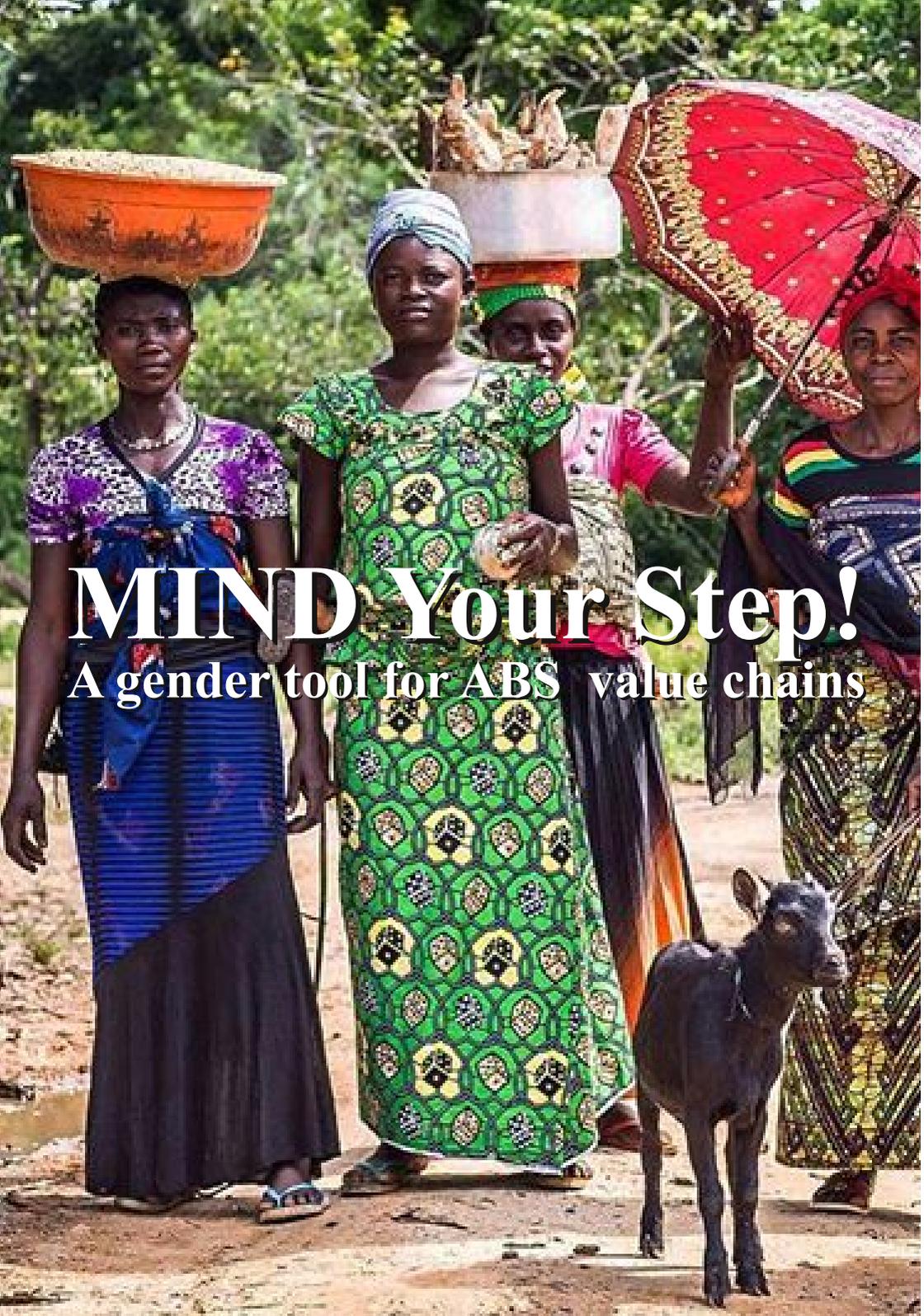


MAINSTREAMING GENDER INTO ABS VALUE CHAINS GENDER TOOLKIT



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MIND Your Step!

A gender tool for ABS value chains







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The MIND Your Step! Gender Tool has been designed by Fouad Bergigui under the UNDP GEF Global ABS Project, in cooperation with Barbora Galvankova and Ciara Daniels. This self explanatory Toolkit has been prepared to guide country teams working on ABS in their efforts to mainstream gender considerations into ABS value chains and ensure that women, men, youth and elderly have equal opportunities to benefit from various ABS interventions.

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ABOUT THIS TOOLKIT



The UNDP-GEF Global Project on access to genetic resources and the fair and equitable sharing of the benefits derived from their utilization (ABS) is a 3 year project that supports the full implementation of the Nagoya Protocol in 23 countries. The global project team developed a gender tool to support ABS country teams in their efforts to mainstreaming gender considerations into their interventions. The gender tool was

designed with the idea of prototyping a user-friendly, low-cost and rapidly actionable analytical framework to understand the underlying gender dynamics within a given context applicable to genetic resources management and associated traditional knowledge and identify entry points to design gender smart and ABS value chains.

While the tool in itself is not a substitute to a fully fleshed gender analysis, it provides an immediate answer and a complementary shortcut for ABS professionals to get gender issues right in Access and Benefit Sharing under the Nagoya Protocol. Also, the tool can be further adapted to answer the needs of other sector specific interventions in the fields of biodiversity and natural resources management and beyond.

The prototyping phase of the MIND Your Step! Gender Tool took place from June to August 2018, followed by a trial phase conducted between August and November 2018 where the gender tool was tested on pilot case studies. The results of these studies were discussed at the 14th Conference of the Parties to the Convention on Biological Diversity (COP14) in Egypt in November 2018.



This Toolkit features the MIND Your Step! Gender Tool, case studies, key findings and practical recommendations. It provides a good foundation for quality assurance and a rigorous methodology to build national capacities and strengthen ownership during

the dissemination phase. The tool will guide ABS country teams and other development professionals in their journey to mainstream gender considerations into various ABS interventions.

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FOREWORD

The Sustainable Development Goals challenge us to think differently, to innovate and to work across sectors. UNDP's work on gender-responsive access to genetic resources and fair and equitable sharing of benefits (ABS) is leading the way in these areas. Genetic resources and associated traditional knowledge are essential for the development of agriculture, food and beverages, biotechnological and pharmaceutical products. These products support poverty alleviation, food security, human well-being, and underpin the Earth's life support systems. At the same time, we must ensure that different social-groups involved along ABS value chains, particularly women, youth and elderly are empowered to fully benefit from the utilization of genetic resources and associated traditional knowledge.

The MIND Your Step! Gender Tool developed by the UNDP-GEF Global ABS Project features useful context, analysis, case studies and lessons learned to guide development professionals working on genetic and biological resources in their efforts to mainstream gender considerations into ABS Value Chains and ensure that different social-groups equally benefit from various ABS transactions and interventions. The gender toolkit is a living document and aims at igniting these ongoing dynamics in view of further stimulating reflections on how ABS interventions can foster the inclusion of the most vulnerable groups to ensure that no one is left behind in the share of the benefits that can potentially arise from the utilization of genetic resources and the associated traditional knowledge.

This publication offers useful insights to test new tools and approaches to mainstream gender into ABS interventions. By shifting the focus from project log frames to experimentation labs, ABS professionals and other development practitioners working on genetic resources can design gender-responsive interventions to accelerate gender equality and women’s empowerment while at the same time advancing progress on access and benefit sharing. As the

implementation of the Nagoya Protocol on ABS is moving forward, ABS professionals and other development practitioners will find this toolkit useful to guide their work and ensure the triple bottom line where ABS not only facilitates innovation to develop new products but also puts in place mechanisms to enhance environmental benefits, generate sustainable business dividends and act as true accelerator of sustainable development.



A blue ink signature of Pradeep Kurukulasuriya, featuring a large, stylized initial 'P' and 'K' followed by the name in cursive.

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A black ink signature of Randi Davis, featuring a stylized initial 'R' and 'D' followed by the name in cursive.

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01

INTRODUCTION

In this chapter, we present a brief overview of some of the key concepts, followed by international instruments on gender equality and women's rights, and a description of interlinkages between gender and biodiversity while focusing on access to genetic resources, benefit sharing and associated traditional knowledge. We also shed some light on the intricacies of the Access and Benefit Sharing regime of the Nagoya Protocol.



Overview

Gender – Refers to “a crosscutting socio-cultural variable. It is an overarching variable in the sense that gender can also be applied to all other crosscutting variables such as race, class, age, ethnic group, etc. Gender systems are established in different socio-cultural contexts which determine what is expected, allowed and valued in a woman/man and girl/boy in these specific contexts. Gender roles are learned through socialization processes; they are not fixed but are changeable. Gender systems are institutionalized through education systems, political and economic systems, legislation, and culture and traditions” (OSAGI , 2001).

Gender-Responsive Approach – It “means that the particular needs, priorities, power structures, status and relationships between men and women are recognized and adequately addressed in the design, implementation and evaluation of activities. The approach seeks to ensure that women and men are given equal opportunities to participate

in and benefit from an intervention and promotes targeted measures to address inequalities and promote the empowerment of women” (GEF Policy on Gender Equality , 2017).

Gender Equality – It means that “the rights, responsibilities and opportunities of individuals will not depend on whether they are born male or female. Equality does not mean “the same as” (it does not mean that women and men will become the same). Equality between women and men has both a quantitative and a qualitative aspect. The quantitative aspect



refers to the desire to achieve equitable representation of women—increasing balance and parity, while the quantitative aspect refers to achieving equitable influence on establishing development priorities and outcomes for women and men. Equality involves ensuring that the perceptions, interests, needs and priorities of women and men (which can be very different because of the differing roles and responsibilities of women and men) will be given equal weight in planning and decision making” (OSAGI, 2001).

Gender Mainstreaming – Refers to “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality” (OSAGI, 2001).

The Nagoya Protocol on Access and Benefit-Sharing – It’s a relatively new international Protocol of the 1992 Convention on Biological Diversity (CBD). The Protocol entered into force in 2014 and it “builds on and supports the implementation of the CBD, in particular, one of its three objectives, the fair and equitable sharing of benefits arising from the utilization of genetic resources. The Nagoya Protocol is a landmark agreement in the international governance of biodiversity and is relevant for a variety of commercial and noncommercial sectors involved in the use and exchange of genetic resources” (SCBD, 2011).

