



**GENDER  
EQUALITY,  
WOMEN'S  
EMPOWERMENT,  
AND LEADERSHIP**

in National Biodiversity  
Planning, Monitoring,  
and Reporting

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# KEY TERMS AND CONCEPTS

## Gender

Gender refers to the social attributes, activities, and opportunities associated with being male and female and the relationships between genders. These social attributes are culturally dependent and change over time.<sup>1</sup> The Office of the United Nations High Commissioner for Human Rights acknowledges that a person's gender identity may or may not be aligned with the sex assigned to them at birth. Many cultures also recognize genders outside of the male/female binary, including people who are non-binary, two-spirit, and third-gender.<sup>2</sup> Article 1 of the Universal Declaration of Human Rights establishes the rights of all genders, affirming that “all human beings are born free and equal in dignity and rights.” The [2015-2020 CBD Gender Plan of Action](#), which served as the authoritative guide for integrating gender considerations into the NBSAPs that are reviewed in this publication, centers its guidance around women and men and does not define what “gender” is or what gender-disaggregated data” should look like.<sup>3</sup> This may be defined by countries.

## Gender equality

UN Women defines gender equality as “the equal rights, responsibilities and opportunities of women, men, girls, and boys. Equality does not imply sameness but that the rights of women and men will not depend on the gender they were born with. Gender equality implies that the interests, needs, and priorities of all genders are taken into consideration, recognizing the diversity of different groups. Gender equality is not a women's issue but should concern and fully engage all genders while recognizing that neither all men nor all women are a homogenous group.”<sup>4</sup>

## Gender gap

The gender gap is “the disparity between the condition or position of women and men in society, measured in various ways.”<sup>5</sup> The 'gender pay gap' refers to differences in earnings between men and women. The gap in wages between men and women varies depending on countries, but globally, and according to the Global Gender Gap Report 2021 from the World Economic Forum, women in most countries earn around 63% of men's wages in similar roles.<sup>6</sup>

1 UN Women (2022). Handbook on Gender Mainstreaming for Gender Equality Results. Retrieved from: <https://www.unwomen.org/sites/default/files/2022-02/Handbook-on-gender-mainstreaming-for-gender-equality-results-en.pdf>

2 United Nations Office of the United Nations High Commissioner for Human Rights (2019). Born Free and Equal: Sexual Orientation, Gender Identity and Sex Characteristics in International Human Rights Law. Second Edition. Retrieved from: [https://www.ohchr.org/sites/default/files/Documents/Publications/Born\\_Free\\_and\\_Equal\\_WEB.pdf](https://www.ohchr.org/sites/default/files/Documents/Publications/Born_Free_and_Equal_WEB.pdf)

3 Convention on Biological Diversity (2014). Mainstreaming Gender Considerations. 17 October. UNEP/CBD/COP/DEC/XII/7 <https://www.cbd.int/doc/decisions/cop-12/cop-12-dec-07-en.pdf>

4 UN Women (2022). Handbook on Gender Mainstreaming for Gender Equality Results. Retrieved from: <https://www.unwomen.org/sites/default/files/2022-02/Handbook-on-gender-mainstreaming-for-gender-equality-results-en.pdf>

5 UN Women (2021). Training Centre Elearning Campus: Gender Equality Glossary. Retrieved from: <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36>

6 World Economic Forum (2021). Global Gender Gap Report 2021: Insight Report. Geneva, Switzerland. [https://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](https://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

## Gender mainstreaming

Gender mainstreaming is a strategy for achieving greater equality across genders. It is not a goal or an objective on its own. Instead, UN Women defines it as “the process of assessing gendered implications for women and men of any planned action, including legislation, policies, or programs, in all areas and at all levels. It is a way to make women's, as well as men's, concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres, so that men and women benefit equally, and inequality is not perpetuated.”<sup>7</sup> The UN uses gender mainstreaming to advance progress on achieving equality for women and girls, which is a core guiding principle of the UN Charter.

## Gender-responsive

Gender-responsive is an adjective to describe an approach that “proactively identifies, understands, and implements interventions to address gender gaps and overcome historical gender biases in policies and interventions. Gender-responsive [projects] attempt to re-define gender roles and relations and contribute proactively and intentionally to the advancement of gender equality.”<sup>8</sup>

## Women's empowerment

The empowerment of women and girls refers to their ability to “gain power and control over their own lives,” per UN Women. It “involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources, and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. This implies that to be empowered, women and girls must not only have equal capabilities (such as education and health), and equal access to resources and opportunities (such as land and employment), but also agency to use these rights, capabilities, resources, and opportunities to make strategic choices and decisions (such as is provided through leadership opportunities and participation in political institutions).”<sup>9</sup>

7 UN Women (2021). Training Centre Elearning Campus: Gender Equality Glossary. Retrieved from: <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36>

8 Food and Agriculture Organization, United Nations Development Programme, United Nations Environment Programme (2017). UN-REDD Methodological Brief on Gender. Retrieved from: [https://www.unclearn.org/wp-content/uploads/library/unredd\\_methodological\\_brief\\_gender\\_final.pdf](https://www.unclearn.org/wp-content/uploads/library/unredd_methodological_brief_gender_final.pdf)

9 UN Women (2021). Training Centre elearning Campus: Gender Equality Glossary. Retrieved from: <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36>

# EXECUTIVE SUMMARY

Gender equality, women's empowerment, and leadership are central issues to the international biodiversity conservation and sustainable development agendas.<sup>10</sup> Women benefit from a policy environment that favors activities that build and strengthen their capacity, increases their access to resources and opportunities, and supports their leadership and effective participation in decision-making processes. These interventions have positive impacts on poverty, food security, and conservation, among other benefits to communities, economies, society, and biodiversity.<sup>11</sup> Promoting opportunities for gender equity, women's empowerment, and leadership during national biodiversity planning, monitoring, and reporting, such as towards the Kunming-Montreal Global Biodiversity Framework, adopted by Parties to the Convention on Biological Diversity (CBD) at the Fifteenth Conference of the Parties (COP) in 2022, helps to ensure an inclusive and equitable approach to biodiversity conservation for the benefit of present and future generations.<sup>12</sup> However, biodiversity policies are often created without women's input or leadership, resulting in policies that may not as effectively respond to their needs or account for women's knowledge and experience.<sup>13</sup>

This publication provides seven entry points for mainstreaming gender into planning, monitoring, and reporting for revised or updated National Biodiversity Strategies and Action Plans (NBSAPs) that are aligned with the Kunming-Montreal Global Biodiversity Framework and the 2022-2030 Gender Plan of Action. Case studies illuminate how these entry points can also be applied at the local and regional level, for gender-responsive small-scale conservation and sustainable development projects. The publication also seeks to shed light on trends in the capacities of countries to mainstream gender during the development of national biodiversity reporting systems related to CBD, based on an assessment of gender in Sixth National Reports to the CBD from more than 60 Parties. These findings can help guide national-level actions towards pursuing gender equality in biodiversity planning, monitoring, and reporting.

## Key messages include:

- The Kunming-Montreal Global Biodiversity Framework emphasizes the importance of accelerating progress toward gender equality while working for harmony with nature. Targets 22 and 23 of the Framework call for gender-responsive representation and participation in decision-making related to biodiversity and gender equality in its implementation. The 2022-2030 Gender Plan of Action, adopted alongside the Framework, provides specific actions, deliverables, and timelines that Parties are urged to follow.
- Efforts to safeguard biodiversity will fall short without the contributions and leadership of women, as their roles and responsibilities often put them in direct contact with nature, resulting in rich knowledge about local species, their uses, and management. However, women often have less access and control over land, natural resources, and other productive assets, and receive fewer related benefits. To address the triple biodiversity, climate, and sustainable development crisis, both women and men must be mobilized to share, strengthen, and use knowledge to safeguard nature and ecosystem services.

- NBSAPs are countries' primary mechanisms to implement the CBD at the national level and contain national biodiversity targets that aim to contribute to the CBD's strategic plans and frameworks. Countries are now called upon to update or revise their existing NBSAPs in line with the Kunming-Montreal Global Biodiversity Framework by the last quarter of 2024. This NBSAP revision period presents countries with an opportunity to ensure that women are empowered to contribute their specialized skills and shape policies that will impact them and their communities. A gender-responsive approach to NBSAP update or revision is one that recognizes and addresses the distinct roles, access to, and control over resources of both women and men, and strengthens institutional capacities for gender equality and women's empowerment. This can lead to biodiversity policies that are more responsive to the lived experiences and knowledge of men and women and are championed and implemented across all of society, regardless of gender.
- Since 2008, Parties to the CBD have signed off on two previous Gender Plans of Action that seek to embed gender considerations into efforts in support of the CBD. While these plans contributed to increased institutional awareness and understanding of the nexus of biodiversity and gender, the intended concepts of gender equality are not adequately reflected in many NBSAPs or in the implementation of the CBD.<sup>14</sup> A review of NBSAPs from 1993 to 2016 reveals that only 56% mention women or gender. This forewarns just how challenging it may be for many countries to achieve the ambitious gender-related aims of the Kunming-Montreal Global Biodiversity Framework and the 2022-2030 Gender Plan of Action.
- The CBD's national reporting process provides a mechanism for countries to evaluate national progress towards global commitments, and determine NBSAP implementation successes, gaps, and needs. Guidance and lessons from the development of Sixth National Reports are critical to ensuring that countries are equipped to surmount barriers to gender mainstreaming, especially as they prepare updated or revised NBSAPs in alignment with the Kunming-Montreal Global Biodiversity Framework.
- An assessment of 61 Sixth National Report and 58 exit surveys from countries supported by UNDP to mainstream gender during the national reporting process illuminates the barriers that are preventing governments from fully addressing gender-related concepts in national biodiversity policy, monitoring, and reporting systems related to the CBD. For countries without gender-related indicators in their NBSAPs, it is especially difficult to measure and report on the role of women during its implementation. Only one-fifth of the countries supported by the project perceived they had access to qualitative and/or quantitative data on gender and could use it in their National Reports. Countries also reported facing shortfalls around staff capacity, budget, stakeholder interest and involvement, and government support.
- As we take action to halt biodiversity loss and repair our relationship with nature, we must ensure that women are empowered to contribute alongside men as leaders. Mainstreaming gender can lead to more effective biodiversity policies that account for the diverse knowledge of both men and women and are supported across society. Gender-responsive NBSAPs can also reduce the vulnerability of women and men to environmental shocks and reduce the risk of worsening gender inequalities. The full engagement of men and women will also increase the likelihood that National Reports on NBSAP implementation are also gender-responsive.

## Key entry points for countries to mainstream gender into NBSAP planning, monitoring, and reporting

- Gender analysis: A social and political environment that recognizes the rights of women and their capacity to contribute to the conservation of nature is an invaluable precondition to gender equality in national biodiversity planning, monitoring, and reporting. Before initiating efforts to mainstream gender into biodiversity processes, it is important to use a gender analysis to assess and begin to address

<sup>10</sup> Convention on Biological Diversity (2019). Addressing Gender Issues and Actions in Biodiversity Objectives. Quebec, Canada. Retrieved from: <https://www.cbd.int/gender/doc/cbd-towards2020-gender-integration-en.pdf>

<sup>11</sup> Ferre, M. G. (2021). Sustainable Food Systems and Gender Equality in the Context of Climate Change and Biodiversity Conservation. UN Women: Expert Group Meeting Valencia, Spain. Retrieved from: [https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/66/EGM/Expert%20Papers/Marta%20RIVERA\\_CSW66%20Expert%20Paper.pdf](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/66/EGM/Expert%20Papers/Marta%20RIVERA_CSW66%20Expert%20Paper.pdf)

<sup>12</sup> Clabots, B., & Gilligan M. (2017). Gender and Biodiversity: Analysis of Women and Gender Equality Considerations in National Biodiversity Strategies and Action Plans (NBSAPs). IUCN Global Gender Office. Retrieved from: <https://www.cbd.int/gender/doc/gender-biodiversity-nbsaps-report-final.pdf>

<sup>13</sup> Convention on Biological Diversity (2019). Gender-responsive post-2020 Global Biodiversity Framework Considerations for Gender Mainstreaming. <https://www.cbd.int/doc/c/8386/a64b/e06e2ffa458062ca33875216/wg2020-01-inf-01-en.pdf>

<sup>14</sup> Convention on Biological Diversity (2022). Review of Progress in the Implementation of the Convention and the Strategic Plan for Biodiversity 2011-2020 and the Achievement of the Aichi Biodiversity Targets. 9 December. CBD/COP/15/L.4 <https://www.cbd.int/doc/c/0793/fbf2/0adfae350d471aa521c0bdf5/cop-15-l-04-en.pdf>

# INTRODUCTION TO GENDER ROLES IN BIODIVERSITY CONSERVATION

barriers to women's involvement in the management of biodiversity. These barriers can take the form of legal frameworks, social norms, and perceptions about women's role in biodiversity management that shape women's access to natural resources and decision-making opportunities.

- **Economic measures:** Women's equal involvement in biodiversity-based supply chains and sectors can simultaneously facilitate economic prosperity and the protection of ecosystems. When women and men increase their income through sustainable natural resource management, they become more likely to safeguard the biodiversity and ecosystem services that underpin those income streams. Countries can work to increase women's access to sustainable livelihoods and financial decision-making by providing resources, training, and economic levers such as micro-credits, low-interest loans, market linkages, assistance with start-up costs, and business incubation programs.
- **Women's knowledge:** Women often have distinct and valuable knowledge of local biodiversity, sustainable practices, and interdependencies between communities and natural ecosystems. Governments are encouraged to ensure that this knowledge is recognized and applied in biodiversity decision-making at every level. Before starting processes to update or revise NBSAPs, it is important to collect data on the types of information that women hold, and to map out the key knowledge holders to include in stakeholder engagement processes, including Indigenous women and those from local communities. A national gender-biodiversity focal point or hired gender expert can support peer exchanges and other opportunities to elevate and capture women's knowledge and strengthen partnerships among women, and between men and women.
- **Stakeholder consultations:** During consultation processes for biodiversity-related planning, monitoring, and reporting, women should be fully engaged alongside men as key stakeholders. The meaningful participation of women in these decision-making processes can lead to a better accounting for differences in the way that women and men interact with and hold knowledge of natural systems. Key stakeholders include women's groups, gender institutions, local governments, community organizations, gender-biodiversity focal points, gender experts, and Indigenous Peoples and local communities. Governments can consider ways to ensure that these and other groups can contribute to planning, monitoring, and reporting on updated or revised NBSAPs by accommodating different language needs and preferences on time and location to meet and making available childcare and financial reimbursement for the time away from work or other responsibilities.
- **Leadership opportunities:** Governments can take steps to help ensure that women also hold leadership positions within NBSAP governance bodies and other decision-making groups related to biodiversity, climate, and sustainable development policy. It can be helpful to convene national experts to develop recommendations to address gender disparities in leadership and provide women with capacity-building opportunities, such as trainings on public speaking or resource management, to increase their confidence as leaders and agents of change.
- **Resource planning:** It is important that countries allocate sufficient resources to mainstream gender considerations into biodiversity decision-making process in line with the Kunming-Montreal Global Biodiversity Framework and the 2022-2030 Gender Plan of Action. Then, they should determine the technical and financial resources that will be necessary to conduct these activities and explore funding mechanisms. This can include funds to hire a gender expert, conduct a gender analysis, hold trainings and consultations, produce guidance materials, and collect sex-disaggregated data.
- **Data collection and monitoring systems:** Countries are encouraged to set indicators around women's involvement in biodiversity decision-making in their NBSAPs and collect, assess, and report sex-disaggregated data around these indicators. This should include the systematic collection of information on the participation of women and women's groups in planning, monitoring, and reporting, which may come from online databases, reports, surveys, and key informant interviews. This data can help countries identify gaps in the engagement of men and women in processes to revise or update and implement NBSAPs and guide the development of equitable solutions.

Functioning ecosystems with intact biodiversity deliver key services, such as clear water and air, that are essential to human well-being worldwide.<sup>15</sup> More than half of the world's population relies directly on natural resources for their livelihoods.<sup>16</sup> Over 2.6 billion people obtain their income, either partially or fully, from agriculture and over 1.6 billion people depend on forests for jobs, livelihoods, food, and fuel.<sup>17</sup> For example, it is estimated that 10% of the world's population is dependent on fisheries.<sup>18</sup> Investing in nature helps ensure that the most vulnerable people in society, especially the more than 600 million people living in poverty, have durable means of survival.<sup>19</sup>

There is an urgent need to accelerate the pace and effectiveness of our collective action to halt biodiversity loss. Ecosystems become less productive as the composition, structure, or ecological processes that maintain their health are disrupted. Rises in temperatures in turn also exacerbate the stress of harmful human activities to nature and lead to the loss of important habitats and species.<sup>20</sup> These changes often reduce the ability of ecosystems to protect human communities from natural disasters such as floods and droughts. To address current and existential issues on biodiversity, climate, and sustainable development, all key actors - both women and men - should be mobilized to share, strengthen, and use knowledge to safeguard nature and ecosystem services.

Women's roles and responsibilities often put them in direct contact with nature, and they can therefore possess rich knowledge about local species, their uses, and management.<sup>21</sup> Through their observations of changes in the environment and ecosystem productivity, women have an important role to play as agents of change in addressing biodiversity loss. Nevertheless, economic, structural, and social inequalities persist and limit women's recognition, involvement, and access to benefits related to the conservation and sustainable use of ecosystems. Women often have less control over land, natural resources, and other productive assets, as well as related benefits.<sup>22</sup> For example, women are responsible for 43% of agricultural labor in developing countries but hold only a fraction of the world's wealth and land.<sup>23</sup> Their economic empowerment can also be limited due to a lack of education, financial knowledge, access to credit schemes, or rules of law. Many times, women undertake the unpaid management of natural resources, including the provision of household food and energy, the maintenance of family nutrition and health, and the collection of water, firewood, wild foods, and medicinal plants.<sup>24</sup>

15 Reid, W. V., Mooney, H. A., Cropper, A., et al. (2005). Ecosystems and Human Well-Being-Synthesis: A Report of the Millennium Ecosystem Assessment. Island Press. Washington, DC. Retrieved from: <https://www.millenniumassessment.org/documents/document.356.aspx.pdf>

16 Convention on Biological Diversity. (2016). Biodiversity and the 2030 Agenda for Sustainable Development. Retrieved from: <https://www.cbd.int/development/doc/biodiversity-2030-agenda-policy-brief-en.pdf>

17 Convention on Biological Diversity (2016). Sustainable Agriculture Press Brief. Retrieved from: <https://www.cbd.int/adb/image/2016/promotional-material/idb-2016-press-brief-agro.pdf>

18 Food and Agriculture Organization of the United Nations (2020). The State of World Fisheries and Aquaculture 2020: Sustainability in action. Retrieved from: <https://www.fao.org/documents/card/en/c/ca9229en>

19 World Bank (2023). Poverty and Inequality Platform (version 20220909\_2017\_01\_02\_PROD). Retrieved from: <https://pip.worldbank.org/home>

20 Brondizio, E. S., Settele, J., Díaz, S., & Ngo, H. T. (2019). Global Assessment Report on Biodiversity and Ecosystem Services of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services. IPBES Secretariat, Bonn, Germany. Retrieved from: <https://www.ipbes.net/global-assessment>

21 Food and Agriculture Organization of the United Nations (2006). Building on Gender, Agrobiodiversity and Local Knowledge: A Training Manual. Retrieved from: <https://www.fao.org/3/y5956e/y5956e.pdf>

22 Food and Agriculture Organization of the United Nations (2018). The Gender Gap in Land Rights. Retrieved from: <https://www.fao.org/3/i8796en/i8796en.pdf>

23 Food and Agriculture Organization (2011). The State of Food and Agriculture 2010-2011 (SOFA). Rome, Italy. Retrieved from: <https://www.fao.org/3/i2050e/i2050e.pdf>

24 Economic Commission for Latin America and the Caribbean (2021). Implications of Gender Roles in Natural Resource Governance in Latin America and the Caribbean. Retrieved from: <https://www.cepal.org/en/insights/implications-gender-roles-natural-resource-governance-latin-america-and-caribbean>



## GENDER AND THE CBD

Power imbalances, discriminatory practices, and systemic and historical inequalities in gender also influence how women and men are affected by, and involved in, the design of biodiversity policies. Traditional roles or discrimination may also limit women's participation in relevant governance structures related to biodiversity management, such as Protected Area Councils and Rural Development Councils. These factors often hold women back from contributing actively as key agents of change for nature.

When women and girls have limited control over key decisions impacting their lives and the resources needed, they are in consequence more likely to be exposed to disaster-related risks and losses to their livelihoods and are less able to adapt to changes in climatic conditions.<sup>25</sup> Integrating a gender lens in biodiversity-related policies ensures that the perspectives of both women and men are considered, reducing the risk of perpetuating or aggravating inequalities and their damaging consequences over time.

To participate more fully in biodiversity decision-making, it is critical for women and girls to have equal access to resources and opportunities, such as education, land, finance, technology, and employment, and the ability to use these rights, capabilities, resources, and opportunities to make strategic choices and decisions, such as those that are provided through leadership opportunities and participation in political institutions. Governments can promote the empowerment of women and girls by supporting gender-responsive policies that aim to address gender gaps and inequalities and support women with leadership and decision-making opportunities.



