD 2012</th> </tr> </thead> <tbody> <tr> <td>Africa</td> <td>26.09% ↑</td> <td>15%</td> </tr> <tr> <td>Meso and South America</td> <td>48.48% ↑</td> <td>43%</td> </tr> <tr> <td>North America and the Caribbean</td> <td>54.55% ↑</td> <td>46%</td> </tr> <tr> <td>South and East Asia</td> <td>33.77% ↑</td> <td>29%</td> </tr> <tr> <td>West Asia</td> <td>47.50% ↑</td> <td>32%</td> </tr> <tr> <td>Oceania</td> <td>22.22% ↓</td> <td>43%</td> </tr> <tr> <td>East Europe, North and Central Asia</td> <td>40% ↑</td> <td>32%</td> </tr> <tr> <td>West Europe</td> <td>25% ↓</td> <td>75%</td> </tr> <tr> <td>Grand Total</td> <td>37.07% ↑</td> <td>30%</td> </tr> </tbody> </table>	Statutory region	% of female Heads of Delegation 2016	% of female Heads of Delegation 2012	Africa	27.03% ↑	15.20%	Meso and South America	43.66% ↑	41.13%	North America and the Caribbean	40.45% ↓	43.10%	South and East Asia	52.17% ↑	23.90%	West Asia	40.00% ↑	30%	Oceania	29.70% ↓	31.25%	East Europe, North and Central Asia	36.36% ↑	29.03%	West Europe	30.12% ↑	27.03%	Grand Total	34.92% ↑	28.53%	Statutory region	% of female SD 2016	% of female SD 2012	Africa	26.09% ↑	15%	Meso and South America	48.48% ↑	43%	North America and the Caribbean	54.55% ↑	46%	South and East Asia	33.77% ↑	29%	West Asia	47.50% ↑	32%	Oceania	22.22% ↓	43%	East Europe, North and Central Asia	40% ↑	32%	West Europe	25% ↓	75%	Grand Total	37.07% ↑	30%
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⁵ According to the data available at IUCN Headquarters, 24 representatives from non-Member organisations were sponsored to attend the Congress in addition to 516 Member representatives. It must be noted that more individuals might have been sponsored by regions and/or Commissions but there is no central data for these available.