Genetic Resources – Refers to genetic material carried by all living organisms such as plants, animals and microbes with actual or potential use by humankind. “These resources can be taken from the wild, domesticated or cultivated. They are sourced from environments in which they occur naturally (in situ), or from human made collections such as botanical gardens, gene banks, seed banks and microbial culture collections (ex situ)” (SCBD, 2011).

Access and Benefit-Sharing (ABS) – Refers to “the way in which genetic resources may be accessed, and how users and providers reach agreement on the fair and equitable sharing of the benefits that might result from their use” (SCBD, 2011).

Associated Traditional Knowledge (aTK) – In the context of Access and Benefit-Sharing, it refers to “the knowledge, innovations and practices of indigenous and local communities (ILCs) related to genetic resources. This traditional knowledge is developed through the experiences of communities over centuries, adapted to local needs, cultures and environments and passed down from generation to generation” (SCBD, 2011).

ABS value chains – For the purpose of illustration in this toolkit, it refers to a value chain where transactions are in line with the Nagoya Protocol on Access and Benefit Sharing.

Gender smart ABS value chains – For the purpose of illustration in this toolkit, by gender smart we mean an approach that guides the transformation of ABS value chains

to ensure women, men, youth and elderly benefit fairly and equally from ABS transactions.

Bio-cultural community protocols – In the field of ABS, according to the Mo’otz Kuxtal Voluntary Guidelines, “community protocols is a term that covers a broad array of expressions, articulations, rules and practices generated by communities to set out how they expect other stakeholders to engage with them”. Various communities and organizations use terms such as “bio-cultural community protocols”, “bio-cultural protocols” and “community protocols” interchangeably.

International Instruments on Gender Equality and Women's Rights

The 1948 Universal Declaration of Human Rights (UDHR Art. 2) provides that every human being is entitled to all the rights and freedoms within the Declaration without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. The Convention on the Elimination of All Forms of Discrimination against



Women of 1979, pointed out in its general recommendations to support rural women's rights to access and benefit from land and natural resources.

The Rio Declaration in 1992, recognized the vital roles played by women in environmental management and development. Agenda 21 stressed the need to eliminate legal, social, cultural and economic obstacles to women's full participation in sustainable development. It urged to protect and promote knowledge, innovations and practices of indigenous and local communities to ensure a fair and equitable sharing of the benefits.

The 1995 Beijing Declaration and

its Platform for Action highlighted the linkages between gender equality and sustainable development, and the importance to capture gender concerns in environment and development policies and assess their impact on women. SDG5 aims to achieve gender equality and empower all women and girls which is central to the achievement of all the other SDGs and reiterates the need or a systematic mainstreaming of gender into the implementation of the Sustainable Development Agenda.

The Convention on Biological Diversity (CBD) recognized the vital role that women play in the conservation and sustainable use of biodiversity and affirms the need for the full participation of women

at all levels of policy-making and implementation for biodiversity.

Gender and Biodiversity

Women and men, girls and boys interact with their natural environments on a daily basis, but they play different roles, and have varying access to and control over resources, shaped by prevailing gender norms and power structures. In other terms, their roles are assigned based on social constructions which influence the distribution of opportunities, rights and benefits – all of which are linked to biodiversity. For example,

while in general women tend to gather biological resources such as fodder and fruits, men tend to transport and sell these resources, manage the income generated from them and decide how they are used.

Overall, women and men's roles and responsibilities in the use and management of biodiversity as well as decision making opportunities vary between and within countries and cultures. Nevertheless, these gender-based differences and related perceptions tend to favor men in general.

Facts on women's role in biodiversity management serve as a sound reminder of why adopting a gender perspective is vital for the conservation and sustainable use of global biodiversity. Women work as farmers, workers, entrepreneurs, in forestry and fisheries and agriculture. In developing countries, women farmers account for 45-80% of all food productions depending on the region.

Women play a key role in biodiversity conservation



as they need to ensure the long-term availability of resources they use for themselves and their families' subsistence, as well as other associated cultural and spiritual values. Yet, their role as users, custodians and managers of biodiversity and natural resources is often overlooked, not immediately apparent and formal, limiting their access to credit, land, investment, decision-making processes and preventing them from benefiting from a wide range of monetary and non-monetary benefits arising from the utilization of biological and genetic resources and their associated traditional knowledge.

The gender division of labour in forest management differs and depends on many aspects, but in many cases, men's use of forests results in more environmental degradation. For example, in forest environments, women are more likely to collect berries, fruits, and small branches for fuel from a tree, while men will cut down the same tree to sell as firewood or for use in construction. Women are traditionally the main collectors of fuelwood, medicinal and aromatic plants and other non-timber forest products from forest and

agro-forestry landscapes. Studies of ethno-botanical practices point out to the primary role of women in managing genetic resources. In a study of indigenous knowledge systems related to human health among rural women in India, women have been found to prioritize a diversified diet for their children and treat family members with "free" and easily accessible herbal medicines when they fall sick. Women tend to play key roles in managing seeds, foraging for medicinal and cosmetic plants, while preserving and passing associated traditional knowledge to younger generations.

Gender Dynamics in ABS

Countries have sovereign rights over their genetic resources, and the power to regulate access to such resources. Let's assume that you are a researcher, you may only access genetic resources if you comply with the ABS measures of the providing country. The same thinking applies to the traditional knowledge associated with genetic resources held by indigenous and local communities which may play a role in the discovery of active ingredients.

The Nagoya Protocol adopted in 2010 specifies ABS principles, provides legal certainty for ABS transactions and allows the tracking of genetic resources. It also provides the basis to ensure an equitable and fair sharing of benefits from products produced based on genetic resources and associated traditional knowledge.

Despite the fact that women play key roles in the conservation, sustainable management of biodiversity and equally important the transmission of traditional knowledge to younger generations, women and girls tend not to fully benefit from ABS partnerships. There are in fact several root causes explaining some of the reasons behind women's marginalization in ABS interventions. Whether it is about social and cultural norms, generalized stereotypes, men dominated power relations or inter-sectional implications, the roles played by women in ABS schemes tend to be generally predefined in a way that hinders their ability to have an equitable and fair share of benefits compared to men.

Historical development, religion and longstanding customs may

have predefined women's roles in a variety of local, national and regional contexts. Challenging centuries-old norms and stereotypes in a given socio-cultural context is not a simple task, hence the need to mainstream gender into ABS schemes to demonstrate how gender-smart ABS partnerships can yield additional business dividends, and foster social, economic and environmental benefits while bolstering the global public-private partnership for sustainable development.

Mainstreaming Gender into ABS partnerships

Gender-responsive ABS schemes are essential to enable effective participation of both women and men in the design, negotiation, distribution and use of benefits. Gender-blind ABS schemes may overlook the vital roles played by women and fail to preserve and value their skills and knowledge. Consequently, without mainstreaming gender considerations into ABS interventions it will not be possible to ensure effective implementation of the Nagoya Protocol or achieve

the 2030 Sustainable Development Goals (SDGs).

Mainstreaming gender into ABS projects entails a strategy to address the particular needs, priorities, power structures, status and relationships between men and women within a given context. By conducting a gender analysis, development professionals will have an informed understanding of the roles of different social groups involved in ABS value chains to ensure that their interventions are more inclusive of those groups. This will inform the design, implementation, monitoring and evaluation of ABS interventions so

that all the social groups involved, in particular women, youth and elderly benefit equally.

Since women's roles are usually overlooked far more than men's, gender-smart ABS value chains place a specific emphasis on women's involvement in value chains as a key point of intervention for the transformation of power relations and gender roles. Addressing the drivers of gender inequalities in ABS schemes will transform over time the social structures that inhibit women from having a fair and equitable share of benefits.

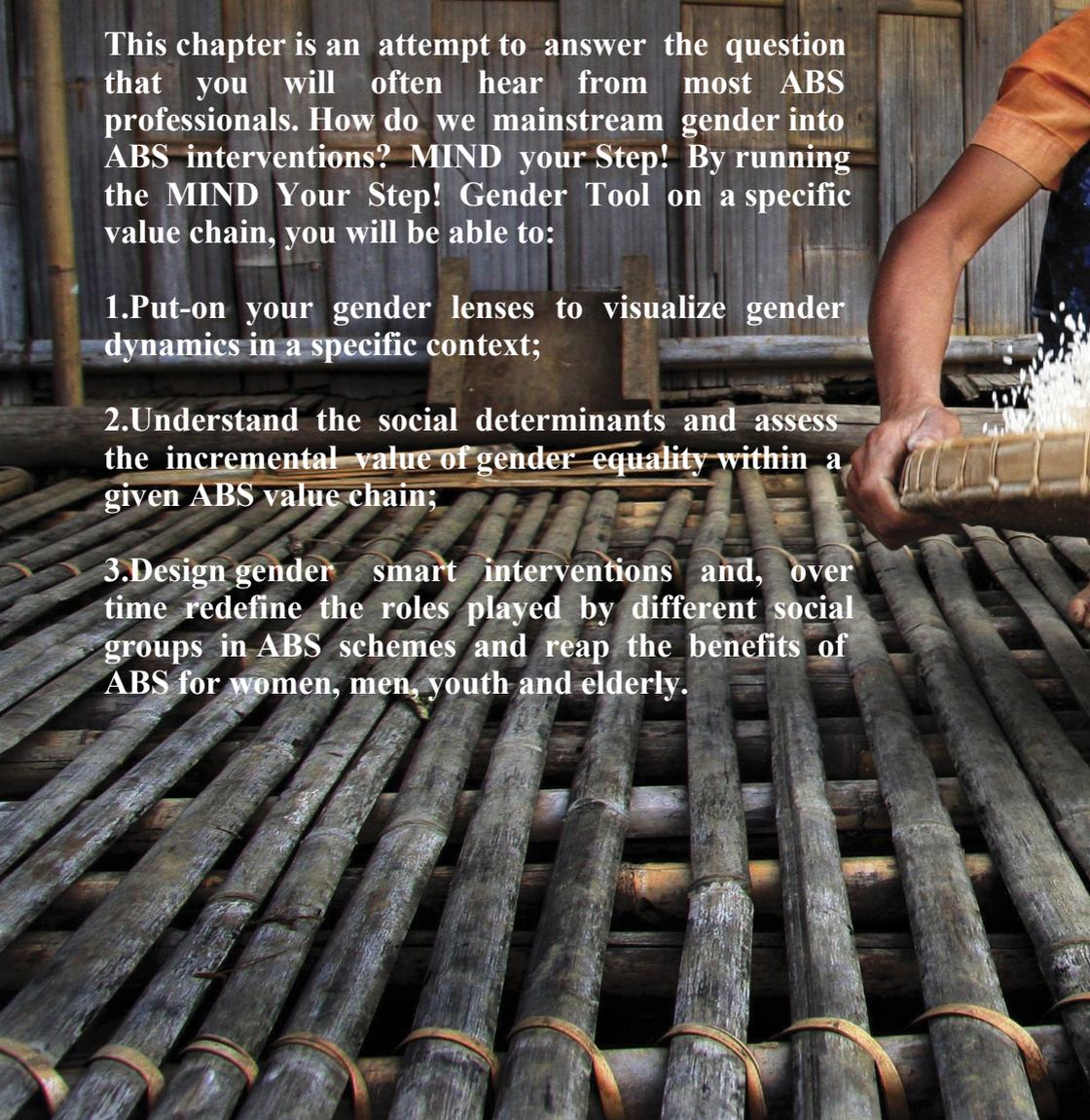


02

MIND Your Step!