Photo credit: Sarawak Biodiversity Centre

25 Organization for Economic Co-operation and Development (2021). Gender and the Environment: Building Evidence and Policies to Achieve the SDGs. Retrieved from [https://www.oecd-ilibrary.org/sites/3d32ca39-en/1/3/1/index.html?itemId=/content/publication/3d32ca39-en&\\_csp\\_=-c53c4487bc06c0c37d-4c3c821248d030&itemGO=oeed&itemContentType=book](https://www.oecd-ilibrary.org/sites/3d32ca39-en/1/3/1/index.html?itemId=/content/publication/3d32ca39-en&_csp_=-c53c4487bc06c0c37d-4c3c821248d030&itemGO=oeed&itemContentType=book)

The CBD opened for signature at the 1992 Rio Earth Summit and was formally founded on 29 December 1993. Now with 196 government Parties, the CBD has three main objectives:

- The conservation of biological diversity;
- The sustainable use of the components of biological diversity; and
- The fair and equitable sharing of the benefits arising out of the utilization of genetic resources.<sup>26</sup>

To achieve these main objectives, the CBD Secretariat developed several mechanisms. [Article 6](#) of the CBD describes NBSAPs as the primary policy mechanisms for implementing the Convention at the national level.<sup>27</sup> Through NBSAPs, governments establish pathways to achieve national objectives, not only on biodiversity and, consequently, climate change, but also to tackle issues around food and water security, disaster risk reduction, and health, thus making them an essential instrument to achieve the Sustainable Development Goals (SDGs). [Article 26](#) requires Parties to submit periodic National Reports that assess the measures that they are taking to implement the CBD and their effectiveness in meeting the Convention's objectives.<sup>28</sup>

### CBD Gender Plans of Action set in 2008 and 2014

To amplify the role of women in biodiversity-related policies, the Parties to the CBD have adopted multiple decisions that increase the convention's focus on mainstreaming gender. The ninth CBD COP, in 2008, the Convention became the first multilateral environmental agreement to adopt a [Gender Plan of Action](#), which defined the role of the Secretariat of the CBD in facilitating efforts to promote gender equality within its work and established strategies and targets for the Secretariat to integrate a gender perspective within all its divisions and provide gender-related tools and guidance for Parties.<sup>29</sup>

Building on these efforts, during CBD COP 12 in 2014, Parties welcomed the [2015-2020 Gender Plan of Action](#).<sup>30</sup> The plan updated the 2008 Gender Plan of Action under the Convention to align with the [Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets](#).<sup>31</sup> This plan also adopted a broader focus, presenting possible steps for the Secretariat and Parties to integrate gender considerations into their measures to implement the Convention. The plan encouraged, but did not require, Parties to include gender-disaggregated data in reporting on the implementation the CBD Strategic Plan for Biodiversity 2011-2020. The National Reports reviewed in this publication are oriented to the 2015-2020 Gender Plan of Action in varying degrees. The "[Review of progress in the implementation of the Convention and the Strategic Plan for Biodiversity 2011-2020 and the achievement of the Aichi Biodiversity Targets](#)" notes that the 2015-2020 Gender Plan of Action "has not been fully implemented and that while awareness and understanding of biodiversity and gender issues have increased, gender equality is not adequately reflected

26 Convention on Biological Diversity (2006). Article 1 Objectives. Retrieved from <https://www.cbd.int/convention/articles?a=cbd-01>

27 Convention on Biological Diversity (2006). Article 6 General Measures for Conservation and Sustainable Use. Retrieved from: <https://www.cbd.int/convention/articles?a=cbd-06>

28 Convention on Biological Diversity (2006). Article 26 Reports. Retrieved from: <https://www.cbd.int/convention/articles?a=cbd-26>

29 Convention on Biological Diversity (2008). The Gender Plan of Action Under the Convention on Biological Diversity. 28 May. UNEP/CBD/COP/9/INF/12/Rev.1 <https://www.cbd.int/doc/meetings/cop/cop-09/information/cop-09-inf-12-rev1-en.pdf>

30 Convention on Biological Diversity (2014). Mainstreaming Gender Consideration. 17 October. UNEP/CBD/COP/DEC/XII/7 <https://www.cbd.int/gender/action-plan/#decisionxii7>

31 Convention on Biological Diversity (2010). The Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets. 29 October. UNEP/CBD/COP/DEC/X/2 <http://www.cbd.int/decision/cop/?id=12268>

in the implementation of the Convention or in many NBSAPs.”<sup>32</sup> In 21% of the post-2010 NBSAPs, the lack of women’s involvement as stakeholders was identified as a challenge for biodiversity conservation or an indirect driver of biodiversity loss.<sup>33</sup> Only 56% of all 254 NBSAPs submitted from 1993 to 2016 mention women or gender.<sup>34</sup> At CBD COP 14 in 2018, Parties determined that the process for developing the next CBD framework to replace the [Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets](#) needed to be gender-responsive and ensure appropriate representation of women and girls.<sup>35</sup>

### Kunming-Montreal Global Biodiversity Framework and 2022-2030 Gender Plan of Action

In December 2022 at CBD COP 15, Parties agreed to the Kunming-Montreal Global Biodiversity Framework, which outlines an ambitious global plan to bring about a transformation in society’s relationship with biodiversity by preserving and protecting nature and its essential services to people. This Framework provides a strategic vision and a global roadmap for what countries need to do, individually and collectively, in this decade and beyond. Its 23 targets and four goals, with two targets focusing specifically on gender (Box 1), aim to put biodiversity on a path to recovery by 2030 at the latest, and towards the full realization of a 2050 vision of living in harmony with nature.<sup>36</sup> The Framework calls upon Parties to ensure the alignment between their NBSAPs and these new global commitments and develop a concrete pathway to achieve them in this decade.



Photo credit: UNDP Bangladesh

32 Convention on Biological Diversity (2022). Review of Progress in the Implementation of the Convention and the Strategic Plan for Biodiversity 2011-2020 and the Achievement of the Aichi Biodiversity Targets. 9 December. CBD/COP/15/L.4 <https://www.cbd.int/doc/c/0793/fbf2/0adfae350d471aa521c0bdf5/cop-15-l-04-en.pdf>

33 Convention on Biological Diversity (2022). Review of Progress in the Implementation of the Convention and the Strategic Plan for Biodiversity 2011-2020 and the Achievement of the Aichi Biodiversity Targets. 9 December. CBD/COP/15/L.4 <https://www.cbd.int/doc/c/0793/fbf2/0adfae350d471aa521c0bdf5/cop-15-l-04-en.pdf>

34 IUCN (2016). Inclusion and characterization of women and gender equality considerations in National Biodiversity Strategies and Action Plans (NBSAPs). <https://portals.iucn.org/union/sites/union/files/doc/eji-fs-nbsaps-web.pdf>.

35 Convention on Biological Diversity (2018). Comprehensive and Participatory Process for the Preparation of the Post-2020 Global Biodiversity Framework. 30 November. CBD/COP/DEC/14/34 <https://www.cbd.int/doc/decisions/cop-14/cop-14-dec-34-en.pdf>

36 Convention on Biological Diversity (2022). Kunming-Montreal Global Biodiversity Framework. 19 December. CBD/COP/DEC/15/4 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-04-en.pdf>

## BOX 1.

### KUNMING-MONTREAL GLOBAL BIODIVERSITY FRAMEWORK TARGETS 22 AND 23

The Kunming-Montreal Global Biodiversity Framework notably asserts that the “successful implementation of the framework will depend on ensuring gender equality and empowerment of women and girls and reducing inequalities” and includes two targets that reference gender:

- **“Target 22:** Ensure the full, equitable, inclusive, effective and gender-responsive representation and participation in decision-making, and access to justice and information related to biodiversity by indigenous peoples and local communities, respecting their cultures and their rights over lands, territories, resources, and traditional knowledge, as well as by women and girls, children and youth, and persons with disabilities and ensure the full protection of environmental human rights defenders.”
- **“Target 23:** Ensure gender equality in the implementation of the framework through a gender-responsive approach where all women and girls have equal opportunity and capacity to contribute to the three objectives of the Convention, including by recognizing their equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action, engagement, policy and decision-making related to biodiversity.”<sup>37</sup>

The CBD COP 15 also ushered in new and elevated ambition for mainstreaming gender through the 2023-2030 [Gender Plan of Action](#) and multiple other COP decisions. It marked the first time that a multilateral environment agreement addressed linkages between gender-based violence and environmental outcomes, with an emphasis on the role of women environmental human rights advocates. It was also the first time that a CBD Gender Plan of Action provided in-depth recommendations on enhancing enabling conditions to ensure gender-responsive implementation of a CBD strategic plan or framework, with a strong emphasis on data disaggregation, and participation and access for women in planning, monitoring, and reporting.

Advancing from previous plans, the 2022-2030 Gender Plan of Action provides a detailed framework with specific gender-responsive actions, deliverables, and timelines that Parties should consider towards the Kunming-Montreal Global Biodiversity Framework. The expected outcomes of the 2022-2030 Gender Plan of Action are the following:

- “All people, in particular all women and girls, have equal opportunity and capacity to contribute to the three objectives of the Convention;
- Biodiversity policy, planning, and programming decisions address equally the perspectives, interests, needs, and human rights of all people, in particular of all women and girls; [and]
- Enabling conditions are created to ensure gender-responsive implementation of the Global Biodiversity Framework.”<sup>38</sup>

37 Convention on Biological Diversity (2022). Kunming-Montreal Global Biodiversity Framework. 19 December. CBD/COP/DEC/15/4 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-04-en.pdf>

38 Convention on Biological Diversity (2022). Gender Plan of Action. 19 December. CBD/COP/DEC/15/11 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-11-en.pdf>

The new plan also “urges Parties and invites, where appropriate, relevant organizations to incorporate the Gender Plan of Action in NBSAPs, and to include gender-specific indicators in the development of national indicators, collecting data disaggregated by sex, age, and other demographic factors and gender indicators, where possible.” Parties are encouraged to submit information in their National Reports on efforts and steps taken to implement the plan. In addition, Decision 15/6, [Mechanisms for planning, monitoring, reporting, and review](#), encourages Parties to apply the 2023-2030 Gender Plan of Action in all aspects of planning, implementation, reporting, and review related to the Kunming-Montreal Global Biodiversity Framework.<sup>39</sup> The Decision 15/3, Review of progress in the implementation of the Convention and the Strategic Plan for Biodiversity 2011-2020 and the achievement of the Aichi Biodiversity Targets, also recommends that Parties take into account failures in achieving the 2015-2020 Gender Plan of Action when developing, updating, or revising their NBSAPs.<sup>40,41</sup>

**Figure 1. Entry points for mainstreaming gender**



39 Convention on Biological Diversity (2022). Mechanisms for Planning, Monitoring, Reporting and Review. 19 December. CBD/COP/DEC/15/6 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-06-en.pdf>  
 40 Convention on Biological Diversity (2022). Review of Progress in the Implementation of the Convention and the Strategic Plan for Biodiversity 2011-2020 and the Achievement of the Aichi Biodiversity Targets. 19 December. CBD/COP/15/3. <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-03-en.pdf>  
 41 For more information on the CBD's gender mainstreaming work, please refer to this webpage: <https://www.cbd.int/gender>. It includes a variety of resources, including the [Pocket Guide to the 2015-2020 Gender Plan of Action](#).

# IV

## ENTRY POINTS FOR MAINSTREAMING GENDER

The next generation of NBSAPs will guide national action towards the Kunming-Montreal Global Biodiversity Framework. Decision 15/6 “[Mechanisms for planning, monitoring, reporting, and review](#),” adopted at CBD COP15 in 2022 requests Parties to revise and update their NBSAPs aligned with the Framework and its goals and targets. The revision or update of NBSAPs offer the opportunity to mainstream gender into biodiversity planning processes. An enabling environment that recognizes the rights of women and their capacity to contribute to biodiversity conservation is an invaluable precondition to gender equality in national biodiversity planning, monitoring, and reporting.

During NBSAP revision or update, it is important to recognize that women and men access and use natural resources in specific ways, and as a result, they develop, hold, and apply knowledge around biodiversity uniquely due to gender-differentiated biodiversity practices. Gender roles must be understood and acknowledged, and women’s leadership promoted when it comes to policymaking related to the conservation, sustainable use, and management of nature.<sup>42</sup> A gender-responsive approach to NBSAP revision or update is one that engages women, as well as men, as central actors during the development and implementation of NBSAPs. It also recognizes and addresses the distinct roles, access to, and control over resources by both women and men, and strengthens institutional capacities for gender equality and women’s empowerment. By mainstreaming gender into NBSAP planning, monitoring, and reporting, countries can ensure that strategies and actions are grounded in the diverse knowledge, skills, and experiences of both women and men. The full engagement of all genders will also increase opportunities to find innovative solutions, gain wider support, and enhance the sustainability of national biodiversity policy.

The following entry points provide guidance mainstreaming gender into the management of biodiversity during NBSAP planning, monitoring, and reporting. These entry points build on the recommendations from reviewing post-2010 NBSAPs and Sixth National Reports to the CBD to identify opportunities to increase women’s empowerment and leadership. Many data points come from the UNDP project Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD, which was implemented from 2017-2020 and funded by the Global Environment Facility (GEF).



### Entry Point 1. Gender Analysis

Before initiating efforts to mainstream gender into biodiversity planning processes, it is important to undertake a gender analysis to understand the relationships between men and women, their access to resources, and their activities in a given country. Indicative Action 1.1.1 of the 2022-2030 Gender Plan of Action recommends that countries “compile baseline data and research on the relationship between conservation interventions, sustainable use and all women and girls’ rights to ownership and control over land and access to natural resources and to water.” Similarly, Indicative Action 1.2.1 recommends “conduct[ing] participatory assessments with baselines to identify gender gaps and effective measures to enable equal access to resources, services and technologies relevant for the governance, conservation and sustainable use of biodiversity.” This type of information is a precursor to determining the appropriate measures to take to create a positive enabling environment for gender equality, women’s empowerment, and leadership in national biodiversity planning, monitoring, and reporting. The results can help identify inequalities at different societal levels and determine

42 Secretariat of Convention on Biological Diversity (2017). What is Gender and Biodiversity? Retrieved from: <https://www.cbd.int/gender/biodiversity/>



how these inequalities may impact the participation of women and other vulnerable social groups in biodiversity policy-making and implementation. This information can then be used as a basis for identifying strategies to help ensure women's and men's equal opportunities to participate in, contribute to, and benefit from project resources, activities, and results.

A gender analysis can be undertaken by a gender expert, with specialized knowledge of gender issues and/or sector-specific and region/country expertise. The UNDP checklist in Box 2 presents guiding questions for governments to consider when analyzing the national and local context to gain a better understanding of issues around gendered divisions of labor and time use, access and control, power and decision-making, and knowledge and capacities. The results identify how and why gender differences and inequalities persist and are relevant. They can also help decision makers to more fully consider the different needs, roles, benefits, impacts, risks, and access to/control over resources of women and men. This includes considerations of intersecting categories such as age, social status, ethnicity, and marital status.

Findings commonly take the form of legal frameworks, social norms, and perceptions about women's role in biodiversity management that shape women's access to natural resources and decision-making opportunities. These conditions often restrict or dissuade women from engaging in NBSAP planning, monitoring, and reporting. Examples include social and cultural barriers and structural barriers. For example, social and cultural barriers include biases and customs that limit the roles of women and men. The 2023 Gender Social Norms Index, published by the UNDP, reveals that almost 9 out of 10 people hold biases against women. For example, about half of the world's population believes that men make better leaders than women and more than a fourth of people think that university is more important for men than women. This existence of biases is persistent across the world, regardless of Gross Domestic Product (GDP), and can shape women's roles in the public and private spheres.<sup>43</sup>

Structural barriers include a lack of time, poverty, restricted access to land and water, and lack of education. Land ownership customs may limit women's engagement, with women having fewer opportunities to access land and resources in many places, and prevented by law from owning, managing, and inheriting property. For example, most countries lack laws that protect women and men equally, and the legal rights that women have to participate in legislative and business processes are often limited. The World Bank identifies only 14 countries or economies where women have equal rights as men across all areas.<sup>44</sup> According to a study of 190 countries by the World Bank released in 2023, 40% of these countries have at least one legal constraint limiting women's rights to property, 23% do not grant widows the same inheritance rights as widowers, and 22% prevent daughters from inheriting the same proportion of assets as sons.<sup>45</sup> The lack of equal access and control of land can perpetuate gender disparities and result in missed opportunities to incorporate women's biodiversity knowledge into land management practices. Therefore, it is necessary to review and, where possible, reform these systems to lay the groundwork for gender equality in biodiversity policy, with the CBD [2023 - 2030 Gender Plan of Action](#) recommending that countries "take measures to update national legislation so that all women and girls have equitable access to ownership and control over biological resources, as well as land and waters."<sup>46</sup>

43 United Nations Development Programme (2023). 2023 Gender social norms index: Breaking down gender biases: Shifting social norms toward gender equality. <https://hdr.undp.org/system/files/documents/hdp-document/gsmi202303pdf.pdf>

44 International Bank for Reconstruction and Development / The World Bank. (2023). Women, business, and the law 2023 <https://openknowledge.worldbank.org/server/api/core/bitstreams/b60c615b-09e7-46e4-84c1-bd5f4ab88903/content>

45 International Bank for Reconstruction and Development / The World Bank. (2023). Women, business, and the law 2023 <https://openknowledge.worldbank.org/server/api/core/bitstreams/b60c615b-09e7-46e4-84c1-bd5f4ab88903/content>

46 Convention on Biological Diversity (2022). Gender Plan of Action. 19 December. CBD/COP/DEC/15/11 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-11-en.pdf>

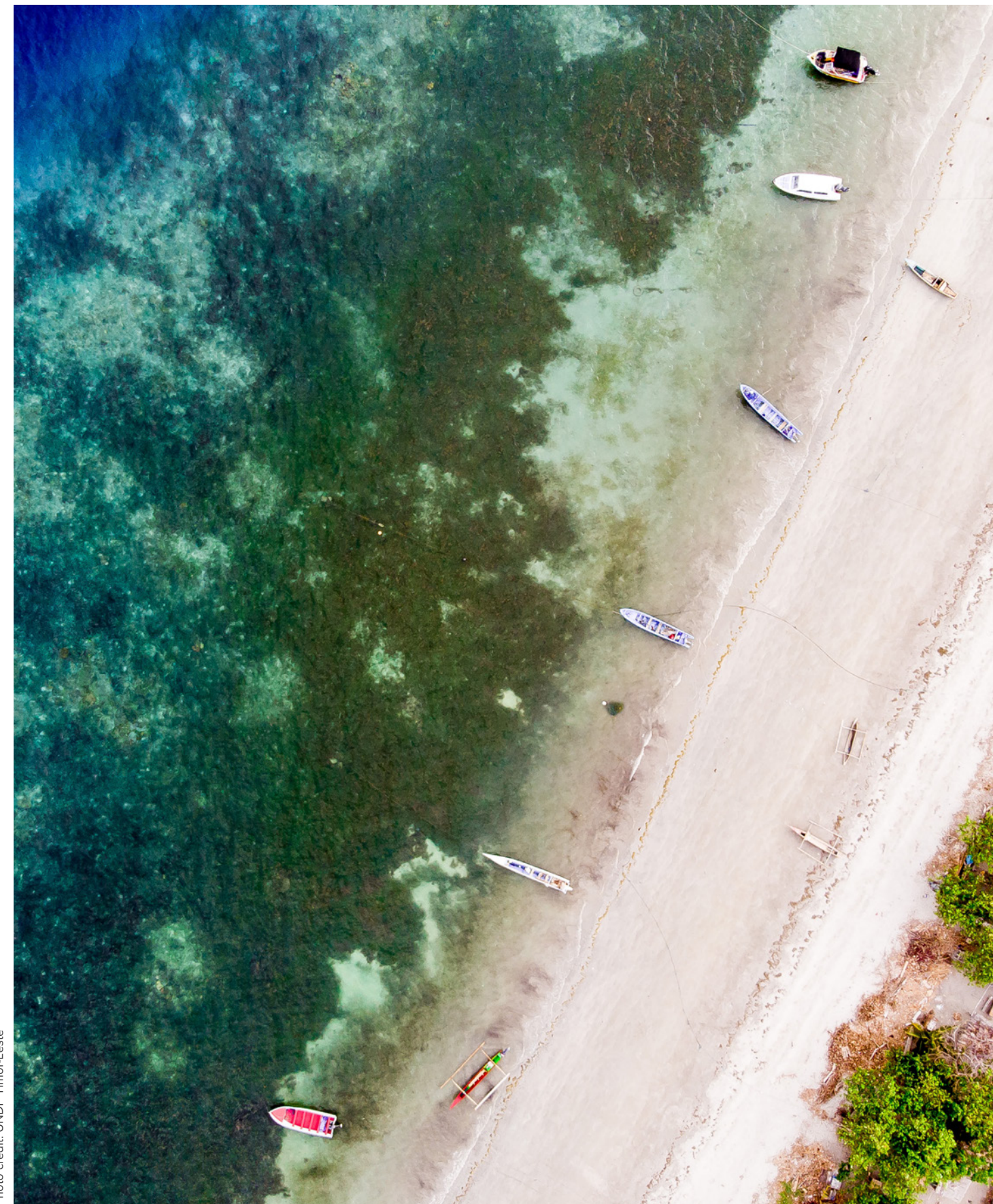


Photo credit: UNDP Timor-Leste

## Box 2.

### UNDP CHECKLIST FOR CONDUCTING A PARTICIPATORY GENDER ANALYSIS ADAPTED FROM THE PROJECT DOCUMENT: ENHANCING ACCESS TO CLIMATE FINANCE IN THE ECIS REGION<sup>47</sup>

#### 1. What is the context?

**Guiding questions:** What is the legal status of women in the country? Are there national policies, plans, or commitments on gender equality and women's empowerment? How are women and men regarded and treated by customary and formal legal codes and the judiciary system (this includes an assessment of state-issued documentation such as identification cards, voter registration, property titles, the right to land, inheritance, employment, atonement of wrongs, and legal representation)? How are women considered in national policies and legislative frameworks that are tied to natural resources and ecosystems? What are commonly held beliefs, perceptions, and stereotypes relating to gender? Are there differences between women and men in the local context in terms of rights, resources, participation, and gender-related customs?