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non-Secretariat/non-Council events	event organizers to strive for a 50/50 gender balance in selecting panelists and/or when inviting more than one speaker.	events who had their gender indicated, 42.12% were female. Please note however, that not all event organizers listed their speakers on the Congress web spaces and the data is therefore not complete.																																																																																					
Participants	Balanced participation by men and women at the Congress.	<p>Out of the 7576 printed badges with gender data available⁶, almost 50% are female which is more than 6% higher than in 2012.</p> <p>Ratios have improved for almost all categories apart from Regional/National Committees (however only 6 individuals participated in that category) and Youth were male participants are still heavily underrepresented. The same applies to volunteers. For Media the gender balance has significantly improved (from 22% to 43%).</p> <table border="1"> <thead> <tr> <th rowspan="2">Participant category</th> <th colspan="2">2016</th> <th colspan="2">2012</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Commission Member</td> <td>45.09% ↑</td> <td>54.91%</td> <td>35.53%</td> <td>64.47%</td> </tr> <tr> <td>Entourage</td> <td>44.12% ↑</td> <td>55.88%</td> <td>40.00%</td> <td>60.00%</td> </tr> <tr> <td>Exhibitor</td> <td>57.55% ↑</td> <td>42.45%</td> <td>38.36%</td> <td>61.64%</td> </tr> <tr> <td>General</td> <td>50.29% ↑</td> <td>49.56%</td> <td>34.50%</td> <td>65.50%</td> </tr> <tr> <td>Host Country Staff</td> <td rowspan="2">51.92%</td> <td rowspan="2">48.08%</td> <td>30.87%</td> <td>69.13%</td> </tr> <tr> <td>PCO</td> <td>59.26%</td> <td>40.74%</td> </tr> <tr> <td>IUCN Secretariat/Staff</td> <td>49.58% ↑</td> <td>50.42%</td> <td>48.21%</td> <td>51.79%</td> </tr> <tr> <td>Member</td> <td>44.26% ↑</td> <td>55.48%</td> <td>33.21%</td> <td>66.79%</td> </tr> <tr> <td>Press/Media</td> <td>43.16% ↑</td> <td>56.30%</td> <td>21.97%</td> <td>78.03%</td> </tr> <tr> <td>Regional or National Committee</td> <td>16.67% ↓</td> <td>83.33%</td> <td>21.62%</td> <td>78.38%</td> </tr> <tr> <td>Security</td> <td>8.20%</td> <td>91.80%</td> <td></td> <td></td> </tr> <tr> <td>Speaker</td> <td>37.27% ↑</td> <td>62.73%</td> <td>27.61%</td> <td>72.39%</td> </tr> <tr> <td>Support Staff</td> <td>59.86%</td> <td>40.14%</td> <td rowspan="2">68.76%</td> <td rowspan="2">31.24%</td> </tr> <tr> <td>Volunteer</td> <td>73.19%</td> <td>26.81%</td> </tr> <tr> <td>Youth</td> <td>70.33%</td> <td>29.67%</td> <td>68.29%</td> <td>31.71%</td> </tr> <tr> <td>Grand Total</td> <td>49.80% ↑</td> <td>50.20%</td> <td>43.44%</td> <td>56.56%</td> </tr> </tbody> </table> <p>Looking at participant numbers by region, ratios have improved for almost all regions apart from South and East Asia but this statistic might be skewed because of the fact that the previous Congress was in that region and the volunteers, support staff and PCO which constituted a high number of people was mostly female. The same effect needs to be taken into account when analysing the numbers for North America and Caribbean where the 10% increase in female representation ratio is probably mostly due to the volunteers, Host Country and support staff. Overall, gender balance in terms of participants is achieved almost across the globe. The only regions where additional efforts are needed to attract female participants are Africa and West Asia. It must be noted that for the latter, the sponsored delegates program already has positive effects (see above) while in Africa the ratio for sponsored delegates is even 6% below the general ratio for that region.</p>	Participant category	2016		2012		Female	Male	Female	Male	Commission Member	45.09% ↑	54.91%	35.53%	64.47%	Entourage	44.12% ↑	55.88%	40.00%	60.00%	Exhibitor	57.55% ↑	42.45%	38.36%	61.64%	General	50.29% ↑	49.56%	34.50%	65.50%	Host Country Staff	51.92%	48.08%	30.87%	69.13%	PCO	59.26%	40.74%	IUCN Secretariat/Staff	49.58% ↑	50.42%	48.21%	51.79%	Member	44.26% ↑	55.48%	33.21%	66.79%	Press/Media	43.16% ↑	56.30%	21.97%	78.03%	Regional or National Committee	16.67% ↓	83.33%	21.62%	78.38%	Security	8.20%	91.80%			Speaker	37.27% ↑	62.73%	27.61%	72.39%	Support Staff	59.86%	40.14%	68.76%	31.24%	Volunteer	73.19%	26.81%	Youth	70.33%	29.67%	68.29%	31.71%	Grand Total	49.80% ↑	50.20%	43.44%	56.56%
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Area	Target set	Result				
			2016		2012	
		Participant region	Female	Male	Female	Male
		Africa	32.23%↑	67.77%	25.30%	74.70%
		Meso and South America	47.13%↑	52.87%	41.99%	58.01%
		North America and Caribbean	54.11%↑	45.89%	44.47%	55.53%
		South and East Asia	40.52%↓	59.48%	45.81%	54.19%
		West Asia	28.06%	71.94%	28.05%	71.95%
		Oceania	47.74%	52.26%	46.15%	53.85%
		East Europe, North and Central Asia	51.15%↑	48.85%	37.65%	62.35%
		Europe (West)	45.56%↑	54.44%	38.72%	61.28%
		Grand Total	49.82%	50.18%	43.44%	56.56%

Legend:

↑ indicates if percentages have increased since 2012

↓ indicates if percentages have decreased since 2012

■ indicates if percentage is below 30%

■ Indicates if percentage are above 40%