This chapter is an attempt to answer the question that you will often hear from most ABS professionals. How do we mainstream gender into ABS interventions? MIND your Step! By running the MIND Your Step! Gender Tool on a specific value chain, you will be able to:

1. Put-on your gender lenses to visualize gender dynamics in a specific context;
2. Understand the social determinants and assess the incremental value of gender equality within a given ABS value chain;
3. Design gender smart interventions and, over time redefine the roles played by different social groups in ABS schemes and reap the benefits of ABS for women, men, youth and elderly.





For the sake of simplification, let's think about ABS partnerships as value chains that are in line with the Nagoya Protocol and where we add value to genetic resources. Women and men enter value chains at different levels and hold different roles. Their opportunities are influenced by their physical, financial, social and material assets which include access to land and other productive factors. Access to those is determined by cultural norms around gender. Men and women benefit from participating in value chains through employment, wages and empowerment. Accessing these benefits is determined by the type of

participation e.g. wage worker or farm owner. Gender dynamics at multiple levels of the value chain determine who gains and how these benefits are accessed and distributed.

In general, evidence confirms that gender-sensitive commodity value chains are more sustainable, more efficient and perform better when compared with gender-blind value chains. The same thinking could be applied to ABS value chains. In this context, mainstreaming gender is not only a human rights-based approach, but also a new narrative to uncover the largely untold story about the value that women, if



empowered and offered the right opportunities, add to ABS partnerships.

For the purpose of using gender as an analytical tool in ABS, the global team of the UNDP-GEF Global ABS Project designed and tested a 4 step analytical framework. We call it, “MIND your step!”. It is a tool that will enable you to spot gender differentiated roles along an ABS value chain, and to understand the “whys” by linking these roles with social and cultural determinants of gender inequalities. It will also assist you in understanding the interconnections between gender and the overall competitiveness of your value chain. This tool will also identify entrypoints to design gender smart ABS value chains.

Walking the Steps

- Step 1:** Map-out the differentiated roles assigned to both women and men along an ABS value chain (you need to see it, it is there!)
- Step 2:** Identify in your context the social and cultural determinants that limit women’s effective participation to ABS value chains (to change it, you first need to understand it!) – we focus on women here because of the degree to which their potential role is often overlooked and underused.
- Step 3:** Notice the interlinkages between gender and the overall performance of the ABS value chain (change the narrative!)
- Step 4:** Design gender-smart ABS value chains (Act on a case-by-case basis!)



ABS Value Chains

To map-out the gender differentiated roles within a given ABS value chain, we need to identify the set of actors and activities that bring a basic product from the field to final consumption, and where at each stage value is added to the product.

Now, for the sake of simplification, let us assume that our ABS value chain is composed of 4 stages. Let us also examine all stages in both the country providing the genetic resource or the associated traditional knowledge and the country using such resources and knowledge where the R&D process is conducted. Here are the 4 stages adopted during an ABS value chain analysis using gender as an analytical dimension.

Stage 1- PIC & MAT (Prior Informed Consent and Mutually Agreed Terms): Usually, women tend to have less influential roles and their direct participation in PIC & MAT meetings takes place at a much later stage, sometimes after key decisions are already taken. Men tend to outnumber women in decision-making and benefit

sharing circles. Even in cases where women do participate in PIC & MAT meetings and discussions, they are usually not given the appropriate space and are not able to speak up and influence the outcomes of such meetings and negotiations. With regards to associated Traditional Knowledge (aTK), women traditional healers and practitioners tend to be underused although most probably they have contributed to aTK development, its preservation and improvement over years while ensuring its transmission to younger generations.

Stage 2- Input provision, production & harvesting: Although in many cases men make significant contributions on input provision, production and harvesting, women tend to possess specialized skills based on experience and a unique knowledge about this stage of the value chain. Women can also be more involved in production and harvesting than men and participate more actively in the workforce or as small-scale producers.

Stage 3 Processing, transportation & export: In some cases, this stage can be the tipping



point where women's participation starts shrinking due to various social and cultural determinants limiting their access to productive assets and services, hindering their ability to go downstream the value chain where much of the added value is created.

Stage 4- R&D and commercialization:

Although women's participation in a variety of Research and Development (R&D) activities with genetic resources in different value chains was acknowledged as vital to improving business performance

and competitiveness while bolstering innovation, gender considerations are still not fully mainstreamed into the R&D and commercialization stage. From the glass-ceiling to the pay-gap, and the century-long stereotypes about the performance of women and men in research teams, there is still a long way ahead towards gender equality.

A photograph of three women in a rural, green landscape. They are seen from behind, walking away from the camera. Each woman is carrying a large, shallow metal bowl balanced on her head. The woman on the left is wearing a white tank top and a patterned skirt. The woman in the middle is wearing a light blue shirt and a blue skirt with a yellow and red floral pattern. The woman on the right is wearing a patterned top and a patterned skirt. The background is filled with lush green trees and vegetation under a clear blue sky.

03 CASE STUDIES

In this chapter, we provide ABS professionals with concrete examples, illustrate different gender dynamics and walk step by step through the gender mainstreaming process. Using the available literature in combination with survey-based field investigations, we examine pilot ABS value chains selected by triangulating social, economic and environmental criteria and representing different socio-cultural contexts in Africa, Central Asia and Latin-America from Comoros to Mexico and from Sudan to Kazakhstan.



COMOROS

Spotlight

The Union of the Comoros is an Island nation located in the Indian Ocean off the Eastern Coast of Africa. Comoros rich natural resources and biodiversity present a major potential for the country's economy. The Archipelago nation is the leading producer of several export crops including Ylang-Ylang, bourbon vanilla and cloves.

Inheritance laws in the country differ among regions but remain largely matrilineal in nature. It enables women to inherit family lands and houses. Nevertheless, women still face many challenges pertaining to poor land registration and the indivisibility of land to access bank loans which are necessary for the expansion of their economic activities and businesses based on natural resources. There is a significant gender literacy gap, and women's participation in political and electoral life remains minimal. Women's participation in the workforce remains relatively low with few women in management positions in the private sector.

The essential oil of *Canaga Odorata*, or Ylang-Ylang, is a vital raw material for many industries such as perfumes and toiletries. It is traditionally extracted from the flowers, represents an important source of livelihoods for the rural population, and generates significant export revenues for the Union of the Comoros.

MIND Your Step!

Step 1 Map-out the differentiated roles assigned to both women and men along the ABS value chain (you need to see the value, power structures and access level attached to the roles it is there!)

Stage 1- PIC & MAT

Based on preliminary observations, women tend to play much less influential roles in negotiations while men tend to dominate decision-making circles and influence benefit-sharing decisions. The contribution made by women traditional healers tends to be overlooked.

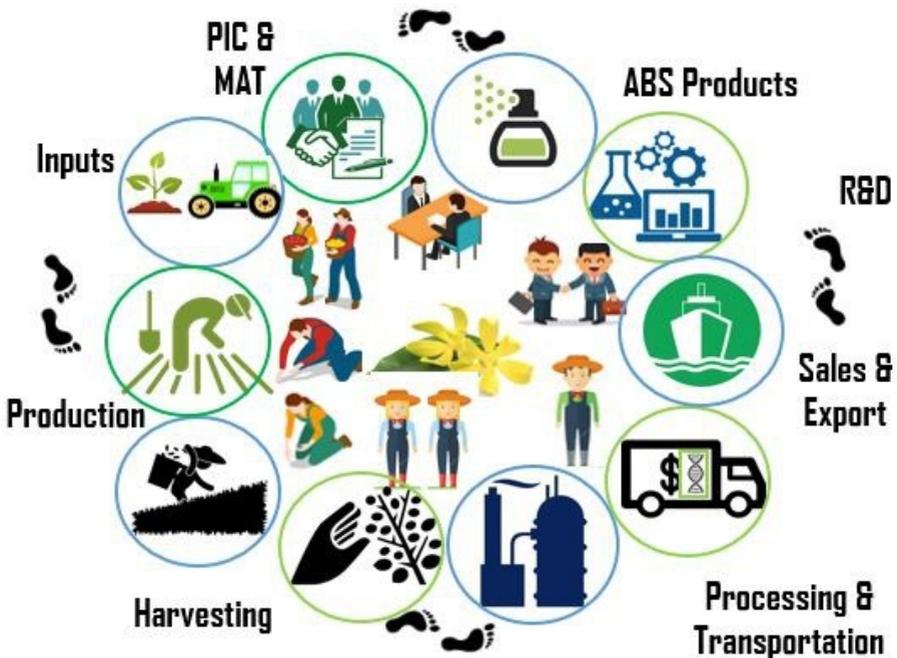
Stage 2- Input provision, production & harvesting

Five types of actors operate along the Ylang-Ylang ABS value chain as: producers, pickers, distillers, collectors and exporters. The main inputs in Ylang-Ylang production are capital, seeds, land, water, machinery, labour and knowledge.