#### 2. Who does what?

**Guiding questions:** What is the division of labor among women and men? How do women and men participate in the formal and informal economy? How do women and men spend their time throughout the day, week, month, and/or year, and during the seasons? Who makes decisions and manages household time and resources? Who takes responsibility for the care of children and the elderly? Are there certain tasks that only women or men are expected to perform? Are there shifts in the household division of labor? Are these shifts shared equitably? How do the gendered division of labor and patterns of decision-making affect biodiversity planning, monitoring, and reporting, and how could these efforts affect the gendered division of labor and decision-making?

#### 3. Who has access and controls what?

**Guiding questions:** Who has access to and control over resources? Do women and men benefit equally from resources and are women and men likely to benefit equally from the resources, products, or activities related to biodiversity? Who benefits from opportunities, for example, in regards to land, livestock, financial services, health, education, employment, information, and communication? What are the barriers that men and women face in accessing quality services that are accountable, transparent, and responsive to their needs and interests?

#### 4. Who decides?

**Guiding questions:** Who participates in the decision-making in the household, the public sector, and the private sector? Are the bargaining positions of women and men different? Are women involved in making economic decisions? What are the decision-making structures related to biodiversity planning, monitoring, and reporting? Who is likely to participate in decision-making structures at the different levels or phases of biodiversity planning, monitoring, and reporting? What are women's and men's capacities to make decisions freely, and to exercise power over one's body, whether in one's household, community, municipality, and state? In what kinds of decisions do women participate or manage (household management, schooling for children, family decision-making, family planning, etc.)? In what avenues or strategies do women engage to influence household decisions? What barriers do women and other vulnerable social groups face in meeting their practical needs and interests?

#### 5. Who knows what?

**Guiding questions:** What are the training, education, and literacy levels of women, men, and other social groups in relation to biodiversity planning, monitoring, and reporting? Do women and men have equal access to education, technical knowledge, and skill upgrading? Do men and women have different skills and capacities and face different constraints? What is the value associated with women's and men's respective knowledge and skills? Are women's or men's knowledge or skills in specific areas valued differently?



Photo credit: Gregoire Dubois

<sup>47</sup> United Nations Development Programme (2017). Project Document: Enhancing Access to Climate Finance in the ECIS Region. Retrieved from: [https://info.undp.org/docs/pdc/Documents/SVK/104887\\_ProDoc\\_Climate-Finance\\_signed.pdf](https://info.undp.org/docs/pdc/Documents/SVK/104887_ProDoc_Climate-Finance_signed.pdf)

### Box 3. CONSIDERATIONS OF A GENDER ANALYSIS

A gender analysis is encouraged to consider:

Existing national policies and legislative frameworks that are tied to natural resources and ecosystems,

- Legal rights and status of women,
- Gender-division of labor,
- Gender-division of access and control over resources,
- Gender-division of household decision-making,
- Women's capacity needs and skills,
- Perceptions of women.

Data may come from national gender statistics, time-use surveys, national action plans, and qualitative data generated through policy and academic research and participation assessments. Information from stakeholder consultations and interviews can also be incorporated, along with site visits, depending on the project context and availability of data.

During NBSAP planning, monitoring, and reporting, governments can consider the following questions:

- ▶ *What barriers restrict or dissuade women from engaging in biodiversity decision-making?*
- ▶ *How do national laws and policies shape women's rights and access to land and resources?*
- ▶ *What are common perceptions about the role of women in the management of biodiversity?*
- ▶ *Are women perceived as essential to NBSAP planning, monitoring, and reporting?*
- ▶ *Are issues of gender equality and women's empowerment addressed in national policies and strategies related to biodiversity conservation?*
- ▶ *Do institutions involved in NBSAP planning, monitoring, and reporting have a gender mandate or policy?*
- ▶ *If not, what mechanisms can be put in place to support gender mainstreaming?*
- ▶ *How do managers demonstrate a commitment to gender equality and women's empowerment?*
- ▶ *Are training or resources on gender equality and mainstreaming provided to staff of the national institutions and stakeholders involved in NBSAP planning, monitoring, and reporting?*

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**Case Study.** The power of a gender analysis towards achieving gender equality, women's empowerment, and leadership: strengthening capacities of rural aqueduct associations to address climate change risks in water-stressed communities in Northern Costa Rica

Costa Rica's Northern Pacific Region is experiencing increased drought as a result of climate change. This new reality threatens the region by diminishing access to clean and safe water – an internationally recognized human right and necessity for local economies.<sup>48</sup> Led by UNDP Costa Rica and the Costa Rican Institute of Aqueducts and Sewers, the GEF-funded project, “Strengthening capacities of rural aqueduct associations to address climate change risks in water-stressed communities in northern Costa Rica” worked with communal aqueduct associations to help them improve in their water practices and promote water-conserving agricultural techniques. The associations are responsible for providing 30% of the population with potable water.

The project demonstrates the power of gender analyses to improve outcomes for nature-related initiatives. The gender analysis conducted at project inception revealed that project goals could not be met without addressing gender gaps. This analysis discovered that women and men use water differently and have disparate roles in communal aqueduct associations. Commonly, women are responsible for the management and sustainable use of water for domestic work, often associated with care work, including care of children and older people, among others. While women have developed extensive knowledge of water management and should be key actors in communal aqueduct associations, they still tend to only hold administrative and secretarial roles.<sup>49</sup> Of the 1,400 communal aqueduct associations, only 149 had female presidents.

Based on these results, the project developed a gender strategy with interventions at three levels: macro (with institutions such as UNDP Costa Rica and the Costa Rican Institute of Aqueducts and Sewers), meso (with communal aqueduct association leadership and the Regional Offices of Communal Aqueducts), and micro (at the community level). These interventions included trainings on climate change adaptation

48 United Nations Human Rights Office of the High Commissioner. Special Rapporteur on the Rights to Water and Sanitation. Retrieved from: <https://www.ohchr.org/en/special-procedures/sr-water-and-sanitation>

49 United Nations Development Programme. Costa Rica: Community, Water and Development. Youtube Video. Retrieved from <https://www.adaptation-un.org/resources/videos/costa-rica-community-water-and-development>

Specific to NBSAP planning, monitoring, and reporting, several activities are recommended to create a supportive environment for gender mainstreaming:

- Developing, promoting, and, if needed, translating informational material and training on the impacts of gender mainstreaming on biodiversity outcomes to targeted groups.
- Sharing examples of successful contributions of women to biodiversity-related actions and projects and lessons learned.
- Using materials and capacity-building activities can help raise awareness of and address biases on women's roles and capacities.
- Helping ensure that decision-makers, government officials, technical experts, planners, and other relevant stakeholders understand gender inequalities and how they can influence the achievement of biodiversity objectives.
- Inviting ministries of gender or women's affairs, and women's groups and networks to serve as important partners in the development of these materials, training, and activities around gender mainstreaming due to their expertise.
- Documenting these interventions, their impact, and other lessons learned in the NBSAP planning, monitoring, and reporting to assist with future national biodiversity policy processes.

through a gender lens for both men and women and workshops in water management and spatial data that specifically targeted women. To prevent childcare from being an impediment to the participation of women, these workshops were accompanied by care spaces staffed by volunteers from the community so that the children were safe and active while their caregivers participated in the training.

The Costa Rican Institute of Aqueducts and Sewers also adopted a gender policy and action plan to ensure the inclusive management of water at all levels. Likewise, the project supported with analysis, contributions, and advocacy to the revision of the aqueduct association's rules on procedure to reduce the regulatory barriers for women and young people to access positions on the boards of directors. Consultations were also carried out with local women regarding their interest in receiving technical training on the operation of aqueducts, both to increase their participation and to generate non-traditional employment opportunities. Due to the massive positive response, negotiations were started with training institutions to facilitate women's participation. These interventions not only improved outcomes for women, but also for communal aqueduct associations, increasing their capacity to lead in climate change adaptation and resilience.<sup>50</sup>



## Entry Point 2. Economic Measures

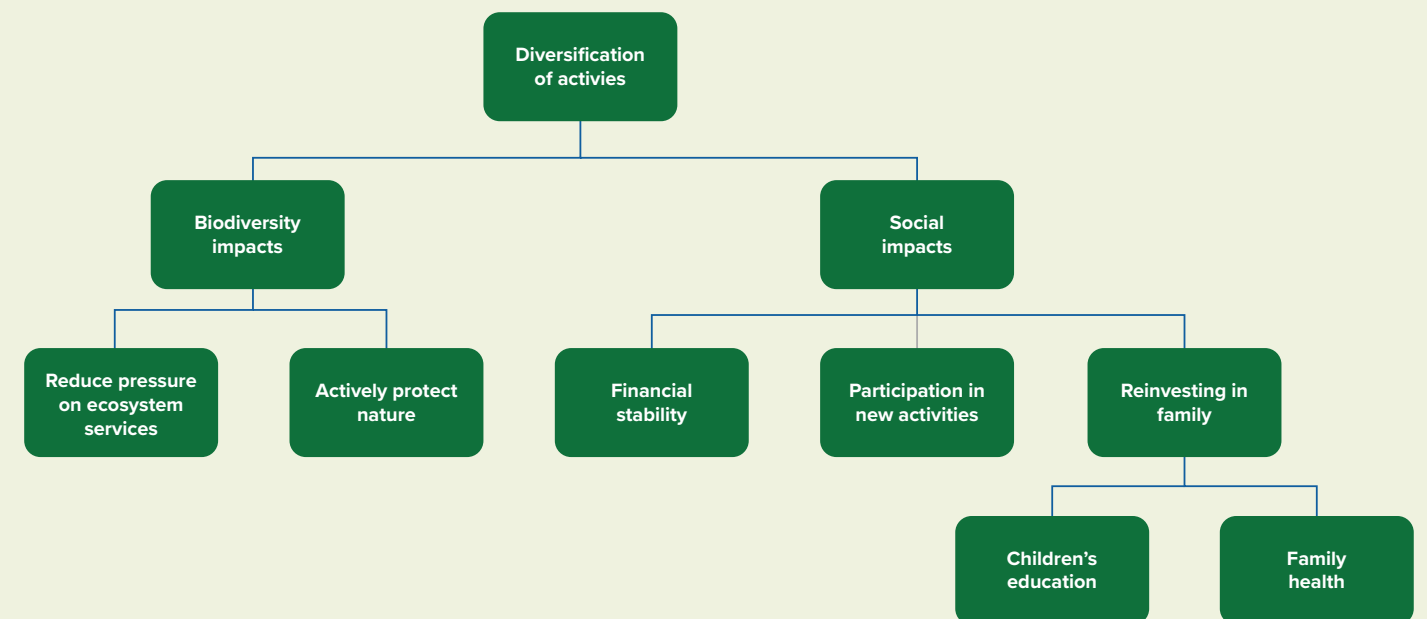
Women's equal involvement in biodiversity-based supply chains and sectors can simultaneously facilitate economic prosperity and the protection of natural ecosystems. Yet, women are often excluded from nature-related markets due to financial barriers. The ability to access and sustainably manage natural resources and ecosystem services often has important positive social and environmental effects. As women gain more access and ability to manage natural resources, they become more likely to generate an income, benefitting both their households and communities. For example, women often reinvest their profits into their families, which can lead to better outcomes for children's education and family health. In addition, when women and men increase their income through more sustainable natural resource management, they become more likely to protect the biodiversity and the ecosystem services that generate said income. Therefore, supporting women's access to diverse biodiversity-based income-generating activities and livelihood strategies is also an action toward biodiversity conservation (Box 4).

Outcome 1.4 of the 2022-2030 Gender Plan of Action encourages Parties to "promote women's empowerment and entrepreneurial opportunities in biodiversity-based supply chains and sectors that support sustainable management and production practices."<sup>51</sup> In response, governments may wish to work with women and women's groups to provide training or resources to sustainably collect, process, and sell natural resource-derived products and obtain national or international certifications that guarantee and promote traditional products. Legal and policy frameworks can be designed to help ensure that women can attain financial services, including lending and credit opportunities. Micro-credit, low-interest loans, market linkages, assistance with start-up costs, and supporting women's cooperatives, are different mechanisms that can help women start their businesses. Developing financial management and entrepreneurship capacities through business incubation programs (with initial seed funding or grants) can also support the development of businesses that are good for biodiversity, women, and communities.

Interventions may also include activities that address educational and literacy gaps between men and women that perpetuate women's exclusion from the economic sector. Girls still lag behind boys in the completion

of primary and secondary education, especially in countries affected by conflict and violence.<sup>52</sup> Moreover, the percentage of those ages 15 and above who can both read and write simple statements is just below 84% for women and girls and 90% for men and boys.<sup>53</sup> Through investing in women's and girl's education, governments can help them tap into their potential as leaders, businesswomen, and advocates for the environment. To address barriers to educational opportunities, governments can explore the underlying reasons for girls' low attendance in school. For example, schools may be too far from home or lack girl's bathrooms or adequate resources. In other situations, the burden of household duties, such as fetching water or firewood, may be too great to enable girls to leave home. There also might be perceptions that education is not valuable to girls. Once underlying causes are better understood, countries can ameliorate the issues and incentivize parents to prioritize education.

### Box 4. POSITIVE IMPACTS THAT CAN RESULT FROM WOMEN'S ENGAGEMENT IN DIVERSE BIODIVERSITY-BASED INCOME- GENERATING ACTIVITIES



50 United Nations Development Programme, UN Women and United Nations Environment Programme (2020). From Words to Action: Projects with Innovative Solutions to Promote Nature Conservation, Climate Action and Gender Equality. Panama City, Panama. Retrieved from: [https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/ONU\\_PANAMA\\_EN\\_WEB-comprimido.pdf](https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/ONU_PANAMA_EN_WEB-comprimido.pdf)

51 Convention on Biological Diversity (2022). Gender Plan of Action. 19 December. CBD/COP/DEC/15/11 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-11-en.pdf>

52 World Bank. Girl's Education Overview. <https://www.worldbank.org/en/topic/girlseducation>

53 World Bank. Literacy rate (%). <https://genderdata.worldbank.org/indicators/se-adt/?view=trend>

During NBSAP planning, monitoring, and reporting, governments can consider the following questions:

- ▶ *How are women participating in nature-related markets?*
- ▶ *Do women's income-generating activities rely on specific ecosystems?*
- ▶ *Are these ecosystems particularly fragile or threatened?*
- ▶ *If so, if/how are these ecosystems protected or conserved?*
- ▶ *How does the specific knowledge of ecosystems by women support economic development?*
- ▶ *What systems are in place to support women's economic activities?*
- ▶ *Do women have access to micro-credit, low-interest loans, and other types of financial support?*
- ▶ *Do women and girls have access to education and training to ensure literacy and facilitate the development of specialized skills?*
- ▶ *How are women using their economic resources?*
- ▶ *Do women have opportunities to invest their economic resources in their community?*
- ▶ *How does women's participation in nature-related markets impact the economy and the protection and conservation of nature?*

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### **Case Study.** The power of economic measures towards achieving gender equality, women's empowerment, and leadership: TRY Oyster Women's Association – The Gambia

In the Gambia, the oyster business is run by women. Female entrepreneurs harvest, package, and sell West African mangrove oysters, which are the centerpiece of many of the country's popular dishes. Harvesting oysters from thick mangrove forests is challenging yet rewarding; profits from the four-month oyster harvest season can benefit women all year long. However, these economic gains are dependent on flourishing mangrove ecosystems.

Founded in 2007 by Fatou Janha Mboob, the TRY Oyster Women's Association tackles the connected challenges of female unemployment and coastal degradation. The association's goal is to make oyster harvesters a positive influence on the ecosystem instead of a threat. Female oyster harvesters are taught how to balance sustainable harvesting with the management of delicate mangrove ecosystems. For example, women in the association learn how to use more effective harvesting mechanisms that don't require cutting down the mangrove trees. They also take an active role in restoring the Greater Banjul area, planting more than 50,000 mangrove seedlings. In addition, the association is improving working conditions for women by ensuring access to proper shucking tools, safety equipment such as boats and life jackets, and protective gloves and boots.<sup>54</sup>

TRY Oyster Women's Association also uses market and regulatory forces to improve outcomes for women and the environment. With over 500 members in the association, the oyster harvesters were able to jointly set the selling price for a cup of oysters, thereby boosting its market value. They also voted to formally limit the season when harvesting can take place and set a minimum size for harvested oysters. Additionally, members are involved in law-making processes around Tanbi Wetlands. For example, in 2012, the association worked with the Ministry of Fisheries of Gambia to establish a law on co-management planning for regional fisheries.<sup>55</sup>



Photo credit: TRY Oyster Women's Association

As a result of these efforts, the financial security of over 500 female oyster harvesters in the Gambia's Greater Banjul area has increased.<sup>56</sup> By adopting more sustainable practices and lobbying for others to do the same, they have transformed the Tanbi Wetlands for the better. The association's work has earned the harvesters several awards, such as the UNDP Equator Prize<sup>57</sup> and the Young Business Innovation of the Year award from the Global Youth Innovation Network Gambia for their sustainable practices.<sup>58</sup> The association continues to look for new ways to improve economic and ecological outcomes in the region.



### **Entry Point 3. Women's knowledge**

Women often have distinct and valuable knowledge of local biodiversity, sustainable practices, and interdependencies between communities and natural ecosystems. Countries are encouraged to recognize, value, and apply this information in NBSAP planning, monitoring, and reporting. Traditionally, men are considered the heads of households and the main decision-makers. Their knowledge is often more readily available, acknowledged, and incorporated into conservation planning activities. Yet, women also often have unique and important knowledge about biodiversity conservation and natural resources management due to their gender-specific roles and tasks. For example, women may be responsible for growing crops and ensuring food security for their families and communities. These activities build their understanding of the nutritional properties of different species, local agricultural practices, and weather patterns. Women may also have specific information on the impacts of biodiversity loss, climate change, and pollution and insights on how to counter these threats. Therefore, it is important to engage women as decision-makers and incorporate their knowledge to develop more effective biodiversity strategies. Failing to take women's knowledge, interests, and needs into account is a missed opportunity to achieve better biodiversity outcomes.

<sup>54</sup> United Nations Development Programme. Equator Initiative: TRY Oyster Women's Association. Retrieved from: <https://www.equatorinitiative.org/2017/05/30/try-oyster-womens-association/>

<sup>55</sup> The Guardian (2022). Stewards of the Forest: The Pioneering Women's Collective Harvesting the Gambia's Oysters. Retrieved from: <https://www.theguardian.com/global-development/2022/may/03/stewards-of-the-forest-the-pioneering-womens-collective-harvesting-the-gambias-oysters>

<sup>56</sup> United Nations Development Programme. Equator Initiative: TRY Oyster Women's Association. Retrieved from: <https://www.equatorinitiative.org/2017/05/30/try-oyster-womens-association/>

<sup>57</sup> Ibid.

<sup>58</sup> The Guardian (2022). Stewards of the Forest: The Pioneering Women's Collective Harvesting the Gambia's Oysters. Retrieved from: <https://www.theguardian.com/global-development/2022/may/03/stewards-of-the-forest-the-pioneering-womens-collective-harvesting-the-gambias-oysters>

Ensuring that women’s knowledge is recognized and applied in biodiversity decision-making at every level is important. Countries can take steps to ensure that the holders of women’s knowledge of biodiversity are identified. Before starting processes to update or revise NBSAPs, it is important to collect data on the types of information that women hold, and to map out the key knowledge holders to include in stakeholder engagement processes, including Indigenous women and those from local communities. A national gender-biodiversity focal point or hired gender expert can support peer exchanges and other opportunities to elevate and capture women’s knowledge and strengthen partnerships among women, and between men and women. This creates a pathway to elevate and capture women’s knowledge and strengthen partnerships among women, as well as between men and women, when collecting and integrating information for NBSAP planning, monitoring, and reporting. The CBD 2022-2030 Gender Plan of Action Indicative Action 2.3.2 recommends governments to “appoint national gender-biodiversity focal points to support knowledge exchange, sharing experiences and best practices, peer-to-peer learning, mentoring, and coaching.”

Additionally, before starting NBSAP planning, monitoring, and reporting, it can be useful to conduct key informant interviews or collect surveys to gather preliminary insights into the types of information held by women and other key knowledge holders. This information can be part of the gender analysis mentioned in entry point 1, or other methods can be used to map the relevant female stakeholders and women’s groups who could be engaged. This information can guide action for entry points 4 on stakeholder engagement and 5 on women’s leadership. Governments can also help to ensure that women have the same tools and resources as men, such as computers, Geographic Information Systems (GIS), and Global Positioning Systems (GPS).