Activities at this stage include seed selection, seedbeds preparation, sowing, watering and planting of the seedlings and regular pruning of the plants. Both men and women are involved in land preparation, seeding, watering and sowing.

Men are regarded as producers because they are responsible for making all decisions such as sowing time, land size for cultivation and the selection of seeds. Women do most of the production activities on family farms which include seed preparation, sowing, weeding, pruning and watering the plants. These roles are considered as support roles to the activities done by men.

Ylang-Ylang flowers are manually picked in the dry season in the early morning hours from the branches of the tree where the harvest is traditionally done by women. These come together in relatively



organized teams that move and are hired from one farm to another as needed. The flowers need to be treated quickly after picking to preserve all their aromas. Most women are employed as pickers and they are paid per kilogram of flowers. On average, a woman earns between US\$ 0.51 per Kg from picking the flowers. The price of 1kg of the flowers sold in the local market is in a range of about US\$ 3.5 to 5 depending on each island.

Women use their unique experience and knowledge on how and when the most appropriate time is to pick the flowers which must be hand picked and mature. The quality of the future product depends on the quality of the flowers, and how fast they are picked and delivered to the distillery.

Stage 3- Processing, transportation & export

The process of distillation to obtain the essential oil of Ylang-Ylang is mostly men-dominated, and it is perceived as a labour-intensive job. It also involves special skills and knowledge which are traditionally passed from men to men, thus leaving women out of the process.

Men are paid between US\$ 18 to 35 per distillation on average, they are employed to gather, transport and load large amounts of firewood, weigh and load the flowers, extract the essential oil and process payments to women who deliver the flowers. Women tend not to be very involved at the distillation stage, they mostly sell their flowers to the distillers and are paid about US\$ 1/ kg on average.

Transporters, also were known as collectors, are responsible for purchasing essential oil from distillers and selling it to exporters. Collectors of Ylang-Ylang oil are usually distillers themselves or local traders working as representatives of big export companies. The international trade in Ylang-Ylang is controlled by a limited number of stakeholders. Women tend to be excluded from this stage of the value chain, which appears to be somehow a consequence to their less influential role in the distillation stage. It is men dominated by given their comparatively easier access to capital, means of transportation and professional networks following their full engagement at the distillation process.

Stage 4- R&D and Commercialization

To have a glimpse of gender dynamics at the R&D and Commercialization stage related to the Ylang-Ylang ABS value chain, we used prior investigations conducted in relevant life-science industries as a proxy. In the cosmetics and perfume industries, women are not only the main target for most of the products, but they also participate heavily in various research programs and are the bulk of the active workforce within the industries. Nevertheless, women researchers tend to be less represented in some specific research contexts and hold few senior management positions compared to men. In some research experiments, research participants were mostly men preventing thus women from benefiting from the results of such investigations.

Step 2- Identify in your context the social and cultural determinants that limit women's effective participation to ABS value chains (to change it, you first need to understand it!)

Issues related to ownership and control over land, access to education, access to financial resources and markets, lack of understanding of the benefits created along the value chain, lack of specialised technical skills, and gender biases within the scientific community and related industries were the main determinants behind the differentiated roles played by women and men along the Ylang-Ylang ABS value chain.

Although women are able to inherit land and other related assets in Comoros they still face challenges when it comes to managing or taking key decisions over their utilization. For instance, the rights of usufruct might rather belong to their brothers, husbands or maternal uncles.

When women work as flower pickers on family land, they tend to disregard their work as an economic activity or a job since they are members of the family, meaning that they are not hired and paid as pickers. Not only women skills are not valued, but also as most women need to understand the significance of their skills and know-how in flower harvesting and the

importance of such skills and know how for quality assurance and business performance along the Ylang-Ylang ABS value chain. Because women are not given the same opportunity and access to education compared to men, they tend to have limited financial literacy, technical knowledge and other specialized skills which determines in return the way they access to credit and other services along the ABS value chain, how and how much they get paid for picking-up and selling their flowers.

Women have less access to credit and other related services along ABS value chains. Distillation, transportation and trade of the essential oil usually require large investments and high liquidity which is probably why women are underrepresented in this segment. Information about the market is usually exchanged among a small number of players, mostly men with a certain status, education and/or wealth, making it difficult for women to have the full picture of the existing market dynamics. Moreover, persistent stereotypes among the scientific community nurture gender biases, which tend in return to perceive men as more

competent than women in research teams and management positions.

Step 3- Notice the interlinkages between gender and the overall performance

Hint: Look for the potential benefits at each stage of the value chain if we close the gender gap, how women can contribute to increasing performance?

Women have unique experience in Ylang-Ylang harvesting: they water and prune the plants at the production stage; they know how and when to handpick the flowers and which ones are the best. When small-scale women producers do not have a choice but to sell their harvest for little revenues for income, and when, they tend to produce higher amounts to increase their earnings. Similarly, when women pickers are given small wages for their intensive labour, then they are pushed to over-harvest posing threats to the resource sustainability and consequently preserving biodiversity. Having experienced flower-pickers, is vital for quality assurance paving the way to more productivity, better performance and consequently an

enhanced ability to compete with other market players for increased income.

Even though women smallholders collecting on their own land are not able to capture the added value in the more profitable stages downstream the Ylang-Ylang ABS value chains such as processing, sales and exports, women entrepreneurs who managed to create their own businesses turned to be successful. Quoting an entrepreneur woman saying: “When a woman believes in something, she will make it happen at the end, no matter how long it takes”.

Step 4- Design gender-smart ABS value chains (Act on a case-by-case basis!)

ABS professionals working on the Ylang-Ylang ABS value chain or similar value chains need to recognize and differentiate the vital role played by women along the value chain and understand the social and cultural determinants shaping these gender dynamics.

Mainstreaming gender starts with identifying entry-points to provide women with appropriate avenues to

enable their effective participation and empower them to go downstream the value chain to fully benefit from the value-creation and market potential.

By unpacking gender dynamics and highlighting business dividends of gender equality, ABS interventions can ensure parties’ understanding and commitment to gender equality, involve men in providing appropriate space for women and identify women leaders and role models to bolster women leadership along ABS value chains.

KAZAKHSTAN

Spotlight

Kazakhstan is the largest landlocked country in the world, located in central Asia, it is well known for its unique landscapes and authentic culture.

The country has a database of normative documents detailing the state's strategic steps to promote gender equality. According to the Constitution, women and men have equal rights in all spheres of life. Recent elections to the lower house of Parliament brought women

representatively to 27% while they represent 10.6% in the Senate.

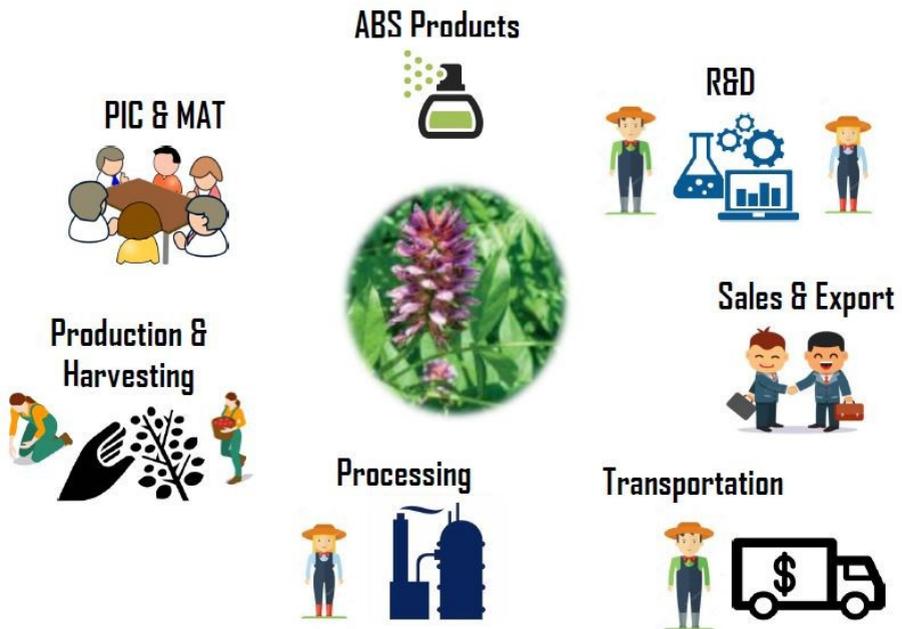
Despite the progress made, the wage-gap between women and men remains at 32%. Women tend to work in low-paid sectors such as healthcare and education, while men predominantly work in the industrial spheres such as oil and gas, mining, manufacturing, transportation and construction where wages are comparatively higher.

Licorice is the root of *Glycyrrhiza glabra*. It means “sweet root” considering a bio-active constituent

called glycyrrhizin, that is 50-170 times sweeter than sucrose. It is used today as a flavouring agent in various industries such as tobacco, confectionary and pharmaceuticals. It's widely used among medical herbs to support digestive and respiratory health. Other biological activities, ascribed to its isoflavonoid constituents, include estrogenic, anticancer, anti microbial, skin whitening and metabolic syndrome preventive.

MIND Your Step!

Step 1- Map-out the differentiated roles assigned to



both women and men along the ABS value chain (you need to see the value, power structures and access level attached to the roles it is there!)

Stage 1- PIC & MAT

While women may not be excluded from the meetings and consultation at the PIC & MAT stage, field investigations conducted with target groups in Kazakhstan suggest that men are usually assigned the roles of participating in negotiations, making decisions and agreements. Such limitations and biases can limit women's roles and in ABS negotiations and their influence in the subsequent decision-making processes.

Stage 2- Input provision, production & harvesting

In Kazakhstan, *Glycyrrhiza Glabra*, or common liquorice, grows abundantly in the wild on government-leased collection areas. Collectors may travel for long distances and camp in the wilderness during the harvest season. To cope with high temperatures, they usually gather the roots in the early hours of the

morning. They use ploughs to open up the dry soil, dig up, cut the roots and clean them.

Field investigations showed more women engaged in the harvesting, processing and transportation of liquorice, reflecting the experience and know-how of rural women.

Similarly, most of the images published online show one or several men among collectors.

Stage 3- Processing, transportation & export

Processing includes the extraction of ingredients, evaporation, grinding, compacting, mixing and filling. Although women and men are equally responsible for the different tasks and duties performed during this stage, there were four of ten respondents, three of which are women who see at least some difference in the hardship level of the tasks. In addition, women tend to be less represented among brokers, agents and salespersons involved in the value chain.

Stage 4 R&D and commercialization

Secondary data from the pharmaceutical and beverage industries operating in Kazakhstan as a proxy shows that while there are more women involved in R&D processes as experts in herbal formulations, men tend to dominate in senior management positions. Similarly, survey-based investigations revealed that women perform various laboratory and diagnosis tasks however, in term of numbers, usually, most of the employees are men.

Step 2 Identify in your context the social and cultural determinants that limit women's effective participation to ABS value chains (to change it, you first need to understand it!)

Gender roles are influenced by cultural norms and can vary across context, such as rural versus urban environments. Religious traditions can have an impact on women's rights, education, and participation in the labour market and politics.

Women's professional careers are influenced by a number of factors including traditions and the mode of life of the population (nomadic or

sedentary). Field investigations suggest that socio-cultural biases influence women's roles in performing mainly routine tasks rather than holding leadership positions. Women are often portrayed as tolerant, hardworking and attentive, while men are perceived as physically strong and rational.

This is why initiating an ABS contract for instance, is more likely to be done by men while women are expected to contribute to its implementation. The differentiation of roles along the value chain can be explained also by other factors related to health, family, well-being, social status and generations-long traditions.

Step 3 Notice the inter-linkages between gender and the overall performance

Interestingly, survey-based investigations revealed positive inter-linkages between the overall performance of the value chain and the level of women's participation. Increasing numbers of women along the value chain play a role working as brokers, agents and sales representatives and tend to be correlated with the level of

discipline and organization. In fact, women’s participation in the value chain has led to more sales and profitability. Another interesting finding from the field survey questionnaires is that gender balanced teams tend to outperform men-dominated teams in terms of effectiveness and performance.

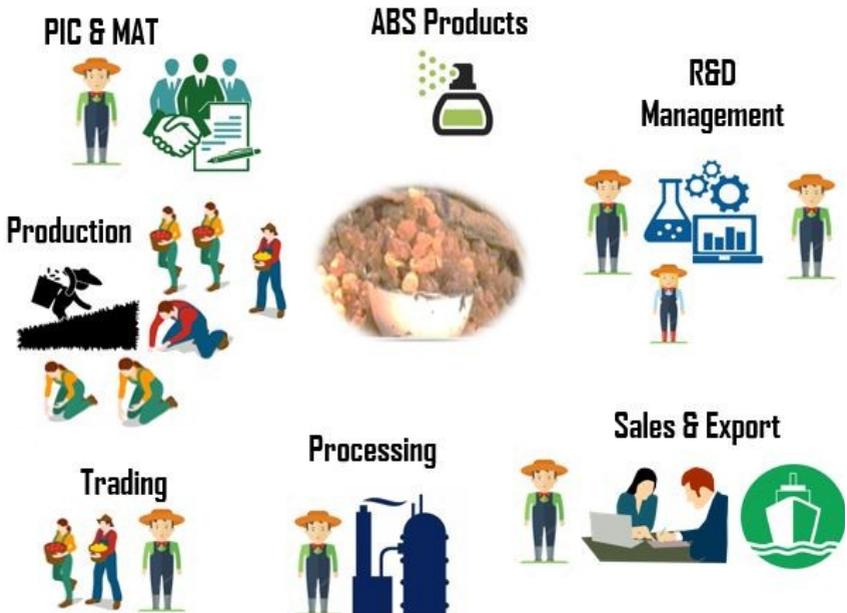
Step 4- Design gender-smart ABS value chains (Act on a case-by-case basis!)

Gender mainstreaming along ABS value chains should be given a due priority to ensure that both women and men fully benefit from the innovative potential of genetic

resources and associated traditional knowledge.

ABS practitioners working on the Liquorice ABS value chain or similar value chains may consider investing in awareness-raising and capacity building activities among women about the value of genetic resources and associated traditional knowledge.

While designing different ABS interventions, the vital roles of women along the value chain should be recognized while offering the appropriate space to express their consent prior to any attempt to access their knowledge and



biological or genetic resources. This prior informed consent should also be granted for the negotiation of consequent benefit sharing agreement.

SUDAN

Spotlight

Sudan is a country of great diversity endowed with unique fauna and flora, its forests provide highly marketable products such as gum Arabic and medicinal plants. Biodiversity provides the basis for livelihoods with agriculture and forestry accounting for 30.1% of GDP.

According to the National Elections Act of 2008, women are given a quota of at least 25% of the seats in national or state parliaments. Gender roles in Sudan are shaped by traditional customs. Women participate in all agricultural activities but are often limited to subsistence farming and unpaid labour with no monetary gain.

Sudan is the world's largest producer of the acacia gum also known as gum-arabic with nearly 80% of the world's production and

trade. Gum Arabic contributes 15% to Sudan's national income, Supports rural livelihoods, promotes sustainable agriculture and forestry, ensures food security and combats desertification and climate change.

Gum-arabic is colourless, tasteless, odourless and it dissolves easily in water which makes it a perfect raw material for various products. Thanks to its superior properties, natural origin and safety record, it has commercially valuable applications in many industries as a stabilizer, a binder, an emulsifier or a viscosity-increasing agent.

Gum-arabic value chain varies within regions in Sudan. However, the common patterns observed show its gender segmentation and the inequitable sharing of benefits among actors. The value-chain is mostly export orientation with little value addition captured locally.

MIND Your Step!

Step 1 - Map-out the differentiated roles assigned to both women and men along the ABS value chain (you need to see the value, power structures and access level attached to the roles, it is there!)

Stage 1- PIC & MAT

Similar to other value chains and based on initial observations women tend to have less influential role in negotiations and men tend to dominate decision-making circles and influence benefit-sharing decisions.

Stage 2- Input provision, production & harvesting

Producers, also known as collectors, are the first actors in the gum Arabic value chain. Their main functions are conservation and management of gum trees which include tapping, collecting, packing and delivering raw products to village traders. Gum Arabic producers are generally small groups of low-income subsistence farmers or pastoralists. Production is dominated and controlled by men and they are the main decision makers.

Tapping and harvesting commonly take place in remote areas and local communities perceive these activities as unsuitable for women. Tapping is also a highly skilled job passed from father to son. Young and

middle-aged men are involved in the gum tapping and harvesting activities because they can endure the harsh environmental conditions at the production sites. However, women play a key role in the conservation of the trees.

Stage 3- Processing, transportation & export

Traders fall into two categories along the value chain, local and regional traders. Village traders, who are usually men, maybe landowners, money lenders or village merchants. Different tasks are carried out at this stage including cleaning, sorting, grading, transportation and storage of the gum. Local traders usually sell their products to regional traders who in turn sell them to processors or exporters. Regional traders, usually men as well, also clean, sort, grade and transport the gum. Traditionally, cleaning and sorting of the gum are done by women. Women are paid small wages to do the work manually.

Exporters acquire the gum from traders and refine it through cleaning and grading procedures to meet international standards.

Exporters hire women to conduct cleaning and sorting activities. Women are employed in these activities because they are perceived as being diligent, patient and more enduring. Men employees are available especially for loading and offloading purposes and other activities.

Gum Arabic is mainly exported as a raw ingredient with most of the high-grade processing performed outside Sudan. Processors sell the gum Arabic to industrial intermediaries and other industrial users who will manufacture internationally well-known consumer goods such as soft drinks.

Stage 4- R&D and commercialization

Using prior investigations conducted within industries utilizing gum-arabic for various applications such as food & beverage, as a proxy, indicates that women remain overall underrepresented at most corporate levels, especially within executive boards and senior management positions.

In spite of businesses investing to promote women empowerment along value chains, their internal gender policies and strategies have not fully addressed gender pay-gaps and do not guarantee non discriminatory recruitments by addressing performance-related biases and stereotypes.

Step 2- Identify in your context the social and cultural determinants that limit women's effective participation to ABS value chains (to change it, you first need to understand it!)

Gender roles in Sudan are shaped by traditional customs. For instance, men are expected to be family breadwinners, and this is a clear example of deep-seated cultural norms shared by patriarchal social relations.

Although women contribute hugely to agricultural activities in Sudan, they are unable to participate fully due to very low access to education, especially among rural women, unequal ownership and access to land, resources, credit and other agricultural services.

Step 3- Notice the interlinkages between gender and the overall performance

Women are more stable in their jobs within the Gum Arabic ABS value chain compared to men. Balanced gender representation among teams favours the spirit of cooperation and thus impact the overall performance of teams in a positive way. Survey based investigations showed an example of 3 different groups, only women, only men and mixed. The balanced gender representation group was reported to have the highest performance.

Women are technically leading the gum production, as most residents in the rural area are women and elderly. Quoting from the interviews: if trained, “women can further lead the gum production and marketing”, if empowered, “women can contribute to decision-making, enhance performance and improve the business”.

Step 4- Design gender-smart ABS value chains

If empowered and given the appropriate space to contribute to technical, managerial and research activities, women can play major

roles to increase productivity, enhance quality, and improve the performance along the ABS value chain of Gum Arabic.

While designing and implementing project interventions, ABS professionals should provide women groups and women associations with appropriate venues and strengthen their soft skills (nontechnical skills for instance to negotiate benefit sharing in ABS contracts), to allow them to express their ideas and needs to influence the outcomes of ABS negotiations and ensure women do also benefit from ABS partnerships. Equal importance should be also given to provide women groups with the technical capacity to improve their managerial skills through customized training and capacity building interventions.

Gender considerations should be given due attention while drafting ABS legal frameworks when designing bio-cultural protocols, and during the negotiation and the implementation of bio-discovery partnerships.

Gender-responsive Access and Benefit Sharing schemes can

contribute to empowering women, youth and elderly, to make businesses more competitive and to enhance environmental benefits for conservation, sustainable use and climate adaptation.