The 2022-2030 Gender Plan of Action additionally emphasizes the importance of traditional knowledge and customary practices in the protection of biodiversity and incorporating that information into NBSAPs. It suggests that Parties “take specific measures to respect, preserve, and maintain the traditional knowledge, innovations, and practices of all women and girls from indigenous peoples and local communities, as well as their corresponding rights relevant to the conservation and sustainable use of biological diversity.”<sup>59</sup> Box 5 provides more information on the role of knowledge from Indigenous Peoples and local communities, including women.



Photo credit: UNDP Malaysia

59 Convention on Biological Diversity (2022). Gender Plan of Action. 19 December. CBD/COP/DEC/15/11 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-11-en.pdf>

## Box 5. RIGHTS OF INDIGENOUS PEOPLE AND LOCAL COMMUNITIES IN THE CBD AND THE KUNMING-MONTREAL GLOBAL BIODIVERSITY FRAMEWORK

The CBD emphasizes the unique role that Indigenous Peoples and local communities play in conserving life on Earth, with specific recognition of women’s role. [Article 8\(j\)](#) of the CBD states that Parties shall “respect, preserve, and maintain knowledge, innovations, and practices of Indigenous and local communities embodying traditional lifestyles relevant for the conservation and sustainable use of biological diversity and promote their wider application with the approval and involvement of the holders of such knowledge, innovations, and practices and encourage the equitable sharing of the benefits arising from the utilization of such knowledge innovations and practices.”<sup>60</sup>

Several targets in the Kunming-Montreal Global Biodiversity Framework make direct mention of the rights of Indigenous Peoples and local communities, including:

- **Target 1:** Ensure that all areas are under participatory, integrated and biodiversity inclusive spatial planning and/or effective management processes addressing land- and seasea change, to bring the loss of areas of high biodiversity importance, including ecosystems of high ecological integrity, close to zero by 2030, while respecting the rights of indigenous peoples and local communities.
- **Target 3:** Ensure and enable that by 2030 at least 30 per cent of terrestrial and inland water areas, and of marine and coastal areas, especially areas of particular importance for biodiversity and ecosystem functions and services, are effectively conserved and managed through ecologically representative, well-connected and equitably governed systems of protected areas and other effective area-based conservation measures, recognizing indigenous and traditional territories, where applicable, and integrated into wider landscapes, seascapes and the ocean, while ensuring that any sustainable use, where appropriate in such areas, is fully consistent with conservation outcomes, recognizing and respecting the rights of indigenous peoples and local communities, including over their traditional territories.
- **Target 21:** Ensure that the best available data, information and knowledge are accessible to decision- makers, practitioners and the public to guide effective and equitable governance, integrated and participatory management of biodiversity, and to strengthen communication, awareness-raising, education, monitoring, research and knowledge management and, also in this context, traditional knowledge, innovations, practices and technologies of indigenous peoples and local communities should only be accessed with their free, prior and informed consent[1], in accordance with national legislation.

60 Secretariat of the Convention on Biological Diversity (2023). Article 8 (j): Traditional Knowledge, Innovations and Practices. Retrieved from: <https://www.cbd.int/traditional/>

- **Target 22:** Ensure the full, equitable, inclusive, effective and gender-responsive representation and participation in decision-making, and access to justice and information related to biodiversity by indigenous peoples and local communities, respecting their cultures and their rights over lands, territories, resources, and traditional knowledge, as well as by women and girls, children and youth, and persons with disabilities and ensure the full protection of environmental human rights defenders.
- **Target 23:** Ensure gender equality in the implementation of the Framework through a gender-responsive approach, where all women and girls have equal opportunity and capacity to contribute to the three objectives of the Convention, including by recognizing their equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action, engagement, policy and decision-making related to biodiversity.

Section C of the Framework, “Considerations for the implementation of the framework” stresses that the implementation of the Kunming-Montreal Global Biodiversity Framework must ensure that the rights, knowledge, worldviews, values, and practices of Indigenous Peoples and local communities are respected and preserved, including through their full and effective participation in decision-making.<sup>61</sup>

During NBSAP planning, monitoring, and reporting, governments can consider the following questions:

- ▶ *What types of knowledge do women hold relating to biodiversity and its management?*
- ▶ *How is women’s knowledge respected, understood, applied, and integrated into biodiversity policy decision-making?*
- ▶ *Are women’s skills and knowledge recognized as key to effectively protecting biodiversity?*
- ▶ *Who are the key women and women’s groups that have important knowledge around biodiversity?*
- ▶ *Do women, as well as men, have access to and capacity to use technology that helps them document biodiversity status and trends, such as computers, GIS, and GPS?*
- ▶ *Are there mechanisms that support the exchange of knowledge and best practices among women and between men and women?*
- ▶ *Are there partnerships that enable open communication channels between women’s networks and other groups supporting NBSAP planning, monitoring, and reporting?*
- ▶ *Has a gender-biodiversity focal point been appointed to facilitate knowledge exchange?*
- ▶ *How well is the knowledge of Indigenous and local women integrated into the different NBSAP phases?*
- ▶ *Are the rights, knowledge, worldviews, values, and practices of Indigenous Peoples and local communities respected and preserved, including through their full and effective participation in decision-making?*

61 Convention on Biological Diversity (2022). Kunming-Montreal Global Biodiversity Framework. 19 December. CBD/COP/DEC/15/4 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-04-en.pdf>

### Case Study. The power of women’s knowledge towards achieving gender equality, women’s empowerment, and leadership: Mediterranean Conservation Society – Türkiye

Off the coast of south-east Türkiye, the Gökova Bay contains an impressive array of fish, including popular commercial fish, such as sea bass and anchovies, and endangered species such as the Mediterranean monk seal and the sand shark.<sup>62</sup> Both men and women rely on marine resources and fishing is a major employer in communities around the bay, along with tourism.<sup>63</sup> Local fisherfolk have accumulated generations of knowledge about fishing in Gökova Bay that enable them to best understand how to navigate the human-nature interactions in this area. However, the knowledge of these local fisherfolk, especially fisherwomen, has often not been accounted for in the management of the area. As a result, illegal and overfishing jeopardize fish stocks and the communities that depend on them.

The Mediterranean Conservation Society harnesses local knowledge from both women and men to develop strategies for conservation and poverty reduction in Gökova Bay. Their work in the Bay started in 2013 with support from the GEF Small Grants Programme, which is implemented by UNDP. The organization identified fisherwomen in the area to better understand their needs and perspectives, and to ensure they have a voice in fishery and conservation issues by supporting their participation in decision-making spaces, such as local fishery cooperatives. Then, it developed a system to monitor illegal fishing in the 28 km<sup>2</sup> of the Gökova Bay no-take zone, where fishing is prohibited.<sup>64</sup> Women participate in this system as marine rangers, using their knowledge of the local waters to ensure the enforcement of no-take zones. Also, the organization trains fisherwomen in sustainable fishing practices and supports their participation in local fishing cooperatives.



SGP Türkiye, Zafer Kızılkaya, Mediterranean Conservation Society

This initiative is an example of how integrating women’s knowledge into local management systems and decision-making spaces can significantly improve the health of local ecosystems and economies. As a result of this project, 450 local fishing cooperatives reported changing their practices to include women in decision-making spaces, such as discussions about which fishing gears can be used, how to market fishing products, and

62 Yılmaz, F., & Torcu Koç, H. (2005). An investigation on fishes of Gökova Bay (Southern Aegean Sea). Retrieved from: [https://www.researchgate.net/publication/237677848\\_An\\_investigation\\_on\\_fishes\\_of\\_Gokova\\_Bay\\_Southern\\_Aegean\\_Sea](https://www.researchgate.net/publication/237677848_An_investigation_on_fishes_of_Gokova_Bay_Southern_Aegean_Sea)

63 United Nations Development Programme. Equator Initiative: Akdeniz Koruma Derneği (Mediterranean Conservation Society). Retrieved from: <https://www.equatorinitiative.org/2017/05/25/winnermodel/>

64 Specially Protected Areas Regional Activity Center (2021). Heroes of sustainability in the Mediterranean. Retrieved from: [https://rac-spa.org/node/2019#story\\_4](https://rac-spa.org/node/2019#story_4)

how to share benefits.<sup>65</sup> Fisherfolk are also seeing improvements in the bay: fishing revenues are increasing as fish stocks recover and endangered species are making a comeback.<sup>66</sup> Known as “Enhancing Climate Change Resilience in the Gökova Bay Marine Protected Area,” this initiative by the Mediterranean Conservation Society was recognized as an exemplary project by the UNESCO Green Citizens campaign in 2022.<sup>67</sup>



#### Entry Point 4. Stakeholder Consultations

Taking measures to support the full and effective engagement of women during stakeholder consultation processes helps to ensure that the NBSAPs are responsive to women’s needs and reflect their knowledge and lived realities. During consultation processes for biodiversity-related planning, women should be fully engaged alongside men as key stakeholders. The meaningful participation of women in these decision-making processes can lead to a better accounting of the differences in how women and men interact with and hold knowledge of natural systems. Maintaining the involvement of these important stakeholders throughout NBSAP planning, monitoring, and reporting will help to ensure the continuity of a focus on women’s issues, needs, and contributions.

The 2022-2030 Gender Plan of Action emphasizes the role of women and women’s groups in stakeholder consultations. The Plan recommends countries “engage all relevant stakeholders, particularly women’s groups, gender institutions and gender experts and indigenous peoples and local communities, in developing and updating NBSAPs and related biodiversity policies, plans, and strategies at all levels.” The Plan’s Indicative Action 2.1.1 also recommends convening an “expert group meeting, including women environmental human rights defenders, to develop guidance and recommendations aimed at eliminating gender disparities in the participation and leadership of women and decision-making related to the three objectives of the Convention.”<sup>68</sup>

Stakeholder consultations should be designed to build knowledge of gender and promote women as leaders and decision-makers. Participants in stakeholder consultations should be representative of a diversity of perspectives, including those who will be affected by the policy decisions. The analysis of women’s knowledge holders that is described in entry point 3 can help to identify the key stakeholder types to include in consultations. These include women’s groups, gender institutions, local governments, community organizations, gender-biodiversity focal points, gender experts, and Indigenous Peoples and local communities (Box 6). Additionally, if national biodiversity targets within NBSAPs focus on a specific region, representatives from that region should participate. In addition to including women and women’s groups in stakeholder consultations, it is also helpful to involve other groups, such as those not necessarily familiar with gender mainstreaming. Creating a strong partnership between local and national entities, including women’s groups, can help countries to achieve this outcome. Governments can consider ways to ensure that these and other groups can contribute to NBSAP planning, monitoring, and reporting by accommodating different language needs and preferences on time and location to meet and making childcare and financial reimbursement available for the time away from work or other responsibilities.

65 United Nations Development Programme. Women Who Fish : The Fisherwomen of Turkey. Retrieved from: <https://undp.shorthandstories.com/gef-sgp-women-who-fish/index.html>

66 United Nations Educational, Scientific and Cultural Organization. UNESCO Green Citizens. Retrieved from: <https://www.unescogreencitizens.org/projects/boosting-climate-change-resilience-gokova-bay-marine-protected-area/>

67 United Nations Educational, Scientific and Cultural Organization (2023). Boosting Climate Change Resilience in Gokova Bay Marine Protected Area. Retrieved from <https://www.unesco.org/en/articles/boosting-climate-change-resilience-gokova-bay-marine-protected-area>

68 Convention on Biological Diversity (2022). Gender Plan of Action. 19 December. CBD/COP/DEC/15/11 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-11-en.pdf>

#### Box 6.

#### STAKEHOLDERS TO CONSIDER INCLUDING IN CONSULTATIONS

- Government representatives, not only from the ministries in charge of women’s affairs, but any ministry that might be involved in the use of natural resources, and therefore in the design and implementation of NBSAPs;
- Communities, whether Indigenous or local, including male leaders that can influence decisions;
- Vulnerable groups, including women, youth, persons with disabilities, and persons particularly vulnerable to the loss of natural resources and degradation of the environment;
- Local, regional, or global non-governmental organizations (NGOs) that might have specific knowledge and can provide a gendered perspective;
- Networks of stakeholders working on women’s empowerment;
- Teachers and students working in mainstreaming gender and women’s and girls’ empowerment;
- Technical experts on various aspects linked to biodiversity and nature; and
- Private sector and companies contributing to enabling women’s empowerment, especially through income-generating activities.

Effective participation from different stakeholders, including women and women’s groups, must be reinforced from the design phase to the reporting phase. For example, women should be involved in defining the objectives and outcomes of consultations so that their specific needs are incorporated. In addition, gender mainstreaming should be an agenda item in consultations. Ensuring effective contributions from all stakeholders requires hosting meetings at a convenient time for women, accounting for their household and childcare duties. It also requires communicating agendas and materials and facilitating dialogue in the appropriate language. In cases where cultural norms may make it difficult for women to actively participate in stakeholder consultations alongside men, countries may consider holding separate consultations or exploring other mechanisms to gather women’s feedback, recommendations, and comments. It may also be beneficial to offer childcare during consultations, provide reimbursement, and identify opportunities to share roles for consultations that might interfere with work or other responsibilities.

During NBSAP planning, monitoring, and reporting, governments can consider the following questions:

- ▶ *Does an equal number of women and men participate in biodiversity-related decision-making opportunities? Is there a requirement to have effective participation of women?*
- ▶ *Are the specific interests or needs of women considered during these consultations?*
- ▶ *Do women have a say in defining the objectives and outcomes of consultations that may affect them?*



- ▶ *Are women perceived as essential to the process of designing and implementing an NBSAP?*
- ▶ *What is the best consultation modality to capture both men's and women's contributions?*
- ▶ *What actors might be the most reluctant to include women in stakeholder consultation? How could this be mitigated?*
- ▶ *What other groups might be refrained from actively participating in stakeholder consultations? What solutions can be brought?*
- ▶ *Is gender an agenda item for the consultation?*
- ▶ *Are women comfortable with the person facilitating the meeting and confident enough to share their thoughts and contribute to the discussion?*
- ▶ *Are women and girls encouraged to share their views and take an active role in decision-making, including Indigenous and local women and girls?*
- ▶ *Where are the consultations held? Is it safe for women to travel to the location?*
- ▶ *At what time are the consultations held? Is this compatible with women's typical schedules and responsibilities?*
- ▶ *In what language are the consultations held? Are translation services offered in the case where the facilitator speaks a different language?*
- ▶ *If cultural norms refrain women from participating in decision-making alongside men, are mechanisms in place to compile their feedback, recommendations, and comments?*
- ▶ *How does the engagement of women at consultations directly impact how NBSAPs are planned, monitored, or reported on?*

**Case Study.** The power of stakeholder knowledge towards achieving gender equality, women's empowerment, and leadership: conservation and sustainable use of biodiversity in dry ecosystems to guarantee the flow of ecosystem services and to mitigate the process of deforestation and desertification in Colombia

Dry tropical forests are nestled in many of Colombia's inter-Andean River valleys and dot the country's Caribbean coastline. These ecosystems occur in lowlands and are characterized by their extreme dry seasons, which support unique species not found elsewhere. Once covering large swaths of land, the forests have shrunk to a fraction of their original size and are now considered Colombia's most threatened ecosystem.<sup>69</sup> The project "Conservation and sustainable use of biodiversity in dry ecosystems to guarantee the flow of ecosystem services and to mitigate the process of deforestation and desertification in Colombia" was financed by the GEF and executed by UNDP, in partnership with 10 organizations, to halt the collapse of these important ecosystems. The project's goals included working with regional and local organizations to protect and restore dry tropical forests, support sustainable land management, and reduce emissions from deforestation and degradation.<sup>70</sup>

69 Instituto de Investigación de Recursos Biológicos Alexander von Humboldt. Bosques secos tropicales en Colombia. <http://www.humboldt.org.co/en/research/projects/developing-projects/item/158-bosques-secos-tropicales-en-colombia>

70 United Nations Development Programme, UN Women and United Nations Environment Programme (2020). From Words to Action: Projects with Innovative Solutions to Promote Nature Conservation, Climate Action and Gender Equality. Panama City, Panama. Retrieved from: [https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/ONU\\_PANAMA\\_EN\\_WEB-comprimido.pdf](https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/ONU_PANAMA_EN_WEB-comprimido.pdf)

A central challenge of the project was determining how to equitably engage women given that most of the participating organizations were largely composed of and run by men. In addition, the topic of gender mainstreaming tended to polarize some organizations. To overcome these barriers, the project hired an expert to formulate a gender strategy that took into account regional gender dynamics. This strategy included adapting stakeholder consultations to women's schedules and creating platforms for dialogue that were more comfortable for women. The project also facilitated the participation of women's organizations and provided women with entrepreneurial and organizational management training.



Photo credit: Mujeres Viveristas Fundación Miramar

The project approach increased the effectiveness of its activities and the likelihood that the results could be sustained. For many women, this was the first time that the development of biodiversity and conservation projects considered their needs. Both men and women also committed to working together to co-implement sustainable practices in the dry forests, such as nature-based tourism and the production of low-impact handicrafts and agricultural products. There were also a few unexpected positive results from increasing women's participation in stakeholder consultations. Women began to see themselves as leaders in conservation and, as a result, many developed women's environmental organizations. These include: (1) the Association of Rural Women from the Dry Tropical Forest of Aipe, Huila (ASOBOSPA); (2) Miramar Environmental Foundation, for women who work in dry forest conservation and community tourism and nurseries in the municipality of Dibulla, La Guajira; and (3) the Pocharco-Yavi Association of Artisans (ASOARTE), for Indigenous artisan women of the municipality of Natagaima, Tolima. The consultations also facilitated teamwork and strengthened social bonds.<sup>71</sup>



## Entry Point 5. Leadership Opportunities

It is important to strive towards gender-balanced leadership in all groups that work on NBSAPs, from national NBSAP governance bodies to local-level implementing groups. Governments can take steps to help ensure that women also hold leadership positions within NBSAP governance bodies and other decision-making groups related to biodiversity policy. Countries can design strategies to ensure that leadership opportunities

71 United Nations Development Programme, UN Women and United Nations Environment Programme (2020). From Words to Action: Projects with Innovative Solutions to Promote Nature Conservation, Climate Action and Gender Equality. Panama City, Panama. Retrieved from: [https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/ONU\\_PANAMA\\_EN\\_WEB-comprimido.pdf](https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/ONU_PANAMA_EN_WEB-comprimido.pdf)

in biodiversity planning are available to women and men. It can be helpful to convene national experts to develop recommendations to address gender disparities in leadership and provide women with capacity-building opportunities, such as trainings on public speaking or resource management, to increase their confidence as leaders and agents of change.

National focal points to the CBD are more often men than women.<sup>72</sup> Yet, studies show that when women are able to lead alongside men in policy negotiations, they advocate for more concrete and ambitious outcomes and achieve more enduring agreements.<sup>73,74,75</sup> Women leaders also tend to pay more attention to the needs of other women, youth, and marginalized groups.<sup>76</sup> Countries are advised to create leadership positions that are equally available to women and men and to develop mechanisms to support the women who obtain them. Women-to-women mentorship, for example, can help create a safe and inclusive working place and help women feel motivated to continue contributing as leaders.<sup>77</sup> Similar to women's participation in consultations, the leadership of women shouldn't just exist "on paper," but should be recognized by other actors and influence biodiversity planning strategies and results.

The 2022-2030 Gender Plan of Action recognizes that "the full and effective participation and leadership of women in all aspects of Convention processes, particularly in policy and action at national and local levels, is vital for achieving long-term biodiversity goals and the 2050 Vision of living in harmony with nature." In its second objective, the plan also calls for Parties to "increase opportunities and strengthen the meaningful and effective participation and leadership of women at all levels of action, engagement, and decision-making related to the three objectives of the Convention."

To ensure women are considered as leaders, it is important to provide opportunities to increase their knowledge of biodiversity and related activities. This can help them develop new skills, which will enable them to increase their legitimacy as leaders and actors of change. The 2022-2030 Gender Plan of Action recommends that countries "support capacity development in leadership, negotiations, and facilitation."<sup>78</sup> Building knowledge around the management and protection of local ecosystems is also helpful if they don't already possess it. An effective way to obtain and share this knowledge is to organize trainings specifically for women on various topics. Examples include trainings on how to apply organic fertilizers, diversify their income sources, improve fish biomass, reforest a plot of land, manage ecotourism enterprises, mitigate climate change, and combat poaching. Women can also learn about business management, public speaking, negotiation, marketing, and sustainable natural resource management. Allowing women to meet independently from men, but with the support of a group or peers, often improves training outcomes as it creates a sense of belonging and builds a network. This structure also allows women to learn in a setting where they are not intimidated or restricted by the presence of men.

72 Strumskyte, S., S. Ramos Magaña and H. Bendig (2022). Women's leadership in environmental action, OECD Environment Working Papers, No. 193, OECD Publishing, Paris, <https://doi.org/10.1787/f0038d22-en>.

73 Paffenholz, T. et al. (2016). Making Women Count-Not Just Counting Women: Assessing Women's Inclusion and Influence on Peace Negotiations. <http://www.inclusivepeace.org> (accessed on 13 December 2021).

74 Mavisakalyan, A. and Y. Tarverdi (2019). Gender and climate change: Do female parliamentarians make difference? *European Journal of Political Economy*, Vol. 56, pp. 151-164, <https://doi.org/10.1016/j.ejpeco.2018.08.001>.