Mainstreaming gender into the ABS value chain of Gum Arabic contributes to the SDGs by tapping into the potential of the local bio economy. In fact, by ensuring a better participation of women, and a good understanding of the strengths of the contribution of both genders. Gender-balanced and diverse teams contribute to enhancing research and innovation capabilities,

boosting partnerships, securing critical livelihoods, sustaining natural resources and adapting to climate change.

MEXICO

Spotlight

Mexico is one of the top 5 most biodiverse countries in the world. The country accounts for about 12% of the world’s species with a high genetic diversity of many cultivated species consumed worldwide. It is the centre of origin for many plant species and varieties used in the agriculture, forestry and pharmaceutical sectors, just to name a few.



Mexico also ranks globally in comparison to other countries in terms of women's representation in legislative bodies with women making 49% of legislators in the Mexican Senate and 48% in the Chamber of Deputies. Still, and despite all efforts made and the progress achieved, many challenges persist.

Charape La Joya Ejido is located in central Mexico, in the old crater of La Joya volcano, it has high soil degradation and low rainfall. There is a high migration rate of men in the search for economic opportunities resulting in a community mostly composed of women, children and elderly.

MIND Your Step!

Step 1- Map-out the differentiated roles assigned to both women and men along the ABS value chain (you need to see the value, power structures and access level attached to the roles it is there!)

Stage 1- PIC & MAT

The group Women & Environment negotiated an ABS agreement based on the sustainable use of vegetables, medicinal and aromatic plants to

develop new cosmetic products as part of the ABS partnership involving the local community from Charape La Joya Ejido, the Autonomous University of Queretaro and the private company Provital S.A. Four meetings were held to obtain Prior Informed Consent (PIC), to inform the community of project implications, review Mutually Agreed Terms (MAT), and request the access permit. An access permit was granted and an Internationally Recognized Certificate of Compliance (IRCC) was issued and uploaded to the ABS Clearing House Mechanism (CHM).

Women from different backgrounds including landowners, settlers, and members of the Women & Environment group participated at different stages of negotiations with more than 20 women involved at the PIC stage. In every meeting, women were provided with an appropriate space to speak-up and they took time to participate and expose their ideas and goals.

Comparatively to men, women seemed to have a better understanding of the ABS intervention and were at the

forefront of its implementation. Fewer men participated in the PIC process and men preferred to wait and see what benefits will be shared to motivate their participation. In terms of benefit sharing, both women and men are expected to have equal benefits based on their contributions.

Stage 2- Input provision, production & harvesting

In this case study, women play a major role in their cultivation, production and harvesting of a number of aromatic and medicinal plants. Men also participate in the production cycle, when working on their own lands, they have the same responsibilities as compared to women. When men and women work together in joint community greenhouses, men tend to work more on maintaining the necessary infrastructure (shade cloths, water, wood, etc.) while women tend to handle tasks related to planting seeds, harvesting and drying.

Stage 3- Processing, transportation & export

The processing involves different tasks such as grinding, weighing

and extracting essential oils. The necessary analyses are made by the partner university and the laboratories of Provital. Plants drying, packing and labelling related tasks are performed mainly by women, while transportation from the community to the research centres is carried out by Provital.

Stage 4- R&D, commercialization and Marketing

The price range for commercialisation of the plants was negotiated in the MAT, between representatives of the community (mostly women) and Provital. Through the group Women & Environment, the community will undertake all the export process since the group is an authorized exporter of other plants.

With regards to R&D, the research team in the University of Queretaro is mostly composed of women including the lead researcher. According to Provital's data, while women accounted for 51% of its workforce in 2013, mostly as administrative and technical staff and department responsible, the functions of operators, managers and directors were mostly performed by men.

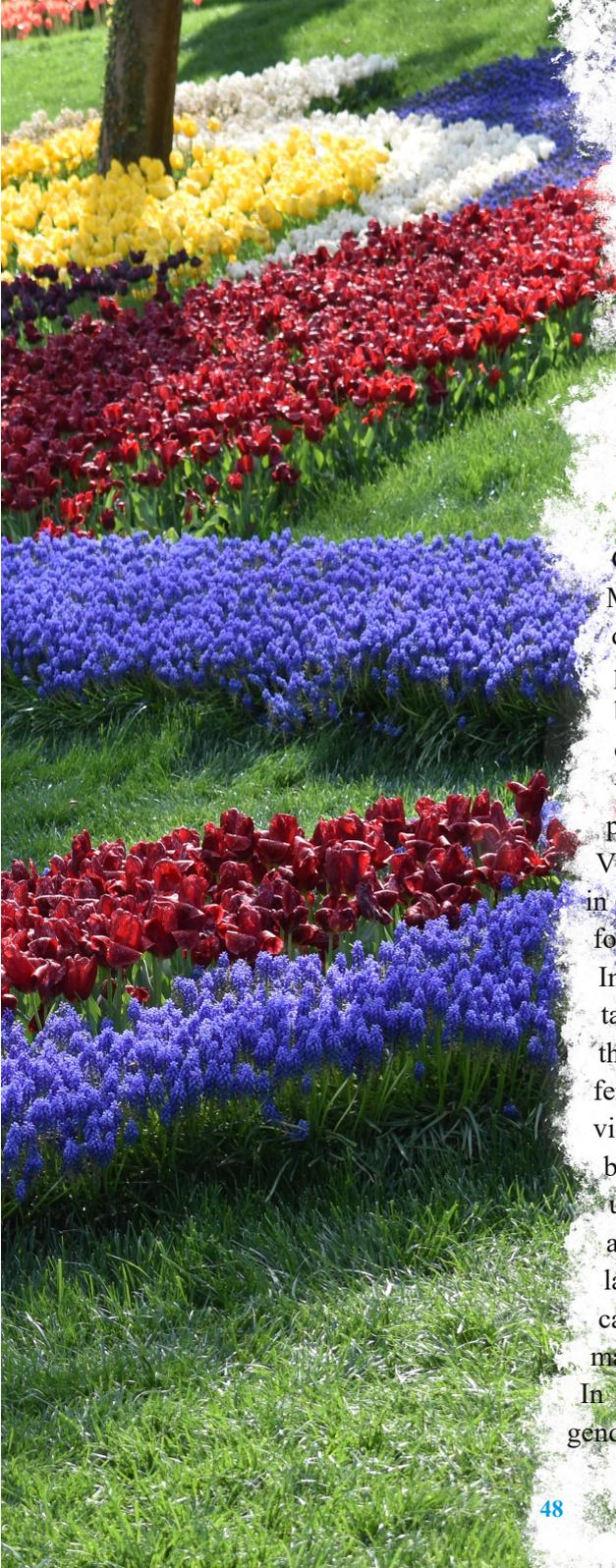
In general terms at the marketing stage, using prior investigation as a proxy suggests that the economic gains in the beauty industry favour men more than women.

This is mainly explained by the large proportion of women working for lower wages in stores compared to men who work in higher paid technical and executive roles where they get higher wages.

Step 2- Identify in your context the social and cultural determinants that limit women's effective participation to ABS value chains (to change it, you first need to understand it!)

Women's roles are restricted based on gender stereotypes. Childcare, motherhood and household duties are still predominantly performed by women and are very time consuming and remain largely unpaid, restricting the time women





could spend on paid work, and posing obstacles to their professional progress and future. Young women are four times more likely, compared to men, to be trapped among a group known as “nini” or “ni estudian, ni trabajan” – neither study, nor work.

Gender-based violence in Mexico is driving inequalities despite pro-gender policies and plans. In fact, violence seems to be driven by the machismo culture with high rates of violence against women in both private and public spaces. Violence can be also drug-related in cases where women are targeted for revenge against rival cartels. In other cases, women are targeted for human trafficking in the sex market. Cases of femicide, an extreme form of violence against women, tend to be driven by impunity and uneven access to justice. There are still inequalities in access to land and resources as women can't easily access credits, markets and technical assistance. In the cosmetic industry, there are gender biases related to the

workforce distribution based on the type of activities (horizontal segregation) for instance between senior managers which are mostly men and beauty-advisors which are mostly women.

Step 3- Notice the interlinkages between gender and the overall performance

Women from communities, government, academia and NGOs in Mexico have been pioneers and leaders of ABS initiatives in different areas. Quoting one interviewed, "if women are empowered, equal to men, meaning they are trained to acquire technical skills and they have access to productive assets, they can indeed improve the performance of ABS value chains."

Step 4- Design gender-smart ABS value chains

Gender smart biodiscovery partnerships contribute to women empowerment not just upstream the ABS value chain at the production phase but also downstream at the R&D stage. Here are some entry points identified by ABS practitioners to mainstream gender

into the value chain.

It was crucial to enable women from different backgrounds to participate to ABS negotiations whether they are landowners, settlers, small-land proprietaries, or members of the Women & Environment group. Women can perform well in decision making positions at the local level. It can be assumed that they can perform also well in similar roles along ABS value chains. Women should be given the space to participate in the organs of decision-making at the community level, compared to men, experience showed that women can perform the same functions with equal or even better results.

Capacity building benefiting the local community in this project was the result of a long history of cooperation between the University, Women & Environment, Charape La Joya and Provital to research and prospect the potential cosmetic properties from aromatic and medicinal plants. Quoting one resource person: "when you invest in women's capabilities and skills, they successfully deal with the challenges they face, which builds trust among actors".



04

TIME FOR ACTION

At this stage, you need to go step by step. Depending on contexts it is hard to challenge social determinants and deconstruct layers and layers of inequalities. Unpacking the performance-based narrative on a case by case basis is the ultimate key to challenge existing power-structures.



Drivers of gender inequality

Using gender-lenses to unpack the social, structural and cultural determinants of gender inequality along an ABS value chain proved to be an interesting journey at the crossroads of different development contexts. Assuming the simple case where the country providing GR/aTK is most probably a developing country, and that the user country where most of the R&D, commercialization and marketing are conducted is a developed country, this gender journey takes you from upstream to downstream along a given value chain, from the gender challenges mostly

attributable to developing countries to the ones typically studied in developed countries.

Ownership and control over land and assets remain a key determinant of gender inequality along ABS value chains. For example, taking the case where there are genetic resources on land owned by women. When women do not have the decision-making power over their resources, they tend not to be fully involved in related ABS negotiations.