75 Krause, J., W. Krause and P. Bränfors (2018). Women's Participation in Peace Negotiations and the Durability of Peace. <https://doi.org/10.1080/03050629.2018.1492386>.

76 Funk, K. D., and Philips, A. Q. (2019). Representative Budgeting: Women Mayors and the Composition of Spending in Local Governments. *Political Research Quarterly* 72(1): 19-33.

77 Sheherazade, Tsang Susan M., Lanusi Asnim Alyoihana (2022). The power of woman-to-woman mentorship in creating long-term changes in biodiversity conservation in Southeast Asia. *Conserv. Sci.*, 22 December 2022: Human-Wildlife Interactions. Volume 3 2022. <https://doi.org/10.3389/fco-sc.2022.1006437>

78 Ibid.

During NBSAP planning, monitoring, and reporting, governments can consider the following questions:

- ▶ *How is leadership structured in NBSAP governance bodies?*
- ▶ *Are leadership positions occupied by both women and men?*
- ▶ *Are certain types of leadership positions more typically held by women or men?*
- ▶ *What barriers might be refraining women from taking leadership positions?*
- ▶ *What mechanisms are in place to address barriers and support women in accessing leadership opportunities?*
- ▶ *Are current leaders and key actors in NBSAP planning, monitoring, and reporting sensitive to the issue of gender?*
- ▶ *Do current leaders and key actions understand the opportunity that women's leadership brings?*
- ▶ *Are there concrete examples of the way that women's leadership impacts decisions made by NBSAP governance bodies?*
- ▶ *Are women trained to develop and strengthen leadership skills, such as negotiation, facilitation, and public speaking?*
- ▶ *Do women have access to training in technical subject matter?*

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### **Case Study.** The power of leadership opportunities towards achieving gender equality, women's empowerment, and leadership: Zenab for Women in Development – Sudan

In the Gedaref State of East Sudan, women make a sizable contribution to agriculture and families depend on women's farming for their food and income. Nonetheless, the role of women is severely undervalued. Women do not always have access to the services and resources they need to manage the land effectively, which leads to difficulties securing land tenure and property rights. They also cannot use their farms as collateral for loans and are unable to access credit or purchase the right tools.

Zenab for Women in Development mobilizes and empowers over 5,000 Sudanese women in the region to help them become self-sustaining leaders. The organization's flagship program is a women's farmers' union, which aims to increase and diversify women's income. It provides a platform for women farmers to improve agricultural productivity and exchange good environmental practices. Training is provided on organic agriculture, crop rotation, and the use of biological fertilizers. Beyond its agriculture networks, the organization has empowered women through civic training on democratic processes, Sudan's laws and constitution, and the importance of women's participation in elections as voters and candidates. The organization is also investing in a new generation of female leaders by improving infrastructure in schools, which has increased primary school attendance rates. Participatory and democratic principles are central to the organization's approach; women are involved in all of its activities, and women's empowerment is a central mandate for the organization's work.<sup>79</sup>

79 Madre. Zenab for Women in Development. Retrieved from <https://www.madre.org/partner/zenab-for-women-in-development>



Photo credit: Zenab for Women in Development

Through Zenab's efforts to mobilize and empower local women, there has been a positive change in how women are perceived and treated in their communities. Women are now considered to be drivers of positive social change and transformation. They can access micro-finance and bank loans, which were previously only available to men. As a result, productivity is increasing, which is improving women's livelihoods and economic security. The women in Zenab's networks are better informed of their rights and more aware of how to access the services and assistance they are entitled to receive. These actions are leading to a sense of female empowerment and collective accomplishment.<sup>80</sup>



## Entry Point 6. Resource Planning

It is important that countries allocate sufficient resources to mainstream gender considerations into biodiversity decision-making processes in line with the Kunming-Montreal Global Biodiversity Framework and the 2022-2030 Gender Plan of Action. Mainstreaming gender carries certain costs, including the salaries of gender experts and stakeholder engagement coordinators and data collection costs. There are also fees embedded into the development, translation, and printing of training materials as well as costs to rent space for consultations and training. Other costs may arise if the countries want to provide childcare during consultations or cover travel expenses for women. The necessary technical and financial resources to conduct these activities should be identified and funding mechanisms should be explored, to ensure sustained activities throughout the length of biodiversity planning, implementation, and monitoring efforts.

Before assessing costs, countries should have a clear picture of the activities that they would like to undertake. Identifying and costing activities that the country plans to take within the 2022-2030 Gender Plan of Action, as well as any other activities, is a helpful step (Box 7). Countries should allocate sufficient financial resources to undertake the planned activities and secure the necessary technical expertise, such as gender experts or stakeholder engagement coordinators, throughout the development and implementation of their NBSAP. It is also important to consider additional costs, including those around collecting gender-disaggregated data, printing materials, and providing childcare to parents.

<sup>80</sup> United Nations Development Programme (2013). Zenab for Women in Development: Sudan. Equator Initiative Case study Series. Retrieved from: [https://www.equatorinitiative.org/wp-content/uploads/2017/05/case\\_1370356788.pdf](https://www.equatorinitiative.org/wp-content/uploads/2017/05/case_1370356788.pdf)

## Box 7. INDICATIVE ACTIONS FOR 2024

The 2022-2030 Gender Plan of Action provides 30 Indicative Actions that countries can take to achieve the goals and targets of the Kunming-Montreal Global Biodiversity Framework in a gender-responsive manner in advance of 2030. Of these, six Indicative Actions are intended to be ongoing or completed by Parties by the end of 2024:

- 1.1.1 Compile baseline data and research on the relationship between conservation interventions, sustainable use, and all women and girls' rights to ownership and control over land and access to natural resources and to water, and prepare guidance for national-level action.
- 1.4.2 Implement supportive interventions to promote women's empowerment and entrepreneurial opportunities in biodiversity-based supply chains and sectors that support sustainable management and production practices.
- 2.1.1 Convene an expert group meeting, including women environmental human rights defenders, to develop guidance and recommendations aimed at eliminating gender disparities in the participation and leadership of women and decision-making related to the three objectives of the Convention.
- 2.2.3 Undertake assessments to determine measures to enable women's meaningful, informed, and effective participation in the new programme of work on Article 8(j) and analyze gender considerations to be addressed in this work programme.
- 2.3.1 Provide capacity-building and development opportunities for governments at all levels and other relevant stakeholders on gender-responsive development, planning, implementation, budgeting, monitoring, evaluation, and reporting of NBSAPs.
- 2.3.2 Appoint national gender-biodiversity focal points to support knowledge exchange, sharing experiences and best practices, peer-to-peer learning, mentoring, and coaching.<sup>81</sup>

Once these activities are costed, countries can explore funding mechanisms for gender mainstreaming. The Biodiversity Finance Initiative (BIOFIN) also supports countries in understanding and planning biodiversity finance that catalyzes investments for nature and people, with relevant efforts on inclusion especially for women in biodiversity-related sectors. A sampling of the many financial solutions used by countries includes taxes and fees on nature-impacting sectors, Official Development Assistance, public budget allocations, private donations, and fees, penalties, and management expenditures for Environmental (and Social) Impact Assessments. These types of mechanisms can ensure that there is appropriate funding for the activities mentioned in the 2022-2030 Gender Plan of Action and the previous entry points.

<sup>81</sup> CBD (2022). Gender Plan of Action. <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-11-en.pdf>

During NBSAP planning, monitoring, and reporting, governments can consider the following questions:

- ▶ *What is the full scope of activities that countries will undertake to plan, monitor, and report on their NBSAP, including those involving gender?*
- ▶ *What financial resources are available to follow the 2022-2030 Gender Plan of Action while revising or updating and implementing the NBSAP?*
- ▶ *Are funds earmarked for gender mainstreaming, such as salary for a gender expert?*
- ▶ *Are time and sufficient financial resources allocated to organize and host trainings on gender, mobilize key stakeholders, and collect sex-disaggregated data?*
- ▶ *Is there a financial strategy for the short, medium, and long term?*
- ▶ *What additional financial resources could be explored to ensure ample funds for gender-related activities?*

**Case Study.** The power of resource planning towards achieving gender equality, women's empowerment, and leadership: National program for the environmentally sound management and life cycle management of chemical substances - Ecuador



Photo credit: UNDP Ecuador-National Program for Chemical Management

Releases of Persistent Organic Pollutants (POPs) and mercury present challenges in Ecuador, especially for people living in poverty who are more likely to encounter these dangerous chemicals at work or in their communities. The mismanagement of these chemicals during their production, transport, commercialization, use, and disposal leads to negative economic, environmental, and health-related effects. POPs, found in many domestic and industrial products like pesticides, carpets, food wrapping, firefighting foam, etc., and Unintentional POPs (UPOPs) generated from medical waste, iron and steel plants, biomass powerplants, and other sources cannot break down, representing a significant threat to the environment and people that come in contact with them. Mercury, a chemical often released during small-scale, artisanal, and informal

gold mining, can cause neurological conditions in both animals and people.<sup>82</sup> In Ecuador, the use of mercury in mining has been outlawed since 2015, but it is still widely practiced, especially by female waste mineral collectors, or *jancheras*,<sup>83</sup> because of its ease of use.<sup>84</sup> The “National program for the environmentally sound management and life cycle management of chemical substances” aims to safeguard communities from these dangerous chemicals. Implemented by the Ministry of Energy and Mines, the Ministry of the Environment, Water and Ecological Transition of Ecuador, and UNDP Ecuador, this program focuses on supporting the country and communities to develop activities and strategies to manage, reduce, or eliminate the use of these chemicals across their life cycles.

Integral to the success of the program has been the engagement and leadership of women. This was made possible by the allocation of specific project funds to incorporate a gender approach. With these funds, the program conducted a regional gender analysis to understand gender roles and fill the gap in existing literature on the relationship between gender and the management of dangerous chemicals in Ecuador. With this information, the program developed a gender action plan with 12 gender-related targets and specific funds to support their implementation and monitoring. Examples of these targets include increasing the number of *jancheras* with strengthened capacities and developing a technical instrument to support the formalization of their work.



Photo credit: UNDP Ecuador-National Program for Chemical Management

Action towards gender-related targets has already contributed to both gender equity and environmental goals. The program team is finding that *jancheras* are more amenable to learning and implementing less harmful mining techniques than male miners, potentially because they are newer to the industry and have

82 Ashe, K (2012). Elevated Mercury Concentrations in Humans of Madre de Dios, Peru. PLoS ONE 7(3): e33305. <https://doi.org/10.1371/journal.pone.0033305>

83 *Jancheras* refers to women who collect minerals in mineral waste dumps and recover gold from it.

84 United Nations Development Programme (2021). Project Implementation Report: National Program for the Environmentally Sound. Retrieved from: [https://erc.undp.org/api/download?filePath=%2Fdocuments%2F13275%2Fmgmtresponse%2Fkeyaction%2Fdoc\\_45293507439744853002021-GEF-PIR-PIMS5706-GEFID92031.docx](https://erc.undp.org/api/download?filePath=%2Fdocuments%2F13275%2Fmgmtresponse%2Fkeyaction%2Fdoc_45293507439744853002021-GEF-PIR-PIMS5706-GEFID92031.docx)

less hardened conceptions of how mineral processing should be conducted. To support this target, the program offered financial mechanisms to women to build sustainable businesses and improve their access to responsible technology.<sup>85</sup> Women were equipped with a goldsmithing workshop and also were trained on jewelry making. The program has already contributed to a significant reduction in mercury use (estimated 308 kg/year of mercury between 2018 and 2023) and facilitated the proper disposal of 146 tons of obsolete POPs (26 tons more than the program target).<sup>86</sup> These results were only possible through evaluation and adequate resource planning for gender mainstreaming.



## Entry Point 7. Data Collection and Monitoring Systems

Gender-responsive indicators and sex-disaggregated data offer valuable information for NBSAP planning, monitoring, and reporting. Countries are encouraged to set indicators around women’s involvement in biodiversity decision-making in their NBSAPs and collect, assess, and report sex-disaggregated data on these indicators. These data can help countries identify gaps in the engagement of men and women in NBSAP planning, monitoring, and reporting and guide the development of equitable solutions.

Activities should include the systematic collection of information on the participation of women and women’s groups in the stakeholder consultations, which may come from online databases, reports, surveys, and key informant interviews. This information can help to identify systemic inequalities, power imbalances, and policy responses that can address them and improve biodiversity outcomes. These data points can also help countries to better understand threats to biodiversity, trends in sustainable resource use, land ownership patterns, gaps in access to resources, markets, and capacity-building training, and roles in natural resource management. This further enables decision-makers and practitioners to determine the possible impacts of policies and interventions on women and men and devise equitable solutions. A positive feedback loop can be created where national statistical offices strengthen their knowledge of gender issues and increase their ability to systematically collect sex-disaggregated biodiversity data in the future.

The 2022-2030 Gender Plan of Action strongly emphasizes the importance of data. Objective 3.1 urges countries to “develop national capacity to produce and use gender and biodiversity data, including relevant data disaggregation (e.g., sex, age, ethnicity, and other demographic factors).”<sup>87</sup> Parties should develop and implement relevant monitoring systems to systematically collect both quantitative and qualitative information. Data sources may include national statistics, online databases and reports, surveys, key informant interviews, focus group interviews, and one-on-one in-depth interviews (Box 8). Women, girls, and women’s groups should also be involved and consulted in the data collection process and monitoring systems should consider gender equality. The [IUCN Gender and Environment Information](#) portal provides more guidance on how to collect and use sex-disaggregated data.<sup>88</sup>

Gender-responsive indicators and the collection of related sex-disaggregated data can reflect the contribution of both women and men to biodiversity conservation, protection, and sustainable management. Examples include, “at least 40% of participants in stakeholder consultations are female,” and “gender considerations are included as a key agenda item in each national stakeholder consultation throughout the process.” Indicators can

85 UNDP, UN Women, UNEP (2020). From words to Action: Projects with Innovative Solutions to Promote Nature Conservation, Climate Action and Gender Equality. UN Women, United Nations Development. [https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/ONU\\_PANAMA\\_EN\\_WEB-comprimido.pdf](https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/ONU_PANAMA_EN_WEB-comprimido.pdf)

86 United Nations Development Programme (2021). Project Implementation Report: National Program for the Environmental Sound. Retrieved from: [https://rc.undp.org/api/download?filePath=%2Fdocuments%2F13275%2Fmgmtresponse%2Fkeyaction%2Fdoc\\_45293507439744853002021-GEF-PIR-PIMSS706-GEFID92031.docx](https://rc.undp.org/api/download?filePath=%2Fdocuments%2F13275%2Fmgmtresponse%2Fkeyaction%2Fdoc_45293507439744853002021-GEF-PIR-PIMSS706-GEFID92031.docx)

87 Convention on Biological Diversity (2022). Gender Plan of Action. 19 December. CBD/COP/DEC/15/11 <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-11-en.pdf>

88 International Union for Conservation of Nature. Environment and Gender Information (EGI): Related technical research and support on environment and gender statistics and indicators also guide measurable transformation Retrieved from: <https://genderandenvironment.org/egi/>

be associated with monitoring activities during NBSAP implementation, such as “at least three ways to conserve biodiversity used by women are captured.” Once relevant gender-responsive indicators are established, countries can collect and apply sex-disaggregated data, and any other information on gender, to assess gaps between women and men and make sure that these indicators are met. These actions help to ensure that the knowledge of women is captured and used, and can advance on early steps taken in entry point 3.

### Box 8.

#### TIPS FOR GATHERING SEX-DISAGGREGATED DATA

- Liaise with local opinion leaders to understand the local context and existing gender issues;
- Identify if focus groups involving women and men should be held separately or in mixed-gender groups, depending on the local context;
- Ensure that the data collection teams include both women and men so that women who may not feel comfortable working with male data collectors can work with women instead;
- Conduct women’s key informant interviews at times and places convenient to women. These could be schools, health clinics, or women’s houses, where they can speak privately; and
- Offer childcare to parents to reduce the burden of participating in interviews or groups.

During NBSAP planning, monitoring, and reporting, governments can consider the following questions:

- ▶ *Are gender-responsive indicators developed and included in the NBSAP?*
- ▶ *Has the team identified what aspects of NBSAPs would benefit from collecting sex-disaggregated data?*
- ▶ *Are women, girls, and women’s groups involved and consulted in the data collection process?*
- ▶ *Does the data collection team include men and women?*
- ▶ *Is data collected at times and places that are convenient to women?*
- ▶ *What are the mechanisms in place to collect data?*
- ▶ *Is the focus on quantitative or qualitative data?*
- ▶ *Is there a monitoring system to systematically collect data?*
- ▶ *Who is responsible for it?*
- ▶ *Who has access to it?*



## MEXICO'S PROCESS TO DEVELOP A GENDER-RESPONSIVE NBSAP AND SIXTH NATIONAL REPORT

- ▶ *If the country has collected sex-disaggregated data in previous CBD reporting cycles, are there any lessons learned that should be considered when preparing new NBSAPs and National Reports?*
- ▶ *Is gender equality considered in the monitoring plans for the NBSAP?*
- ▶ *How does sex-disaggregated data impact NBSAP decision-making?*

### **Case Study.** The power of data collection and monitoring systems towards achieving gender equality, women's empowerment, and leadership: Forest resilience of Armenia, enhancing adaptation and rural green growth via mitigation

In Armenia, climate-driven landslides threaten the health and economic footing of almost a third of the country's communities.<sup>89</sup> As rising temperatures drive up the risk of natural disasters, Armenia is looking for solutions that will reduce the impacts of climate change. The project "Forest resilience of Armenia, enhancing adaptation and rural green growth via mitigation," financed by the Green Climate Fund and implemented by the Food and Agriculture Organization (FAO) and the country's Ministry of the Environment, works at the nexus of forest and energy to mitigate and adapt to climate change. Project aims include increasing the application of climate-adaptive forestry techniques and the use of energy-efficient stoves that do not require as much firewood.

Given women's role in using forest-derived products, the comprehensive collection and analysis of gender-related data informed project design and implementation. The NGO Armenian Women for Health and Healthy Environment conducted a household survey to better understand gender roles concerning forest management and establish a baseline for which to measure project impact. The survey revealed that women are taking on a larger role in farming because of the migration of men from rural areas to cities in search of job opportunities. Men and women also had different mindsets around participatory community management of forests. These results shaped the project's gender action plan, which includes an emphasis on women's participation in the project, due to their influence on forest decision-making. The gender action plan also includes targets around the collection and application of sex-disaggregated data to continue to make women's role visible in the project and ensure that gender is appropriately mainstreamed.<sup>90</sup>

In Mexico, women often hold profound knowledge about the lands they live in but lack decision-making power to influence the use of biodiversity. For example, of the 4.2 million people who have land rights within ejidos, communal agricultural lands originally granted to Indigenous Peoples, only 19.8% of these landowners are women. This disparity in land ownership furthers the economic divide between men and women and squelches women's potential to advocate for the environment.<sup>91</sup> The National Agricultural Survey from 2014 shows that only 9.2% of the agricultural areas that received credit or loans are managed by women.<sup>92</sup> In response to this disenfranchisement, the country has made significant efforts to amplify the role of women in biodiversity planning through its NBSAP and the country's Sixth National Report to the CBD.

During the process to update its NBSAP in 2015, Mexico was invited to be a pilot country for integrating gender considerations into the NBSAP. The International Union for Conservation of Nature (IUCN) was tasked to bring together key biodiversity and gender experts, including those from the Ministry of Environment and Natural Resources, the National Commission for the Knowledge and Use of Biodiversity (CONABIO), the National Women's Institute, and civil society institutions, to contribute to a gender-responsive NBSAP. The national team paid particular attention to enabling conditions, including the mobilization of skilled experts, relevant stakeholders, women's groups, ministries, and adequate funding, to effectively mainstream gender into Mexico's new NBSAP and undertake capacity development activities. This helped to ensure the central role of women in the 2016-2030 NBSAP, as evinced by the fact that 19 of 24 of the action areas and 53 of 160 actions in the NBSAP highlight the need to ensure the inclusion of women and their key role in managing, protecting, and sustainably using biodiversity. There are also 44 sub-actions that explore these actions further. At least five Mexican states (Coahuila, Hidalgo, Oaxaca, Quintana Roo, and Yucatán)<sup>93</sup> have developed Local Biodiversity Strategies and Action Plans (LBSAPs) with gender considerations in mind, replicating the experience at the national level. This procedure is now the standard for the creation of LBSAPs, coordinated by CONABIO.

Mexico's Sixth National Report to the CBD, submitted in December 2018, also includes many gender-responsive elements, in part due to the gender-responsive actions set in the 2016-2030 NBSAP. The document contains 37 mentions of "gender" and 76 of "women" and reports that at least six women's groups were involved in stakeholder consultations on the efforts to report on Aichi Biodiversity Targets and national biodiversity targets. The country also indicates that all inception meetings included an agenda item on gender mainstreaming and that there were at least three trainings on the integration of sex-disaggregated and gender-responsive data. The Ministry responsible for women's affairs was also consistently engaged in the process.<sup>94</sup>

When assessing the implementation of its NBSAP through the Sixth National Report, Mexico reported a lack of sex-disaggregated data. To address this issue, the national team launched a call to several organizations from the civil society, including academia and local communities, to identify and share qualitative examples

89 World Bank. Armenia. Vulnerability. Climate Change Knowledge Portal. Retrieved from: <https://climateknowledgeportal.worldbank.org/country/armenia/vulnerability>

90 Secretariat of the Convention on Biological Diversity (2022). Best Practices in Gender and Biodiversity: Pathways for Multiple Benefits. Retrieved from: <https://www.cbd.int/gender/publications/CBD-Best-practices-Gender-Biodiversity-en.pdf>

91 Mexico REDD+ Alliance. Incorporating a Gender Perspective in Climate Change and REDD+ Policies and Projects in Mexico. Retrieved from: [https://www.nature.org/content/dam/tnc/nature/en/documents/Policy\\_Brief\\_REDD\\_English\\_Final.pdf](https://www.nature.org/content/dam/tnc/nature/en/documents/Policy_Brief_REDD_English_Final.pdf)

92 Centro de Estudios para el Desarrollo Rural Sustentable y la Soberanía Alimentaria (2015). Encuesta Nacional Agropecuaria 2014. Retrieved from: <http://www.cedrssa.gob.mx/files/b/13/51Reporte%2030%20ENA%202014%20-%2022092015.pdf>

93 Biodiversidad Mexicana (2023). Estrategias Estatales de Biodiversidad. Retrieved from: <https://www.biodiversidad.gob.mx/region/EEB/estrategias>

94 Secretariat of the Convention on Biological Diversity (2018). Sixth National Report: Mexico. The Clearing-House Mechanism of the Convention on Biological Diversity. Retrieved from: <https://chm.cbd.int/database/record?documentID=241354>

and data on women managing biodiversity and natural resources,<sup>95</sup> which they could use, in turn, to build the next iteration of the NBSAP. Through the consolidation of its Sixth National Report, Mexico identified other remaining challenges to address in the next NBSAP, such as ongoing inequality refraining women from accessing and controlling natural resources, women's limited access to financing, and the lack of women involved in the management of marine and coastal ecosystems.

Table 1 illuminates how Mexico applied the entry points presented in the last chapter during development of their 2016-2030 NBSAP and Sixth National Report to the CBD.

**Table 1. Alignment between Mexico's process to create a gender-response NBSAP and Sixth National Report and the entry points explored in this publication**

<p><b>Entry point 1.</b> Gender analysis</p>	<p>Mexico's 2016-2030 NBSAP contains actions that support a gender analysis, including:</p> <ul style="list-style-type: none"> <li>■ "Identif[ing] obstacles in the application of regulations in relation to women's access to and appropriation of benefits derived from biological resources by women."</li> <li>■ "Conduct[ing] studies for the sustainable use and management of biodiversity, with options for diversified use and conservation of genetic resources based on biological, ecological and traditional (men's and women's) knowledge of potential resources."</li> </ul>
<p><b>Entry point 2.</b> Economic measures</p>	<p>The 2016-2030 NBSAP includes actions around economic measures, for example:</p> <ul style="list-style-type: none"> <li>■ "Develop[ing] fiscal incentives that increase the participation of local communities and indigenous peoples, as well as women in conservation processes."</li> <li>■ "Promot[ing] the equal participation of women and men in the different areas of social enterprise and links in production and value chains."</li> <li>■ "Promot[ing] the participation of women in the elaboration and innovation of products derived from the sustainable use and exploitation of natural resources and their linkage to markets."</li> <li>■ "Generat[ing] flexible compensation schemes for environmental services that guarantee the equitable distribution of benefits between men and women as well as their long-term sustainability."</li> <li>■ "Ensur[ing] that funds have flexible eligibility criteria that facilitate women's access."</li> <li>■ "Develop[ing] and implement[ing] market mechanisms that promote sustainable harvesting, and the development of fair, socially responsible trade practices, ensuring women's participation in them."</li> <li>■ "Consider[ing] existing mechanisms of REDD+, payment for ecosystem services, and productive alternatives, ensuring fair and equitable distribution of benefits between women and men without making it conditional on land ownership."</li> </ul>

<p><b>Entry point 3.</b> Women's knowledge</p>	<p>Women across many organizations contributed their specialized knowledge to create Mexico's 2016-2030 NBSAP. The NBSAP also encourages the country to continue to uplift women in decision-making processes. For example, the NBSAP recommends:</p> <ul style="list-style-type: none"> <li>■ "Rescu[ing], collect[ing], systematiz[ing] and protect[ing] the traditional knowledge of indigenous peoples and local communities, in particular, that of women."</li> <li>■ "Ensur[ing] the participation of women and indigenous peoples, Afro-descendants and local communities in all plans, programmes and actions for the rehabilitation and restoration of ecosystems."</li> <li>■ "Promot[ing] soil conservation programmes that encourage the training and active participation of men and women, age groups and cultural groups."</li> <li>■ "Promot[ing] the interest of the population (considering different age groups, women, indigenous peoples, Afro-descendants, and local communities) to participate in citizen science programmes that contribute to the conservation of the environment."</li> </ul>
<p><b>Entry point 4.</b> Stakeholder consultations</p>	<p>The 2016-2030 NBSAP design process systemically involved gender experts and key female actors from official institutions and civil society in nine consultations and workshops. The NBSAP also offers recommendations to sustain this participation, including through:</p> <ul style="list-style-type: none"> <li>■ "Strengthen[ing] the public consultation process for environmental impact assessments by ensuring full, free and informed consent, free and informed consent of cultural groups, women and age groups."</li> <li>■ "Expand[ing] and strengthen[ing] mechanisms that guarantee direct and effective citizen participation for conservation, sustainable use, recovery and restoration of biodiversity, taking into account cultural diversity and a gender perspective."</li> </ul> <p>The 2016-2030 NBSAP also states that:</p> <ul style="list-style-type: none"> <li>■ "The development and strengthening of the capacity-building necessary for the implementation of [the NBSAP] must consider the equal participation of women, indigenous peoples, Afro-descendant and local communities."</li> </ul>
<p><b>Entry point 5.</b> Leadership opportunities</p>	<p>2016-2030 NBSAP recommends the country to Mexico's:</p> <ul style="list-style-type: none"> <li>■ "Strengthen and promote the integration of local and regional decision-making and coordination structures for the integral attention of problems related to the conservation and sustainable use of biodiversity [...],</li> <li>■ Promote the participation of women as leaders in local participation mechanisms."</li> </ul> <p>To develop the Sixth National Report in 2018, Mexico also collected qualitative data to illustrate women's contribution to biodiversity. This helped the country highlight the existing leadership opportunities and programmes for youth and women. As mentioned in this case study, this enabled the national team to "recognize and support differentiated and complementary roles of women and men in productive systems."</p>

<sup>95</sup> Secretariat of the Convention on Biological Diversity (2022). Best Practices in Gender and Biodiversity: Pathways for Multiple Benefits. Montreal, Canada. Retrieved from: <https://www.cbd.int/gender/publications/CBD-Best-practices-Gender-Biodiversity-en.pdf>

**Entry point 6.**  
Resource planning

Key stakeholders were brought together by external partners benefitting from the generous funding from the Japan Biodiversity Fund and IUCN. This enabled the national team to mobilize experts in gender mainstreaming to raise awareness and ensure gender considerations were integrated into the process to develop the 2016-2030 NBSAP.

The 2016-2030 NBSAP also includes recommendations to continue to fund women's involvement in biodiversity decision-making, including:

- “Defin[ing] budgets specifically earmarked for local women-led initiatives.”<sup>96</sup>

**Entry point 7.**  
Data collection  
and monitoring systems

The 2016-2030 NBSAP declares that “the human dimension of environmental problems makes it necessary to make visible and value the different ways in which women and men access, use, manage, and control natural resources.” Actions recommended in the NBSAP include:

- “Documentation and systematization of information on the differentiated use and management of species by women and men.”
- “Ensure that the evaluation considers gender-differentiated impact and includes multicultural criteria.”

In 2018, during the assessment of early implementation of Mexico's 2016-2030 NBSAP in the Sixth National Report, Mexico mobilized local stakeholders to collect qualitative data and stories about the sustainable management of natural resources by women, to identify women's contribution to the national biodiversity targets, Aichi Biodiversity Targets, and consequently the SDGs.

Parties periodically submit National Reports to the CBD to convey progress on the implementation of their NBSAPs. During the Sixth National Reporting cycle, UNDP worked with 64 Parties to more systematically mainstream gender equality, women's empowerment, and leadership in the national reporting process. From 2017 through 2020, this work happened across seven geographic regions under the project “Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD.”<sup>97</sup> Funded by the GEF, the project provided technical support to GEF-eligible CBD Parties in their work developing high-quality, gender-responsive, and data-driven Sixth National Reports that relay progress towards the achievement of the Aichi Biodiversity Targets. Adopted in the CBD [Strategic Plan for Biodiversity 2011-2020](#), the Aichi Biodiversity Targets were the precursor to the goals and targets of the Kunming-Montreal Global Biodiversity Framework. The 20 targets and five strategic goals aimed to provide a framework for urgent action to halt the loss of biodiversity by 2020.<sup>98</sup> This project was a significant effort by UNDP to support Parties to produce National Reports that accounted for the differences in uses, access, and control of biodiversity between women and men. It also strove to identify the importance of traditional knowledge and customary practice held by men and women in the use and protection of biodiversity and emphasized the use of sex-disaggregated data.

This project applied new mechanisms to build the capacity of Parties to mainstream gender into actions for the CBD. UNDP developed a Gender Action Plan for the project (see Annex I) that supported the 64 participating governments to engage women's rights experts, women's organizations, and female representatives of Indigenous Peoples' groups in efforts to determine the status of NBSAP implementation and progress to achieve each Aichi Biodiversity Target.<sup>99</sup> The UNDP Gender Action Plan for the project also asked countries to consider gender inequality issues when assessing their progress to achieve the Aichi Biodiversity Targets and to include sex-disaggregated data and/or gender-specific indicators in their reporting efforts. In addition, the Plan encouraged countries to assess institutional capacity to promote gender equality and women's rights and determine where strategies and actions could become more gender-responsive. The purpose of these activities was to increase the understanding of gender-differentiated roles in biodiversity conservation, provide opportunities for women to contribute their knowledge to biodiversity planning, and reinforce efforts to include men and women in measures to achieve harmony with nature.



Photo credit: Phuong Dung Viet Nam

96 Gobierno de la Republica (2016). Estrategia Nacional sobre Biodiversidad de México y plan de acción 2016 - 2030. Retrieved from: <https://www.cbd.int/doc/world/mx/mx-nbsap-v2-es.pdf>

97 UNDP supported 64 countries from several geographic areas: North Africa, Latin America, the Caribbean, Central America, Western and Central Asia, South Asia, South-Eastern Asia, and the Pacific.

98 Convention on Biological Diversity (2010). The Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets. <https://www.cbd.int/doc/decisions/cop-10/cop-10-dec-02-en.pdf>

99 United Nations Development Programme. Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD. Retrieved from: <https://www.undp.org/vietnam/projects/technical-support-eligible-parties-produce-sixth-national-report-cbd>



This section presents the results of an assessment of gender mainstreaming through the project, “Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD,” taken from 61 Sixth National Reports<sup>100</sup> and exit survey results from countries supported by UNDP under the project (Box 9). Based on an analysis of this information, UNDP concluded that approximately half of countries undertook gender-responsive national reporting efforts. This means that these countries:

- Involved relevant stakeholders of all genders in the preparation of their Sixth National Reports;
- Published Sixth National Reports that account for at least some of the differences in uses of, access to, and control of biodiversity between women and men;
- Identified the importance of traditional knowledge and customary practices held by men and women in the protection of biodiversity, and included sex-disaggregated data (see Box 9).

Additionally, 78% of responding countries in exit surveys indicated that they undertook activities to increase the gender-responsiveness of their Sixth National Report as a result of the project and had received effective technical assistance to support this aim.

### **Box 9.**

#### **METHODOLOGY TO ASSESS THE GENDER-RESPONSIVENESS IN REPORTING TO THE CBD**

UNDP assessed if both the process to create the National Report and the final product were gender-responsive by reviewing the following:

- Exit surveys: Countries reported on progress towards the seven targets in the project’s Gender Action Plan (see Annex I). If a country met at least three out of seven targets, UNDP concluded that a government was taking strides to develop a gender-responsive National Report.
- Keyword search: Using a keyword search of the Sixth National Report submitted to the CBD, UNDP identified the number of times that “gender” and “women” were mentioned and the number of case studies on gender-related issues. If the number of instances of the words “gender” and “women” appeared with frequency, and if gender-related case studies were included where gender-responsive data did not exist, UNDP concluded that a government was taking strides to develop a gender-responsive National Report.

CBD Parties recognized that it was challenging to develop a gender-responsive Sixth National Report, as indicated in over half of the exit surveys. Many countries also found the seven targets of the project Gender Action Plan to be overly ambitious (Box 10). Countries identified the following gaps: sex-disaggregated data, staff capacity, budget, stakeholder involvement, lack of gender-responsive indicators, and stakeholder interest in gender (Figure 2). Commonly, NBSAPs did not include gender-responsive indicators that allowed national teams to capture the contribution and needs of both women and men, and therefore prepare a gender-responsive Sixth National Report. For those that did have sex-disaggregated indicators, many lacked mechanisms to ensure that they were monitored and could be incorporated into the Report.

### **Box 10.**

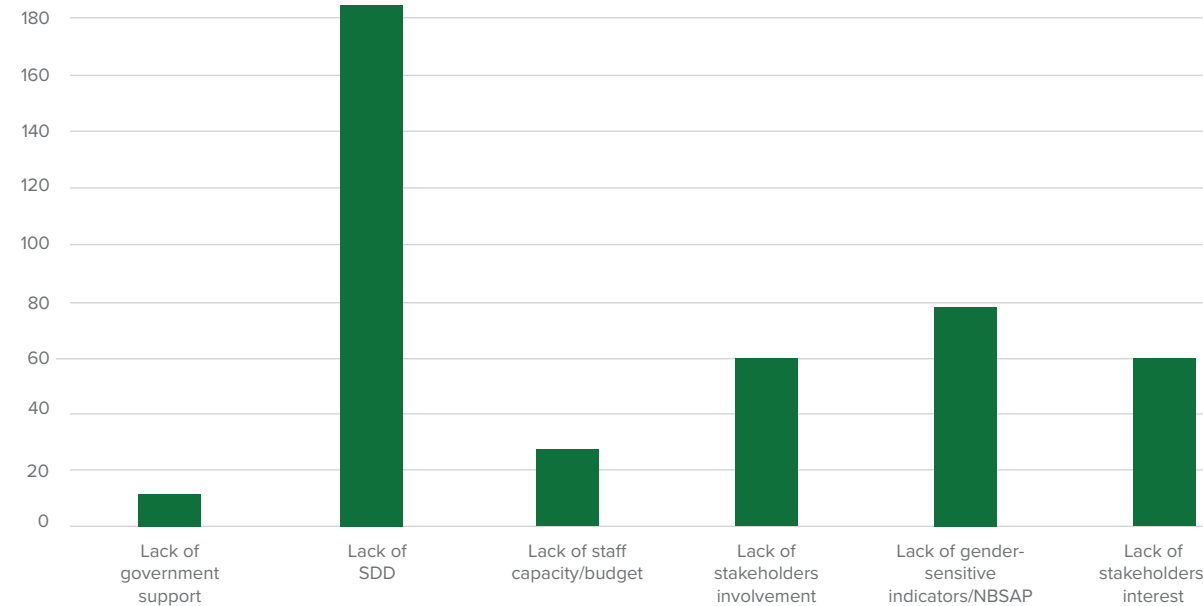
#### **SEVEN TARGETS OF THE PROJECT GENDER ACTION PLAN**

1. At least five women’s groups are engaged in stakeholder consultations regarding Aichi Biodiversity Targets or as appropriate. Ministry or committee of women’s affairs is engaged in all steering committees where relevant and possible.
2. All inception meetings include an agenda item on gender mainstreaming.
3. At least three trainings on the use of the CBD online reporting tool and the development of data that reports on progress in achieving the targets and activities in the post-2010 NBSAP.
4. All relevant scoping reports and data are sex-disaggregated and gender-responsive.
5. At least five women’s groups are engaged during stakeholder consultations.
6. All Aichi Biodiversity Target reports are gender-responsive.
7. All peer review processes are gender mainstreamed and include gender mainstreaming technical expertise.

The full project Gender Action Plan can be found in Annex I. Findings pertaining to each of these targets can be found in Annex II.

<sup>100</sup> At the time the gender analysis was undertaken, only 62 of the 64 UNDP-supported countries submitted a Sixth National Report to the CBD (the Bahamas and Grenada were missing). In addition, the team did not have the capacity to assess Turkmenistan’s Report due a lack of Russian-language capacity at that time. This was later remedied after the assessment was conducted. Therefore, 61 Sixth National Reports were assessed in this report: Afghanistan, Algeria, Antigua and Barbuda, Argentina, Bahamas, Bangladesh, Barbados, Belize, Bhutan, Bolivia, Brazil, Cambodia, Chile, China, Colombia, Costa Rica, Cuba, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Grenada, Guatemala, Guyana, Haiti, Honduras, India, Indonesia, Iraq, Jamaica, Jordan, Kazakhstan, Kyrgyzstan, Lao People’s Democratic Republic, Lebanon, Malaysia, Mauritania, Mexico, Morocco, Myanmar, Nepal, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Saint Lucia, Samoa, Sri Lanka, St. Kitts and Nevis, St. Vincent and Grenadines, Suriname, Tajikistan, Thailand, Timor-Leste, Trinidad and Tobago, Tunisia, Turkmenistan, Uruguay, Uzbekistan, Venezuela, Viet Nam, and Yemen.

**Figure 2. The main challenges countries reported facing when trying to develop gender-responsive Reports for each national biodiversity target in their NBSAPs.**



Note: This question was open-ended to enable countries to include detail in their responses. All responses have been aggregated and sorted out into categories (axis X). For most countries, more than one person responded, leading to a larger number of responses than countries participating in the project (axis Y).

The 64 UNDP-supported countries had varying enabling conditions and priorities for gender that impacted the feasibility of developing a gender-responsive National Report. Additionally, the Project Document did not offer templates on how to make a gender-responsive National Report. As a result, there were vast differences and outcomes from the countries attempting to incorporate gender mainstreaming considerations in biodiversity monitoring and reporting. In future projects, using a standard like the UNDP Gender Equality Seal could help create an objective set of criteria on gender mainstreaming across diverse countries (Box 11).

### Box 11. UNDP GENDER EQUALITY SEAL

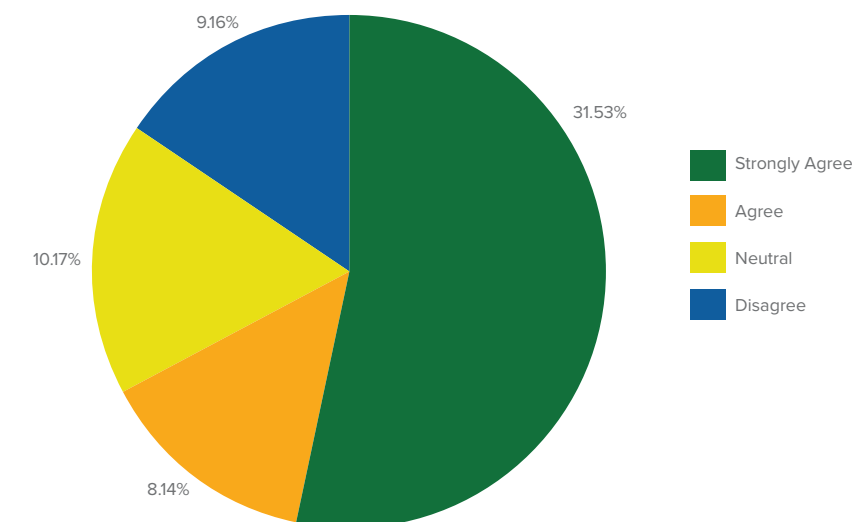
The [UNDP Gender Equality Seal](#) is a corporate standard for gender equality that organizations can qualify for and be benchmarked against to receive certification in accordance with best practices on gender equality inside an organization. To receive the Gender Equality Seal, standards must be met in seven working areas that include management systems, in-house capacities, enabling environment, communications and knowledge management, programs, partnerships, and gender impact/results. The UNDP Gender Equality Seal also serves as a learning platform to establish baselines, fine-tune strategies, document innovations, and showcase the impacts of interventions for gender equality in both programs and operations. Through the Seal, projects can create an objective set of criteria and indicators to assess gender mainstreaming.

In most cases, countries stated that the project provided an opportunity to identify data gaps related to gender, as well as NBSAP national biodiversity targets for which gender-responsive indicators could be developed. Countries also commonly recognized the importance of having women and women’s groups involved in stakeholder consultations, echoing entry point 4. For countries to more successfully mainstream gender into future national reporting efforts, they reported needing continued support to monitor the influence of gender inequalities on the conservation and sustainable use of biodiversity. They also reported needing support to better understand how these inequalities impact how women participate in biodiversity planning, monitoring, and reporting. This feedback highlights the importance of supporting countries to conduct a gender analysis, as described in entry point 1, to understand the complex relationship between gender and biodiversity policy and its impact in each country. It also underscores the need for data collection and monitoring systems, as highlighted in entry point 7, which can help countries track participation across projects.