The same principle may apply to aTK held by (elderly) women. In fact, women are key in protecting



and passing aTK, but their role is largely underutilized, affecting their rights to participate in ABS negotiations. Men tend to be decision-makers. Also, speaking in public during village or community meetings is mostly men-dominated. Even if women participate in such meetings, they are usually not enabled and reluctant to speak out because of power imbalances, stigma or social expectations, and to influence the course of ABS negotiations. Another consequence is that men tend to participate and benefit, to a greater extent, from training, access to credit and other services along the ABS value chain.

Access to education, financial resources and market, is another, and equally important determinant. Participation in PIC & MAT negotiations requires specialised skills which women do not usually have due to social and cultural norms limiting women's access to education, training and information.

ABS is a highly technical field (it is necessary to understand the language of ABS contracts and the business models of the industries using genetic resources) and

without these specialized skills, women are not able to effectively contribute and reap the real benefits along ABS value chains. Education also affects women's ability to benefit from capacity building activities to empower them to effectively participate as active players in ABS negotiations and value-creation.

The gender gap in education translates into women being engaged in ABS value chains mainly as workers with low wages, while men tend to be employers or farm owners or go for higher paid activities. Access to specialized skills, technical knowledge, financial literacy and to markets information are of key importance to fully empower women so they can go downstream where much of the added value is created.

Another interesting finding is that women tend not to have a full grasp and a clear understanding of the economic value of genetic resources. This includes the range of benefits created along an ABS value chain, the products derived from genetic resources, the size of domestic markets, the share of the national bio-economy that depend

on genetic resources, and the business models of key industries using genetic resources.

The same logic applies to women's understanding of the value of their traditional knowledge, which can be used as a key leader in biodiscovery of various products. For example, claims based on traditional knowledge associated with the utilization of medicinal plants to treat a specific illness, can be used to guide biodiscovery investigations thus saving in R&D time and investments. This usually results in women being taken advantage of in terms of participating in ABS negotiations especially with regards to their aTK. In contrast, information about the benefits being monetary or non-monetary resulting from the utilization of genetic resources is readily available to men who are more exposed to the market and interact with different stakeholders especially downstream ABS value chains.

While gender dynamics tend to be more visible upstream the ABS value chain, it is equally important to investigate downstream by unpacking gender dynamics in R&D, commercialisation and

marketing to narrow the gender gap due to persisting stereotypes. Within the scientific community, researchers in life sciences and industries using genetic resources are no exception to gender biases.

Whether it is about the perception of men being more competent when compared to women with comparable credentials or the willingness to hire a man to get the job done. When women are hired they tend to be paid less and when women are in charge they tend to be in middle-management positions this illustrates for the pay-gap and glass-ceiling issues.

Dividends of gender equality

Women play significant roles that are often key determinants to increase outputs and improve quality of the resource while sustaining its supply.

In general terms, women smallholders are not able to capture the added value in the more profitable stages of ABS value chains. This could lead to inefficient and fragmented markets hence the need to invest in women smallholders' capabilities to

strengthen the competitiveness of the value chain and open up new business opportunities.

This could be a strong business case not only for big customer facing corporates but also midsize and small-scale industries using genetic resources. Studies also indicate that women redistribute economic gains from activities more sustainably than men.

Key Recommendations

1. Recognize the vital role of women in the ABS value chain: ABS practitioners working on the implementation of the Nagoya Protocol on access to genetic resources and associated traditional knowledge and the fair and equitable sharing of benefits arising from their utilization should pay special attention to gender considerations while developing ABS legislative, administrative and policy measures, and also while granting access permits and drafting benefit-sharing provisions during the negotiations of ABS contracts.

Entry points

- While drafting ABS laws, policies

and regulations: are there any mechanisms in place or should such mechanisms be established to ensure women participation in ABS related decision making and negotiations? Are the benefits arising from the utilization of genetic resources and associated traditional knowledge equitably distributed between women, youth, elderly and men? Ensure there is special attention or formal recognition of the role of women in the sustainable use, conservation and valorisation of GR and aTK.

- While developing biocultural community protocols : the protocols should help ensure a balanced representation across gender and generations to ensure equal participation of elderly, women and youth in the decision-making processes related to PIC and MAT.

- While documenting aTK and developing aTK databases documentation should be gender sensitive, ensuring responsive collection of sex and age disaggregated data about aTK holders, to understand the differentiated roles played by women and men, youth and elderly with regards to the body of

knowledge related to aTK. This will not just shed information on the underlying gender dynamics to understand how gender norms and practices influence the transmission of traditional knowledge over generations and define the identity of a given community or individuals, but most importantly it will ensure that defensive, positive, sui generis and any other aTK protection or valorisation systems are well informed to address inequalities based on gender-norms. This is key to make sure any documentation exercise will support women, men, youth and elderly's participation in granting access over their aTK and ensure a fair and equitable sharing "with, leaving no one behind" of the benefits arising from the utilization of such knowledge being monetary or non monetary.

We should keep in mind that, gender-sensitive policies alone may not be enough in many cases, ABS professionals should take a step further and create equal opportunities for women to enable their participation.

2. Provide women with appropriate avenues to enable their effective

and meaningful participation: ABS professionals should ensure women have equal opportunities to speak up, share their thoughts and gain decision-making experience.

Entry points

PIC/MAT: At this stage, mainstreaming gender is not "just" about numbers, it is about bringing women and men together. In fact, ABS practitioners should make sure to provide women and men equally with the appropriate skills and space to share their differentiated expertise related to GR/aTK to build balanced and more efficient ABS partnerships. Choose the right time and place to capture women's inputs for example by providing childcare services or by holding meetings at family friendly times, depending on the context, if you expose women in front of everyone they may not be willing to speak freely or confront the audience. Also, women should be publicly valued, and their contributions, expertise and knowledge recognized. In many cases the status of women improves with age, elderly women are not just custodians of aTK but could be key for representing women's interests

in negotiations because they are respected.

If women are recognized as vital actors, and their interests are preserved by enabling their full participation to negotiate ABS contracts and grant permits, we must also ensure that women are empowered to drive the overall performance of ABS value chains.

3. Empower women to fully benefit from the market potential which will enhance value-chains' overall performance, efficiency and sustainability in return and yield additional co-development benefits resulting from extra-earnings to cover family expenses such as health and education.

Entry points

- Facilitate access to financial resources by pooling-together women small scale producers to reach a critical market size to acquire necessary inputs, purchase equipment and learn how to use it. This in return, will ensure a good supply of biological and genetic resources in quality and quantity, higher outputs/inputs rates, and timely supply benefiting the overall competitiveness of the value chain.

- Support women groups through technology-driven solutions to capture additional economic gains in the value chain by facilitating their access to the market. Solutions such as mobile phone platforms and applications may enable women to



provide biological and genetic resources directly to users. This will increase their margin by avoiding the middlemen trap, which will decrease the pressure on harvests to gain more revenues resulting in a more sustainable value chain.

Working upstream may not be enough. While gender dynamics tend to be more visible upstream of an ABS value chain, it is equally important to investigate R&D, commercialisation and marketing by unpacking gender dynamics to narrow the gender gap due to persisting stereotypes within the scientific community and business discriminations resulting in a gender-related pay-gaps and glass ceilings.

4. Raise awareness to narrow the gender gap due to persisting stereotypes along R&D, commercialisation and marketing

Entry points

- Use ABS negotiations to advocate against gender biases within the scientific community, researchers in life sciences and industries using genetic resources. If you will be hiring researchers to test samples or

if you will invest in training for laboratory personnel, remember that gender-balanced teams can deliver better results and ensure women also benefit from any investment made to enhance national research capabilities.

- When designing ABS partnerships, analyse the interlinkages between gender-sensitive ABS value chains and business performance and use your findings to illustrate how gender sensitive R&D, commercialisation and marketing can boost innovation and profitability. Identify women leaders and role models and involve men gender-champions and implement affirmative action measures to narrow the gender pay-gap and break the glass-ceiling.

Conclusion

The initial findings of using gender as an analytical tool in analysing ABS value chains suggest that the underuse of the vital roles assigned to women in access and benefit sharing may jeopardize the effective implementation of ABS partnerships.

While a human rights-based

approach remains central and essential to gender mainstreaming, by changing the narrative in the context of ABS value chains better results can be achieved by making a strong business case for industries using genetic resources.

The case studies presented above demonstrate that there are strong linkages between gender mainstreaming, business competitiveness, and sustainable development. Building on these positive synergies in the context of ABS value chains, practitioners will not just make a stronger business case for gender mainstreaming but will also yield significant dividends for businesses and for development. Among those multiple business dividends of gender smart ABS value chains are:

The triple bottom line of Performance, Efficiency and Sustainability is the case for mutual supportiveness between gender equality and value chain competitiveness. By closing the gender gap, policymakers, regulators and businesses, not only international but also midsize and small-scale industries using genetic resources can address some of the

underlying roots of under performance in ABS value chain and open up new business opportunities for new customers, primarily women, whose needs are not met by the existing market.

In terms of development benefits, by empowering women smallholders', customer-facing industries using genetic resources will also contribute to breaking the poverty cycle and yield significant development co-benefits that will support countries achieve their national SDG targets including SDG5 on gender equality and women empowerment.

When it comes to environmental benefits, we saw through the case studies different examples of how women hold specialised experience and unique knowledge vital to the conservation and sustainable use of biological and genetic resources.

The MIND Your Step! Gender Tool presented in this toolkit, is also a useful analytical tool to ABS project managers to align project interventions with the new GEF Policy on Gender Equality approved by the GEF Council in November 2017, the Strategic Plan

for Biodiversity 2011-2020, and UNDP's Strategic Plan 2018-2021. It could also provide useful insights to develop a gender plan or strategy for the post 2020 biodiversity framework.

Limitations

The MIND Your Step! Gender Tool is not an exhaustive gender analysis methodology, and the information provided in the case studies is not based on exhaustive academic gender analyses but rather on the available literature and additional data gathered from limited questionnaire-based field

investigations. It is a simplified analytical tool developed for the purpose of this experiment, with the idea in mind of providing a hands on, user-friendly and more importantly an actionable tool for ABS practitioners in the field. When you are a project manager working on the frontlines, you are most probably busy managing for results, or you probably do not have enough resources to conduct a fully fledged gender analysis, so we believe that this tool will come in handy to allow ABS practitioners to perform a quick and low-cost screening to mainstream gender into their interventions.

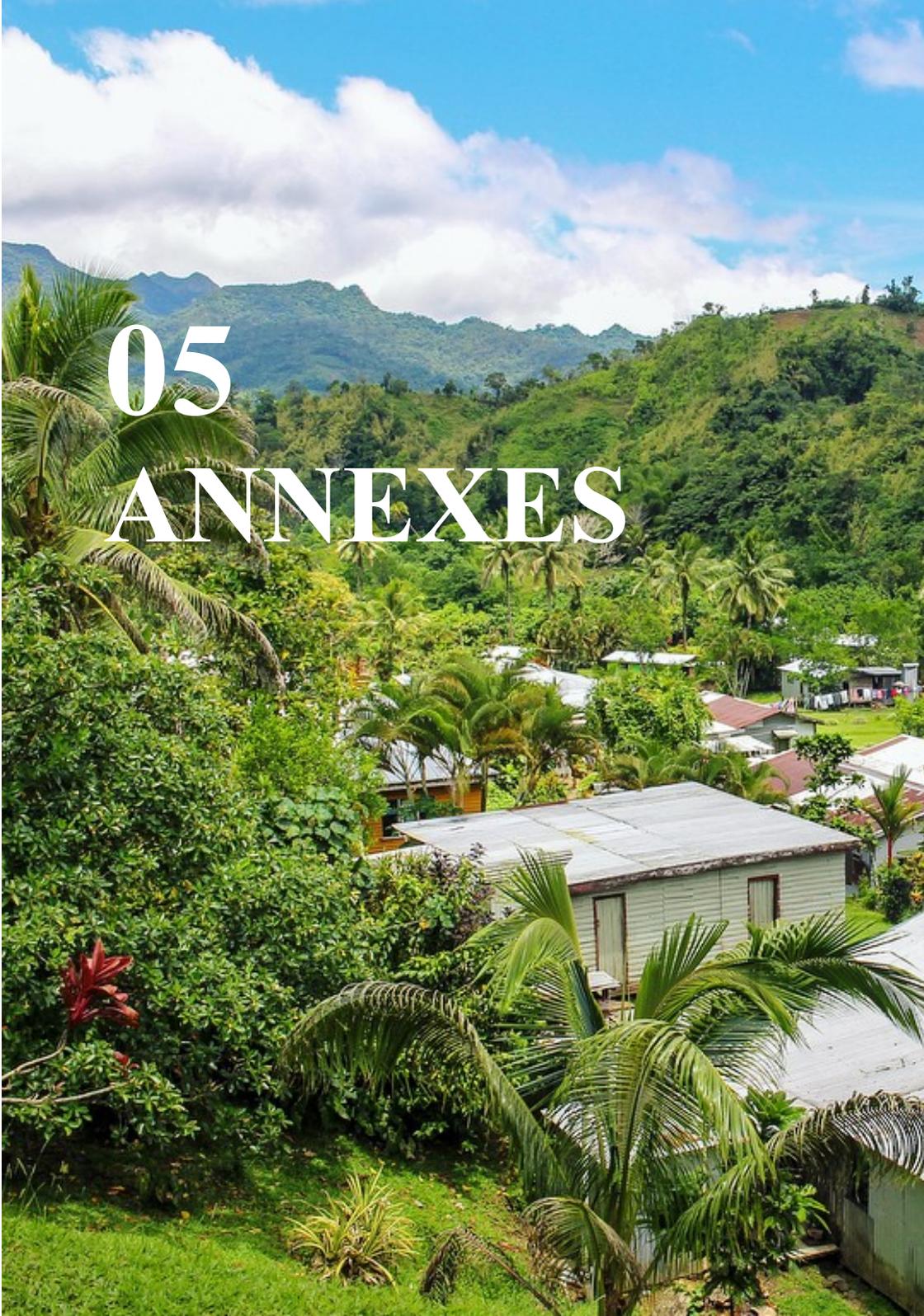


Another limitation to this tool is the limited number of field surveys and investigations conducted based on the available resources and time-frames. To ensure good results, it is highly recommended to triangulate initial findings from the desk review of secondary data with primary data collected from semi structured interviews and focus groups.

So, if you are doing ABS work on the ground, “MIND Your Step!”

may be useful not only to ensure that both women and man receive equal benefits from ABS interventions but also to build a stronger business case for ABS partnerships. Not doing so, may or will hinder the effective implementation of ABS partnerships. It is equally important to involve good gender specialists to formulate the criteria for analysis and related interventions.





05
ANNEXES



Sample Terms of Reference for Consultants

The UNDP-GEF Global ABS team will continue its support and provide the necessary methodological expertise and technical background to facilitate Training of Trainers specific to the Mind Your Step! gender tool. Given the peculiar nature of gender mainstreaming in ABS value chains, experience shows that blended expertise is needed to address the drivers of gender inequality in the context of ABS value chains to go beyond a human rights-based approach and build a strong case for enhanced business dividends and environmental benefits.

TERMS OF REFERENCE

Consultant to mainstream gender into the ABS value chain of (please specify the resource(s) if not confidential) in (please indicate country/area)

Introduction

In this paragraph, please introduce your project, interventions and expected results. Please also introduce the legal, institutional

context of the implementation of the Nagoya Protocol and the related Access and Benefit Sharing arrangements for ABS partnerships.

Objectives

The consultant should provide top notch expertise and high-quality advisory services to mainstream gender into project interventions and design gender-smart ABS value chains. More specifically, She/he will conduct a participatory analysis of the underlying gender dynamics using the “MIND Your Step” gender tool in the (please specify the resource if not confidential) ABS value chain. The consultant will provide actionable recommendations and identify entry points to design a gender smart ABS value chain to ensure that women, men, youth and elderly benefit fully from ABS interventions proposed within the project. He/she should design a gender responsive results framework to ensure that gender mainstreaming is given adequate attention in project monitoring and evaluation.

She/he will:

- Conduct a participatory analysis of

the underlying gender dynamics using the MIND Your Step! Gender Tool in the (please specify the resource if not confidential) ABS value chain.

- Provide actionable recommendations and identify entry points to design a gender smart ABS value chain to ensure that women, men, youth and elderly benefit fully from the proposed ABS interventions
- Design a gender-responsive results framework to ensure that gender mainstreaming is given adequate attention in project monitoring and evaluation.
- Conduct a final workshop for the validation and dissemination of the structure that will support the implementation of the action plan to facilitate the engagement of key stakeholders involved in the ABS value chain

Description of Responsibilities

The consultant shall work in close coordination with the project country team including, at a minimum (please specify).

Duration

The consultant is expected to work 15 working days over a 3-month period.

Deliverables

- Deliverable 1– Methodology explaining how the deliverables of this constancy will be approached and sequenced to ensure coordination with all stakeholders/parties involved (timeframes: about 2 working days; payment of 20% of the total amount).
- Deliverable 2– Report of the MIND Your Step! screening which includes the actionable recommendations and identifies entry points to design gender smart ABS value chains to ensure that women, men, youth and elderly benefit fully and equally from the proposed ABS interventions (timeframes: about 10 working days, payment of 50% of the total amount);
- Deliverable 3– Report of the validation Workshop (timeframes: about 3 working days, payment of 30% of the total amount).

Travel One field/country mission will be planned under this assignment.

Education Minimum Master's degree in the fields of governance, social sciences, human rights, gender studies or related fields.

Experience

- At least 3 years of experience in gender mainstreaming in the fields of environment, biodiversity and/or natural resources management. Specific experience with regards to gender mainstreaming into nature based value chains is an advantage;

- A good understanding of the main issues facing the implementation of the Nagoya Protocol and Access and Benefit Sharing;

- Experience in facilitating participatory consultations with multi-stakeholders and experts;

- Excellent reporting skills;

- Experience in planning, managing, and coordinating multinational or regional activities is an asset;

- Experience in an international organization or knowledge of UN policies, procedures and practices is an asset.



Sample Gender Action Plan

Activity	Indicators	Target	Source of verification	Cost
Conduct a gender analysis of the candidate ABS value chain	% of ABS value chains or partnerships that have conducted a gender analysis	<ul style="list-style-type: none"> • Baseline • Target 	Report of the gender analysis	USD X
Design gender-smart ABS value chains and /or partnerships	% of women, youth and elderly who participated to PIC/MAT negotiations	<ul style="list-style-type: none"> • Baseline • Target 	Reports Lists of participants	USD X
	% of women, youth and elderly who participated in the design/drafting of BCPs	<ul style="list-style-type: none"> • Baseline • Target 	Reports Lists of participants	USD X
	% of aTK databases containing sex and age-disaggregated data about aTK holders	<ul style="list-style-type: none"> • Baseline • Target 	Reports	USD X
	The share of women having access to financial services and technology-driven solutions in the ABS value chains supported by the project	<ul style="list-style-type: none"> • Baseline • Target 	Reports	USD X
	Number of advocacy campaigns to raise awareness about gender biases within the scientific community, pay-gap and glass ceiling issues in ABS value chains	<ul style="list-style-type: none"> • Baseline • Target 	Reports	USD X
	Design a gender-responsive M&E framework for the project	Percentage of ABS value chains or partnerships with gender-responsive results ‘frameworks	<ul style="list-style-type: none"> • Baseline • Target 	Project Results Frameworks
Percentage of ABS value chains or partnerships with gender-sensitive budgeting		<ul style="list-style-type: none"> • Baseline • Target 	Budget	USD X

ACRONYMS

ABS: Access and Benefit Sharing

aTK: associated Traditional Knowledge

BCPs: Bio-Cultural Community Protocols

CBD: Convention on Biological Diversity

GEF: Global Environment Facility

GR: Genetic Resource

MAT: Mutually Agreed Terms

M&E: Monitoring and Evaluation

PIC: Prior Informed Consent

R&D: Research and Development

SDGs: Sustainable Development Goals

UN: United Nations

UNDP: United Nations Development Program



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GENDER TOOLKIT

**MAINSTREAMING GENDER
INTO ABS VALUE CHAINS**