In exit surveys, only 67% of countries reported that they had the capacity to produce gender-responsive Sixth National Reports (Figure 3). Countries reported the following national capacity needs to develop a gender-responsive National Report:

- Involving and incorporating the perspective of women’s groups, networks, and organizations into the national reporting process;
- Using gender-responsive qualitative and quantitative data;
- Training the national reporting team on gender;
- Hiring consultants that have training on gender mainstreaming and biodiversity; and
- Addressing gender-related comments in a UNDP technical review of the draft Sixth National Report.

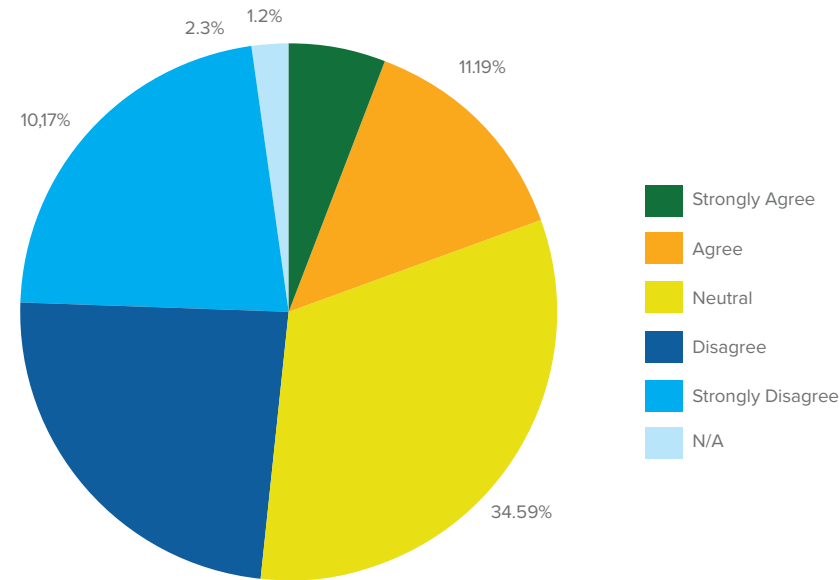
**Figure 3. Country agreement with the statement: “Capacity was available to produce a gender-responsive Sixth National Report”**



There was a lack of gender-related indicators in many countries’ NBSAPs and only 5% (3) of countries strongly agreed and 14% (8) of countries agreed that sex-disaggregated and gender-responsive data were readily available for most of their national targets and Aichi Biodiversity Targets (Figure 4). Additionally, only one-fifth of the countries supported by the project had access to qualitative and/or quantitative data on gender that they could use in their Sixth National Report. Consequently, most of the countries supported

by this project reported that they did not collect sex-disaggregated data while implementing their NBSAPs. This trend indicates a crucial lack of data availability, which limits the capacity of countries to capture the contribution and knowledge of both women and men, and to use these data to improve related strategies and measures. It also clearly demonstrates a need for countries to be further supported to develop sex-disaggregated indicators and use them to capture periodic quantitative and qualitative sex-disaggregated data, as described in entry point 7, so that they can more effectively mainstream gender across their national biodiversity planning, monitoring, and reporting efforts.

**Figure 4. Country agreement with the statement: “Sex-disaggregated and gender-responsive data were readily available for most of the national targets and Aichi Biodiversity Targets.”**



Countries reported that sex-disaggregated data were most commonly available for traditional knowledge (Aichi Biodiversity Target 18), biodiversity awareness (Aichi Biodiversity Target 1), protected areas (Aichi Biodiversity Target 11), and ecosystem services (Aichi Biodiversity Target 14) (Figure 5). Aichi Biodiversity Target 14 is the only target that mentions women by stating, “ecosystems that provide essential services, including services related to water, and contribute to health, livelihoods, and well-being, are restored and safeguarded, taking into account the needs of women, Indigenous peoples, and local communities, and the poor and vulnerable.” Conversely, countries reported that there were very little sex-disaggregated data available for incentives (Aichi Biodiversity Target 3), habitats (Aichi Biodiversity Target 5), fisheries (Aichi Biodiversity Target 6), invasive alien species (Aichi Biodiversity Target 9), coral reefs (Aichi Biodiversity Target 10), resilience (Aichi Biodiversity Target 15), and finance (Aichi Biodiversity Target 20), and no sex-disaggregated data available for pollution (Aichi Biodiversity Target 8).<sup>101</sup> The full text of the Aichi Biodiversity Targets is available in the [Strategic Plan for Biodiversity 2011-2020](#).<sup>102</sup>

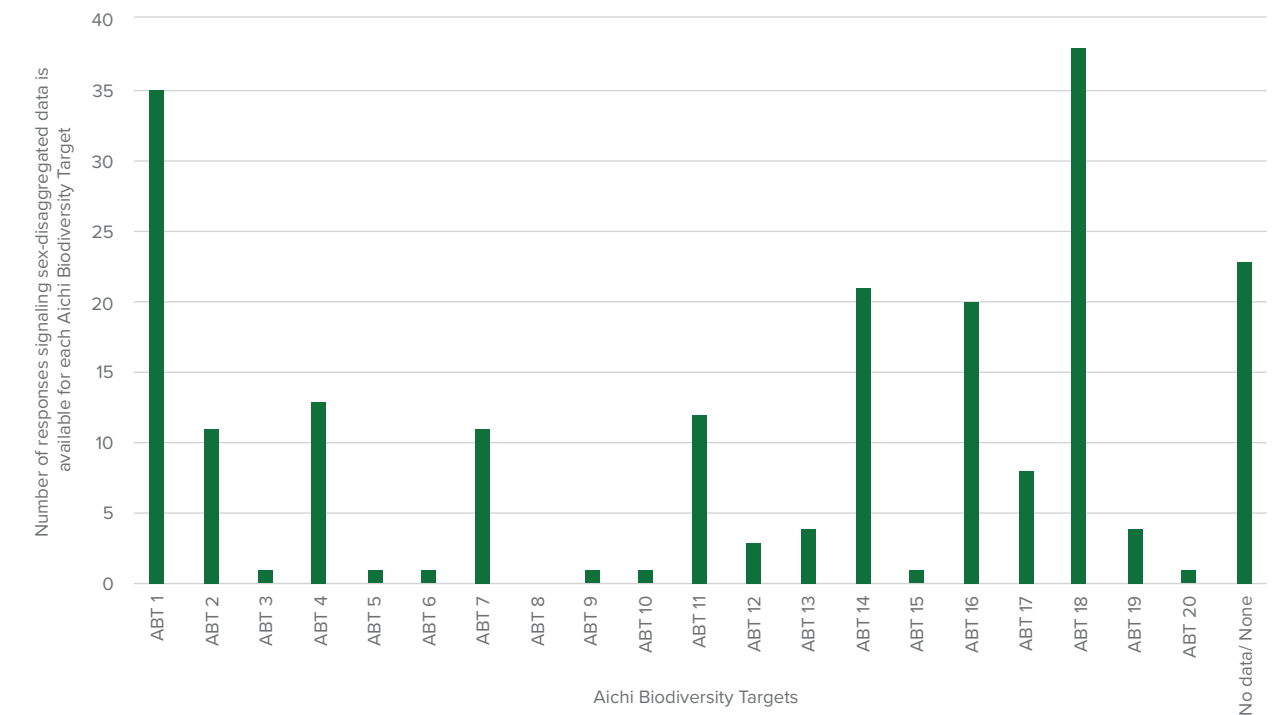
Many countries aim to track sex-disaggregated targets in National Reports, only to discover there is no baseline sex-disaggregated available at all and need to start the process by building a database and collecting the data. These gaps need to be addressed by earmarking funds for sex-disaggregated data collection and monitoring systems at the start of NBSAP planning, monitoring, and reporting processes, as

<sup>101</sup> Information on the Aichi Biodiversity Targets can be found on the CBD website: <https://www.cbd.int/sp/targets/>.

<sup>102</sup> Convention on Biological Diversity (2010). The Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets. <https://www.cbd.int/doc/decisions/cop-10/cop-10-dec-02-en.pdf>.

highlighted in entry point 7 on resource planning. It is also important to ensure that countries have adequate capacity to collect, assess, and report on sex-disaggregated data and understand why women’s activities and knowledge are relevant to the achievement of national biodiversity targets and the CBD, as explored in entry point 3 on women’s knowledge. Capacity development trainings can also help ensure that women have the skills and confidence to work alongside men as leaders in the planning, monitoring, and reporting of sex-disaggregated targets within NBSAPs, in line with entry point 5 on leadership opportunities.

**Figure 5. Availability of gender or sex-disaggregated data on the Aichi Biodiversity Targets.**



Some countries reported a lack of interest, involvement, or coordination among stakeholders, notably grassroots organizations and local communities. Several countries reported that women’s groups had been contacted but did not express interest in taking part in reporting. This made collecting and producing sex-disaggregated data and case studies difficult, especially when stakeholders were not aware of the need for such data and indicators. While the knowledge of such groups, organizations, and communities is key to gender mainstreaming, sometimes they do not have the time or capacity to contribute to this work. There is also not always an understanding of how efforts towards women’s empowerment and biodiversity conservation are mutually reinforcing. This highlights the need for adequate resources to hire a gender expert, as mentioned in entry point 6 on resource planning. Using the results from the gender analysis recommended in entry point 1, their role could support working with stakeholder groups to discover the best ways to engage them.

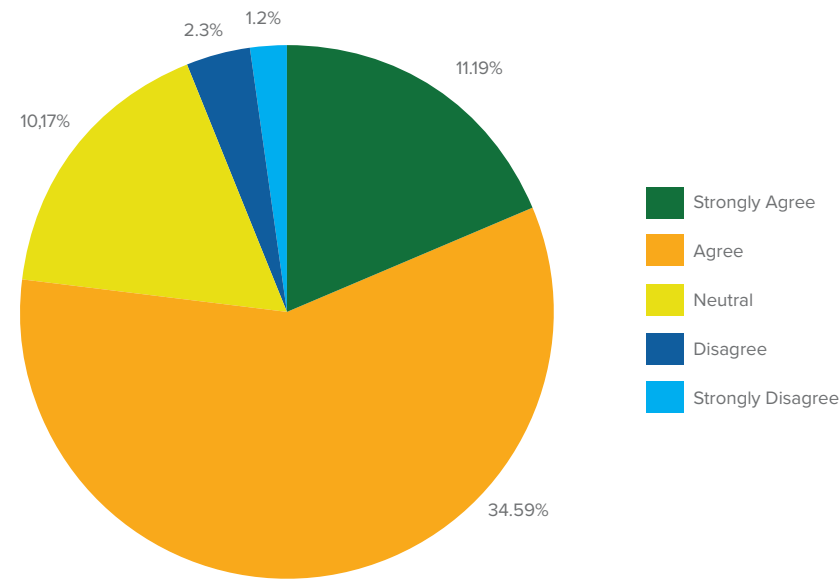
Countries reported that it was critical to receive support to prepare a gender-responsive Sixth National Report because of the perceived novelty and technical nature of gender mainstreaming. Support under the project included live and recorded webinars in English, French, and Spanish on gender mainstreaming and biodiversity conservation and a self-paced online course on [Gender Equality, Women’s Empowerment, and Leadership in the Context of National Biodiversity Planning and Reporting](#).<sup>103</sup> Countries also received systematic guidance on how to further mainstream gender through the technical review of their draft Sixth National Report from the

<sup>103</sup> United Nations Development Programme. Course: Gender Equality, Women’s Empowerment and Leadership in the Context of National Biodiversity Planning and Reporting. Learning for Nature. Retrieved from: <https://www.learningfornature.org/en/courses/gender-equality-womens-empowerment/>

global project team. In addition, government representatives and Country Office counterparts received direct support upon request, either virtually or in person along the margins of CBD meetings.

Of the 58 countries that responded to an exit survey, 78% (45) either strongly agreed or agreed that their national project team received adequate technical support to better mainstream gender into the reporting process (Figure 6). The 5% of countries that “disagreed” or “strongly disagreed” with the statement may reflect difficulties in coordinating with the consultants and stakeholders or accessing gender-disaggregated quantitative and qualitative data.

**Figure 6. Country agreement with the statement: “Technical support had a positive impact on mainstreaming gender into the national reporting processes.”**



In addition to technical guidance made available via several mediums and in several languages, the government will benefit from receiving and allocating adequate budgets to embed gender mainstreaming activities into their work plan, as explored in entry point 6 on resource planning. This will help ensure that sufficient resources are dedicated to this important work. Having access to a dedicated UNDP gender specialist to provide additional support can also improve outcomes. Finally, peer exchange should be encouraged and facilitated, as countries facing similar national contexts and challenges would be able to share good practices and learn from each other.

## Box 12.

### CASE STUDIES ON SUCCESSFUL GENDER MAINSTREAMING WITHIN SIXTH NATIONAL REPORTS

- **Costa Rica:** The country appropriately integrated gender considerations into the development of their Sixth National Report and demonstrated gender mainstreaming within and beyond the project. For example, Costa Rica conducted a gender gap analysis for the National System of Conservation Areas (SINAC) and shared good practices around gender mainstreaming and the participation of Indigenous People and local communities with other countries. Specific gender-responsive programs were developed as a result, including Mas Mujeres Mas Nature Program, and efforts were undertaken to address gender gaps and promote women’s economic empowerment in nature-related productive activities.
- **Belize:** The Sixth National Report of Belize demonstrates a focus on improving coordination between the environmental sector and networks of women’s groups. The Report recognizes the role that women, especially Indigenous women and those from local communities, play in the management of public areas and resources. It also underscores the need for women’s empowerment to become a guiding principle for organizations and encourages collaboration with and between women’s organizations and groups. In addition, the Report advocates for supporting women to access land, credit, and other resources, with a focus on Indigenous women and those from local communities. Finally, the Report shares examples of good practices, highlighting the Women in Fisheries Forum, which promotes the importance of women in the fishing industry.
- **Samoa:** The Sixth National Report of Samoa emphasizes women’s leadership. Of the 15 existing divisions in the Ministry of Natural Resources and Environment, 11 were headed by women at the time of the Report. As the Report explains, “This is an example of a growing government workforce with women playing major roles contributing to the nation’s economy and leading the management of Samoa’s natural resource base.” The Report also offers an overview of a UNDP-GEF Small Grant Programme women’s committee project on mangrove protection, where women in the committee are the primary implementers and decision makers of the project’s activities.
- **Yemen:** Yemen’s Sixth National Report provides specific examples of successful projects taken with a gender lens and how they contributed to positive outcomes for nature and society. The Report highlights challenges such as rural poverty and malnutrition and shares examples of government-supported initiatives to address the issues. These initiatives successfully engaged various stakeholders, including women’s groups, and led to enhanced capacity of local communities to access productive resources, as well as participate in the planning and management of natural resources. One additional positive outcome was the creation of new women’s groups focused on food security.

Women are agents of change for biodiversity. They are farmers, fisherwomen, artisans, and scientists. They are community organizers, project managers, GIS experts, and policy-makers. While they may not influence biodiversity policy in the public sphere as visibly as men, women are often managing homesteads, gathering natural resources, preparing food, and educating future generations on how to steward land. However, women are still under-represented in national decision-making processes pertaining to the management of biodiversity and often go unmentioned in biodiversity policies. The Kunming-Montreal Global Biodiversity Framework is an opportunity for countries to integrate gender considerations more fully into biodiversity policies, such as NBSAP. If followed, the Framework and the related 2022-2030 Gender Plan of Action have the potential of reshaping the relationship between humanity and nature, while uplifting women and communities.

Guidance and lessons from the development of Sixth National Reports provide useful information to help ensure that countries are equipped to surmount barriers to gender mainstreaming, especially as they plan, monitor, and report on NBSAPs in alignment with the Kunming-Montreal Global Biodiversity Framework. Seven entry points, drawn from the 2022-2030 Gender Plan of Action, guidance from the GEF-funded project, “Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD,” and other related work indicate opportunities for countries to mainstream gender into the management of biodiversity. These entry points are summarized with more in Box 12. Addressing these entry points will help governments encourage and shape the perception that women are key agents of change and increase knowledge of gender mainstreaming by providing educational materials and capacity-building activities.

### Box 13.

#### SUMMARY OF ENTRY POINTS EXPLORED IN THIS PUBLICATION

To build an enabling environment for women’s equality in planning and monitoring action toward the Kunming-Montreal Global Biodiversity Framework, countries can identify and work to overcome gaps in women’s full engagement. Seven entry points are suggested:

##### 1. Gender analysis

To identify barriers to women’s engagement in the revision or update and implementation of NBSAPs, countries can:

- Undertake a gender analysis to understand the relationships between men and women, their access to resources, and their activities;
- Use data from relevant sources, including national gender statistics, surveys, national action plans, and qualitative data generated through policy and academic research and participation assessments; and
- Assess inequalities at different societal levels and how these inequalities may impact the participation of women and other vulnerable social groups in biodiversity policy-making and implementation; and
- Ensure that decision-makers, government officials, technical experts, planners, and other relevant stakeholders understand gender inequalities and how they can influence the achievement of biodiversity objectives.

##### 2. Economic Measures

To promote women’s empowerment and entrepreneurial opportunities in biodiversity-based supply chains, countries can:

- Recognize the positive impact that supporting women’s livelihoods has on women, their households and communities, and biodiversity;
- Address barriers to educational opportunities for women and girls;
- Provide training or resources to sustainably collect, process, and sell natural resource-derived products and obtain national or international certifications that guarantee and promote traditional products;
- Implement mechanisms such as micro-credit, low-interest loans, market linkages, assistance with start-up costs, and business incubation programs to help women turn their knowledge and skills into formal business ventures; and
- Develop financial management and entrepreneurship capacities through business incubation programs (with initial seed funding or grants) can also support the development of businesses that are good for biodiversity, women, and communities

##### 3. Women’s Knowledge

To ensure that women’s unique knowledge about biodiversity is applied in planning, countries can:

- Recognize, value, and integrate women’s knowledge into the development of NBSAPs as well as during other biodiversity management planning processes; and
- Appoint national gender-biodiversity focal points to support knowledge exchange, sharing experiences and best practices, peer-to-peer learning, mentoring, and coaching; and
- Take specific measures to respect, preserve, and maintain the traditional knowledge, innovations, and practices of all women and girls, including Indigenous Peoples and local communities, as well as their corresponding rights relevant to the conservation and sustainable use of biological diversity.

##### 4. Stakeholder Consultations

Countries can take the following measures to ensure that women are fully and effectively engaged during stakeholder consultation processes to design and implement biodiversity-related projects and plans:

- Engage all relevant stakeholders, particularly women’s groups, gender institutions and gender experts, and Indigenous Peoples and local communities, in developing and updating NBSAPs and related biodiversity policies, plans, and strategies at all levels;
- Convene an expert group meeting, including women environmental human rights defenders, to develop guidance and recommendations aimed at eliminating gender disparities in the participation and leadership of women and decision-making related to the three objectives of the CBD;
- Maintain the involvement of identified stakeholders throughout the process, ensuring the continuity of the partnership and the focus on women’s issues, needs, and contributions; and
- Ensure effective contributions from all stakeholders by considering cultural norms and hosting meetings at a convenient time for all in a language or languages that best facilitate communication.

## 5. Leadership Opportunities

Countries can take steps to help women elevate themselves to leadership positions. Countries can:

- a. Ensure gender-balanced leadership in NBSAP governance bodies;
- b. Involve women in meaningful stakeholder consultations
- c. Create leadership positions that are equally available to women and men and develop mechanisms to support the women who obtain them;
- d. Provide capacity-building opportunities for women to increase their ability to contribute as leaders, including - but not limited to - public speaking, resource management, and leadership;
- e. Allow women to meet independently from men, but with the support of a group or peers, to improve training outcomes.

## 6. Resource Planning

To take a gender-responsive approach to resource planning, countries can:

- a. Identify and cost activities that the country plans to take in the 2022-2030 Gender Plan of Action, as well as any other activities related to gender;
- a. Explore funding mechanisms for gender mainstreaming, including taxes and fees on nature-impacting sectors, Official Development Assistance, public budget allocations, private donations, and fees, penalties, and management expenditures for Environmental (and Social) Impact Assessments;
- a. Allocate sufficient financial resources to undertake the planned activities and secure the necessary technical expertise, such as gender experts or stakeholder engagement coordinators, throughout the development and implementation of their NBSAP; and
- a. Consider additional costs, including those around collecting gender-disaggregated data, printing materials, and providing childcare to parents.

## 7. Data Collection and Monitoring Systems

Access to sex-disaggregated data can help countries more fully understand the contributions of both women and men to the implementation of NBSAPs and identify gender gaps and ways to address them. To collect and monitor this information, countries can:

- a. Develop gender-responsive indicators that reflect the contribution of both women and men to biodiversity conservation, protection, and sustainable management;
- a. Using the gender-responsive indicators, collect, analyze, and publish periodically existing sex-disaggregated data, and use them to improve the implementation of the approach on a regular basis;
- a. Use sex-disaggregated data and information on gender to reflect gaps between women and men, and to guide the development of equitable solutions; and
- a. Develop and implement monitoring systems, using existing indicators to capture periodic quantitative and qualitative sex-disaggregated data.

This publication highlights the central role that women can play in biodiversity conservation and sustainable development and emphasizes how women's empowerment and leadership are critical to meeting the goals and targets of the Kunming-Montreal Global Biodiversity Framework. The entry points identified in this publication can help strengthen opportunities for women's empowerment and leadership in biodiversity conservation activities. As governments become more adept at integrating women's leadership into decision-making processes, they will create strong examples that can be replicated across the globe. Similarly, projects such as "Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD," provide opportunities for organizations to learn alongside countries to facilitate better outcomes for both the environment and society.

From the Gökova Bay in south-east Türkiye to dry tropical forests in Colombia, women are changemakers for biodiversity, demonstrating how gender equality can have positive ripple effects across society and the environment. Women are seeing themselves as leaders in areas such as sustainable gold mining, nature-based tourism, fishing and oyster harvesting, agriculture, and water maintenance. Countries are also increasingly cognizant of the importance of mainstreaming gender in decision-making for the CBD, as evidenced by the elevation of gender across the Kunming-Montreal Global Biodiversity Framework and its 2022-2030 Gender Plan of Action. However, to achieve the targets set in these Decisions, countries need to take concrete action to assess, improve, and report on women's contributions to biodiversity. These actions towards gender equality will differ in each country, in reflection of the diverse knowledge, roles, customs, and cultural norms held by men and women across different societies. However, the entry points explored in this publication can provide a common foundation for biodiversity decision-making that conserves nature while uplifting men, women, and communities in the process.



Photo credit: UNDP Azerbaijan

# ANNEX I. SIXTH NATIONAL REPORT PROJECT GENDER ACTION PLAN

Gender Action Plan Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD				
Component 1. Project inception meeting and identification of funding resources				
Outcome 1. A functional steering committee (SC) is formed in each country to prepare the Sixth National Report, project times and methods are developed, funding is mobilized, where necessary, and training and capacity-building activities are complete				
Output	Gender-responsive output indicator	Target	Timeline	Responsibility
1.1. The SC is formed, roles for the preparation of the Sixth National Report are assigned, and a production plan and timeline are developed.	Relevant women's groups and ministries are engaged as part of each country's SC.	At least five women's groups are engaged in stakeholder consultations regarding Aichi Biodiversity Targets or as appropriate. The Ministry or committee of women's affairs is engaged in all SC where relevant and possible.	March 2018	Technical Project Advisor
1.2. Necessary project funding and resources are acquired, including the submission of an Annual Work Plan and Letter of Authorization and the identification of other funding sources, as needed.	Women and gender equality considerations are included in the inception meeting agenda to determine gender equality-related entry points for preparing the Sixth National Report.	All inception meetings include an agenda item on gender mainstreaming.		
1.3: Participation in training and capacity-building opportunities on the use of the CBD online reporting tool and the development of data that reports on progress in achieving the targets and activities in the post-2010 NBSAP.	Number of training activities on integration of sex-disaggregated and gender-responsive data  Number of training and capacity-building activities that are gender-responsive, integrating priorities and needs of women	At least three trainings		

Gender Action Plan Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD				
Component 2. Assessment of progress towards each national target				
Outcome 2. Stakeholder owned reports for each Aichi Biodiversity Target and/or national equivalent are produced and compiled. Parties are requested to report on both achievement of each identified national target, and on the achievement of each Aichi Biodiversity Target.				
Output	Gender-responsive output indicator	Target	Timeline	Responsibility
2.1. Scoping report/zero draft for each Aichi Biodiversity Target and/or national equivalent are prepared.	Scoping reports and baseline data are sex-disaggregated and gender-responsive (includes the use by both women and men in the valuation of biological resources; report on benefits derived using sex-disaggregated data; monitor participation of women and men; account for differences in biodiversity use between women and men in stocktaking exercises).	All relevant scoping reports and data are sex-disaggregated and gender-responsive	Oct 2018	Technical Project Advisor
2.2. Consultations with stakeholders are undertaken to verify data and progress assessments and address information gaps for each Aichi Biodiversity Target.	Gender-responsive stakeholder consultations	At least five women's groups are engaged during stakeholder consultations.	Sept 2018	Technical Project Advisor
2.3. Reports for each Aichi Biodiversity Target and/or national equivalent are developed, which strive to be gender-responsive, considering the resources and timeframe of the project in each country.	Gender-responsive reports for each Aichi Biodiversity Target and/or national equivalent are developed	All Aichi Biodiversity Target reports are gender-responsive	June 2019	Technical Project Advisor

## ANNEX II. FINDINGS FROM THE IMPLEMENTATION OF THE SIXTH NATIONAL REPORT GENDER ACTION PLAN

Gender Action Plan Technical Support to Eligible Parties to Produce the Sixth National Report to the CBD				
Component 3. Sixth National Report production and submission				
Outcome 3. A stakeholder owned Sixth National Report is produced and submitted to the CBD				
Output	Gender-responsive output indicator	Target	Timeline	Responsibility
3.1. The draft Sixth National Report is compiled, reviewed, revised, and finalized.	Gender mainstreaming technical expertise is included as part of peer review panel	All peer review processes are gender mainstreamed and include gender mainstreaming technical expertise.	June 2019	Technical Project Advisor
3.2. The Sixth National Report is validated and officially submitted to the CBD.	Women and gender equality considerations mainstreamed into the peer review checklist			



Photo credit: Zheng Yuanjian, UNDP China

### Target 1.1. At least five women's groups are engaged in stakeholder consultations regarding Aichi Biodiversity Targets or as appropriate. Ministry and/or committee of women's affairs is engaged in all steering committees where relevant and possible.

#### Key Findings:

- During this project, most countries worked to produce their first stakeholder-owned, gender-responsive National Report: 57% of the countries produced a gender-responsive Sixth National Report.
- An achievement gap appeared between the countries that had previously mainstreamed gender through projects and involved women's groups, and those for which this was a new component of their work.
- In the latter instances, it was challenging for countries to meet the target of involving at least five women's groups.

#### Lessons Learned:

- In advance of implementing a gender action plan, it is possible to assess which regions and countries have enabling conditions to succeed in engaging a significant number of women's groups in stakeholder consultations.
- Targets should be adjusted accordingly.

### Target 1.2. Inception meetings include an agenda item on gender mainstreaming.

#### Key Findings:

- Most participating countries included an agenda item on gender during their inception workshop.

#### Lessons Learned:

- To accurately measure indicators of this nature, each participating country would need to submit its inception meeting agenda.

### Target 1.3. At least three training or capacity-building activities are held on the integration of sex-disaggregated and gender-responsive data, that are gender-responsive, and/or that integrate the priorities and needs of women.

#### Key Findings:

- 80% of countries indicated that they held trainings or capacity-building activities on the integration of gender.
- Most countries did not specifically state the exact number of training and the format of them.

#### Lessons Learned:

- Capacity-building activities such as a training series or an online webinar series should be continued.
- Providing materials to countries accelerates their dissemination and uptake.

### Target 2.1. All relevant scoping reports and data are sex-disaggregated and gender-responsive.

#### Key Findings:

- The lack of sex-disaggregated data limited the ability of countries to develop sex-disaggregated and gender-responsive scoping reports.

#### Lessons Learned:

- Future support is needed from UNDP and other implementing agencies to help countries develop gender-responsive indicators when updating their NBSAPS.
- Without these data, it is unrealistic for nations to develop sex-disaggregated and gender-responsive scoping reports on each Aichi Biodiversity Target or the Kunming-Montreal Global Biodiversity Framework goals and targets.



## ANNEX III. RESOURCES THAT CAN HELP TO STRENGTHEN GENDER MAINSTREAMING AND EQUALITY IN BIODIVERSITY

### Targets 2.2. At least five women's groups are engaged during stakeholder consultations.

<p>Key Findings:</p> <ul style="list-style-type: none"> <li>Most countries counted the presence of women in ministries and validation meetings as a proxy for women's engagement in the national reporting process.</li> <li>Countries expressed difficulties engaging with women because a significant number of stakeholders were already involved and adding up to five additional women's groups and women's networks was too ambitious.</li> <li>In some cases, there was a lack of understanding of why women should be among key stakeholders involved at the perceived detriment of other key stakeholders being able to participate.</li> <li>Sometimes countries reported that the invited women's groups and networks did not show interest in being involved or could not participate due to their location.</li> </ul>	<p>Lessons Learned:</p> <ul style="list-style-type: none"> <li>Clear guidance on the number and types of women's groups to involve in stakeholder consultations should be provided by the CBD and adopted by UNDP as a guideline.</li> <li>Embedding a generalized numeric target in a UNDP project document requires that all countries follow this minimum recommendation.</li> <li>Projects like this should also continue to advocate for the active participation of women's groups and women's networks during the development of future National Reports.</li> <li>Where possible, the participation of this subset of stakeholders should be solidified during NBSAP revision and implementation.</li> </ul>
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### Target 2.3. All Aichi Biodiversity Target reports are gender-responsive.

<p>Key Findings:</p> <ul style="list-style-type: none"> <li>UNDP classified 57% of the Sixth National Report reviewed in this analysis as gender-responsive.</li> <li>The target of having 100% gender-responsiveness in the individual Aichi Biodiversity Target reports was not achieved.</li> </ul>	<p>Lessons Learned:</p> <ul style="list-style-type: none"> <li>Most countries did not have the capacity to produce, collect, and use sex-disaggregated data during this project.</li> <li>It is not realistic to expect 100% of countries to have the capacity to produce gender-responsive reports for each Aichi Biodiversity Target.</li> <li>If this target is important, countries need additional technical support to systematically track relevant information.</li> </ul>
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### Target 3. All peer review processes are gender mainstreamed and include gender mainstreaming technical expertise.

<p>Key Findings:</p> <ul style="list-style-type: none"> <li>This target was fully achieved by including someone with technical expertise in gender mainstreaming as a part of every technical review panel.</li> <li>Women's and gender equality considerations were also mainstreamed into the peer review checklist.</li> </ul>	<p>Lessons Learned:</p> <ul style="list-style-type: none"> <li>Ensuring a technical review of each draft report led to an increase in the number of gender-responsive Sixth National Report.</li> <li>Gender mainstreamed peer review processes must be systematically undertaken in a project, and gender experts should prepare the checklist and provide technical input during the technical review.</li> </ul>
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- [CBD: Biodiversity in the 2030 Agenda for Sustainable Development](#):<sup>104</sup> The publication aims to help decision-makers better understand the contributions of biodiversity to achieving the SDGs. It presents a mapping of the linkages between the SDGs and the Strategic Plan for Biodiversity 2011-2020 and its 20 Aichi Biodiversity Targets. It also provides a more detailed description of the linkages between biodiversity and specific SDGs and their associated targets, and also provides a cross-reference to the Aichi Biodiversity Targets.
- [CBD: COP15 Gender Plan of Action](#):<sup>105</sup> At COP15, held in December 2022, the Parties welcomed the adoption of the Gender Plan of Action for the period 2023-2030. Its purpose is to support and promote the gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework.
- [CBD: Gender and Biodiversity: Analysis of Women and Gender Equality Considerations in NBSAPs](#):<sup>106</sup> This CBD report examines how women and gender equality considerations are included in 254 NBSAPs from 174 countries over 23 years of implementation (1993-2016).
- [CBD: Gender and Biodiversity Technical Guide](#):<sup>107</sup> This CBD guide compiles and analyzes CBD Decisions and recommendations to support decision-makers, negotiators, and advocates in monitoring the implementation of gender-responsive policies, programmes, and activities under the Convention. In doing so, it supports users in identifying gaps in decision-making in order to target key entry points to strengthen gender mainstreaming.
- [CBD: Integrating Gender Considerations in National Biodiversity Strategies and Action Plans: Pilot Project Process and Initial Considerations](#):<sup>108</sup> This publication provides an overview of a pilot project undertaken in 2016 to build the capacity of developing countries to integrate gender into their revised NBSAPs. It focuses on three pilot country initiatives carried out in Brazil, Mexico, and Uganda, outlining the approach undertaken, initial outcomes, and considerations of relevance for developing country Parties.
- [CBD: Mainstreaming Gender Considerations in the Development and Implementation of NBSAPs \(Module 9\)](#):<sup>109</sup> This module is part of a training package on updating NBSAPs in line with the Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets, which focuses on integrating gender mainstreaming in the NBSAP process. It gives a brief explanation of the concepts of gender, gender equality, and gender mainstreaming, showing their links with human well-being and poverty eradication. It then outlines four goals that planners can aim at, and five measures that they can take in order to make their NBSAP processes more gender-responsive.
- [FAO: Gender and Land Rights Database](#):<sup>110</sup> The Gender and Land Rights Database highlights the major political, legal, and cultural factors that influence the realization of women's land rights throughout the world. It provides information about gender and land issues through 84 country profiles, land tenure statistics disaggregated by gender, and a tool to assess legal frameworks for gender-equitable land tenure.

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105 Convention on Biological Diversity (2022). Gender Plan of Action. 19 December. CBD/COP/DEC/15/11 <https://www.cbd.int/doc/decisions/cop-15/dec-11-en.pdf>

106 International Union for Conservation of Nature (2017). Gender and Biodiversity: Analysis of women and gender equality considerations in National Biodiversity Strategies and Action Plans (NBSAPs). Washington, USA. Retrieved from: <https://www.cbd.int/gender/doc/gender-biodiversity-nbsaps-report-final.pdf>

107 International Union for Conservation of Nature (2015). Gender and Biodiversity Technical Guide. Global Gender Office. Retrieved from: <https://portals.iucn.org/union/sites/union/files/doc/gender-and-biodiversity-technical-guide-3.pdf>

108 International Union for Conservation of Nature, Secretariat of the Convention on Biological Diversity and Japan Biodiversity Fund (2016). Integrating Gender Considerations in National Biodiversity Strategies and Action Plans: Pilot Project Process and Initial Considerations. Retrieved from: <https://www.cbd.int/gender/doc/pilot-project-integ-gender-nbsaps.pdf>

109 Convention on Biological Diversity (2012). Mainstreaming Gender Considerations in the Development and Implementation of National Biodiversity Strategies and Action Plans. Module 9 (B Series). Retrieved from: <https://www.cbd.int/training/nbsap/b9-train-gender-en.pdf>

110 Food and Agriculture Organization of the United Nations. Gender and Land Rights Database. Retrieved from: <https://www.fao.org/gender-landrights-database/en/>

- [IUCN: Framework for Conducting Gender-Responsive Analysis](#):<sup>111</sup> This publication captures a methodology developed by the IUCN Global Gender Office to help implement a gender-responsive analysis for a wide range of partner institutions. Key questions are provided to uncover gender gaps and issues at local, institutional, and national levels, as well as gender differences in the distribution of benefits, risks, and opportunities.
- [IUCN: Roots for the Future: The Landscape and Way Forward on Gender and Climate Change](#):<sup>112</sup> This publication presents key issues related to gender and climate change decision-making; international, regional, and national policies; adaptation and mitigation; sustainable cities; and finance mechanisms. It is addressed to policymakers at the international level and grassroots practitioners who might benefit from best-case project strategies.
- [UNDP: Gender, Climate Change, and Community-Based Adaptation Guidebook](#):<sup>113</sup> This Guidebook presents experiences and examples from the UNDP-GEF Community-Based Adaptation Programme worldwide. It seeks to ensure that forthcoming Community-Based Adaptation projects contribute to the achievement of gender equality and women's empowerment by integrating a gendered perspective into Community-Based Adaptation programming and project design. It is useful for any community-based practitioners who wish to review successful cases of gender mainstreaming in community-based adaptation projects.
- [UNDP: Gender Equality Seal: A Certification Programme for Public and Private Enterprises supported by UNDP](#):<sup>114</sup> The publication describes how the Gender Equality Seal is being implemented with UNDP support adding value to businesses and governments in Latin America. The Seal works towards eliminating gender inequalities in the workplace, while at the same time improving the lives of all employees and their families. The report showcases specific country examples and the required steps to earn the Gender Equality Seal.
- UNDP: Gender Inequality Index:<sup>115</sup> The Gender Inequality Index is a composite metric of gender inequality using three dimensions: reproductive health, empowerment, and the labor market. It shows the loss in potential human development due to inequality between female and male achievements in these dimensions. It is possible to explore the data by country and region from 1990-2020.
- [UNDP: Guide to Gender Mainstreaming in UNDP Supported GEF Financed Projects](#):<sup>116</sup> Annex 5 of this document provides a set of guiding questions to analyze the national and local context, and understand issues around the gendered division of labor and time use, access and control, power and decision making, as well as knowledge and capacities. The Annex provides a Gender Action Plan template, Gender Assessment and Action Plan Budget template, and additional tools for conducting a gender analysis.
- [UNDP: How to Conduct a Gender Analysis: A Guidance Note for UNDP Staff](#):<sup>117</sup> The UNDP guidance aims to ensure that gender issues are systematically integrated into the UNDP country program framework. It is divided into two parts: the first part presents gender analysis as a tool and explains how to use it

to assess the differences in the lives of women and men, girls and boys as well as the relationships between and amongst them. The second part provides guidance on how to apply gender analysis in each section of a country program.

- [UNDP: Mainstreaming Gender in Mitigation and Technology Development and Transfer Intervention](#):<sup>118</sup> This publication is designed to guide policymakers on how to promote gender equality across all levels of policy and programming in climate change, and to provide them with the necessary tools to do so. The report aims to achieve several goals, including raising awareness on the need to mainstream gender in climate change actions, and encouraging policymakers to mainstream gender across institutions and at all levels, among others. It also provides examples from UNDP's work with gender mainstreaming in Bhutan and Cambodia.
- [UNDP: NBSAPs: Natural Catalysts for Accelerating Action on Sustainable Development Goals](#):<sup>119</sup> The purpose of this analysis is to understand the breadth and depth of actions proposed across all NBSAPs, to propose a common framework for analysis, and to understand the relationship between NBSAPs and the SDGs. The methodology builds on a taxonomy that can be used to describe any action found within an NBSAP – a set of 16 thematic categories, 125 sub-categories, and 24 generic actions. This study included more than 6,000 actions from 60 countries.
- [UNDP: Open Online Course on Gender and Environment](#):<sup>120</sup> The course, delivered by One UN Climate Change Learning Partnership, focuses on the linkages between gender and the environment. It provides knowledge and tools to mainstream gender and to better understand the global international frameworks related to gender and the environment. It is divided into six modules covering the following areas: Climate Change, International Waters, Biodiversity, Land Degradation, and Chemicals and Waste.
- [UNEP: Global Gender and Environment Outlook](#):<sup>121</sup> This report looks at the linkages between gender and the environment and their importance for gender-responsive policy-making and actions. It focuses on social forces and changes in the environment, future projections and outlooks, and potential actions that could be taken that would position women and men as equal agents in taking sustainable actions.
- [UN-REDD Methodological Brief on Gender](#):<sup>122</sup> The brief provides guidance, concrete entry points, and good practices to help countries achieve gender-responsive REDD+ actions across the REDD+ policy cycle, including in design, implementation, and monitoring. Through action-oriented guidance and illustrative case studies, this publication can assist countries to realize the gender equality provisions contained in international agreements on REDD+, including gender safeguards.
- [World Bank: Gender Data Portal](#):<sup>123</sup> The portal provides access to the latest gender statistics, using compelling narratives and data visualizations to improve the understanding of gender data and facilitate analyses that inform policy choices. It includes 14 topics, with visualizations of key indicators, a list of the full set of indicators, and related content.

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113 United Nations Development Programme (2015). Gender, Climate Change and Community Based Adaptation Guidebook. New York, NY. Retrieved from: <https://www.undp.org/publications/gender-climate-change-and-community-based-adaptation-guidebook>

114 United Nations Development Programme (2017). The Gender Equality Seal: A Certification Programme for Public and Private Enterprises supported by UNDP. Retrieved from: <https://www.undp.org/publications/gender-equality-seal-certification-programme-public-and-private-enterprises-supported-undp>

115 United Nations Development Programme. Gender Inequality Index. Retrieved from: <https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

116 United Nations Development Programme. Project Document on Enhancing Access to Climate Finance in the ECIS Region. Retrieved from: [https://info.undp.org/docs/pdc/Documents/SVK/104887\\_ProDoc\\_Climate-Finance\\_signed.pdf](https://info.undp.org/docs/pdc/Documents/SVK/104887_ProDoc_Climate-Finance_signed.pdf)

117 United Nations Development Programme (2016). How to conduct a Gender Analysis: A Guidance Note for UNDP Staff. Retrieved from: [https://info.undp.org/sites/bpps/SES\\_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf](https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf)

118 United Nations Development Programme (2015). Mainstreaming Gender in Mitigation and Technology Development and Transfer Intervention. Retrieved from: <https://www.undp.org/publications/mainstreaming-gender-mitigation-and-technology>

119 United Nations Development Programme (2016). National Biodiversity Strategies and Action Plans: Natural Catalysts for Accelerating Action on Sustainable Development Goals. New York, NY. Retrieved from: <https://www.undp.org/sites/g/files/zskgke326/files/publications/NBSAPsNaturalCatalystsForAcceleratingSDGs.pdf>

120 The One UN Climate Change Learning Partnership. Open Online Course on Gender and Environment. Retrieved from: <https://www.unclearn.org/courses/open-online-course-on-gender-and-environment/>

121 United Nations Environment Programme (2016). Global Gender and Environment Outlook. Nairobi, Kenya. Retrieved from: <https://www.unep.org/re-sources/report/global-gender-and-environment-outlook-ggeo>

122 United Nations Development Programme (2017). UN-REDD Methodological Brief on Gender. Retrieved from: [https://www.unclearn.org/wpcontent/uploads/library/unredd\\_methodological\\_brief\\_gender\\_final.pdf](https://www.unclearn.org/wpcontent/uploads/library/unredd_methodological_brief_gender_final.pdf)

123 World Bank. Gender Data. Retrieved from: <https://data.worldbank.org/topic/gender>

