



TRAINING MODULE

Advancing Women's Rights & Gender Equality

in the implementation of the Kunming Montreal
Global Biodiversity Framework

MASTHEAD

Gender Equality & Kunming Montreal
Global Biodiversity Framework

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This version has not yet been piloted and whilst it is ready for use,
we would welcome future feedback and improvements based on user
experience and evaluation.

Feedback can be provided at info@women4biodiversity.org

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INTRODUCTION

ABOUT THIS MODULE

OVERALL LEARNING
OUTCOME

SESSION 1
Gender & Biodiversity

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Biological Diversity

SESSION 3
Gender & Planning, Reporting & Monitoring

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GLOSSARY

REFERENCES

“ Women are vital to biodiversity conservation and gender equality enhances environmental outcomes ”

Gender equality and biodiversity are deeply interconnected. There is growing awareness and evidence within conservation and development communities of the roles and contributions of women in sustainable resource governance and conservation. Women are powerful agents of biodiversity protection and sustainable use because of their unique roles and knowledge of natural resources within rural and indigenous communities. Emerging evidence suggests that when women hold secure rights to land, efforts to protect biodiversity and build climate resilience are more successful.

Biodiversity is essential for human well-being, providing us with food, medicine, clean air and water, and many other ecosystem functions and services. At the same time, gender equality is a human rights issue. It is crucial to ensure that all members of society can fully participate in decision-making processes and benefit equally from development and conservation efforts. Moreover, women suffer disproportionate impacts from biodiversity loss and climate change because women's livelihoods, especially indigenous and rural, depend on the management and sustainable use of diverse natural resources.

The Kunming-Montreal Global Biodiversity Framework (KM-GBF) adopted by the 15th Conference of Parties (COP15-Part 2) to the Convention on Biological Diversity (CBD) in December 2022 replaces the Strategic Plan for Biodiversity 2011-2020 (also known as Aichi Biodiversity Targets). COP15 not only adopted Target 23 on gender equality, it also adopted a strong and transformative Gender Plan of Action (2023-2030), with concrete actions and timelines.

The documentation and mapping of the knowledge, innovations, and practices of women are critical for raising awareness among decision-makers about women's roles and contributions. This can effectively influence resource management and governance policies that are more gender-sensitive. Including women and girls in policy, planning, and decision-making processes leads to a more just and sustainable environmental outcome. Promoting gender equality and women's empowerment in biodiversity policy, planning, implementation, and monitoring ensures that conservation efforts are more effective, equitable, and sustainable. This approach guarantees that all members of society benefit from the conservation and sustainable use of biodiversity.

Women4Biodiversity created this module following the 2021 report [“Advancing Women's Rights, Gender Equality and the Future of Biodiversity in the Post-2020 Global Biodiversity Framework,”](#) which outlined key pathways for embedding a gender-responsive approach into the Global Biodiversity Framework.

This training module is developed to guide the gender-responsive implementation of the KM-GBF and the Gender Plan of Action 2023-2030. It aims to raise awareness, build capacities, and promote engagement of decision-makers, civil society, private sector, and other actors working in biodiversity. The goal is to promote and advance women's rights and gender equality, and participation in the planning, implementation, and monitoring of the Kunming-Montreal Global Biodiversity Framework.

ABOUT THIS MODULE

Gender Equality & Kunming Montreal
Global Biodiversity Framework

This training module is designed to offer comprehensive knowledge and resources for integrating gender and women's rights into the framework of the Convention on Biological Diversity (CBD). It delves into pathways for embedding gender considerations across all levels of biodiversity conservation efforts. The module emphasizes key elements of gender equality and women's rights, equipping diverse stakeholders with the insights needed to promote a rights-based approach to biodiversity conservation, especially in alignment with the Kunming-Montreal Global Biodiversity Framework.

The module has been designed to accommodate both in-person and online learnings. It is divided into three sessions, and each session aims to enhance understanding of a diversity of concepts and related practices linked to gender and biodiversity.

► THE THREE SESSIONS:

Session 1: Gender and Biodiversity: General Overview and current developments

Session 2: The Kunming-Montreal Global Biodiversity Framework

Session 3: Planning, Reporting, and Monitoring

► MODULE STRUCTURE:

The module is structured in 3 hour-long sessions for an online event, but it can be divided into units and further developed by taking into account the audience and specific circumstances of a country, region, landscape/seascape for a more in-depth discussion. The same module can be used for in-person sessions as well, and its duration varies according to the needs of participants and the context.

► FLEXIBILITY AND ACCESSIBILITY:

The module is designed for easy interpretation and translation into languages other than English. This flexibility ensures that trainers and facilitators can adapt the module to best suit the needs of their audience, making the process inclusive, accessible, and easily understandable.

OVERALL LEARNING OUTCOMES

Gender Equality & Kunming Montreal
Global Biodiversity Framework

- ✓ **GENDER AND BIODIVERSITY INTERRELATIONS:**
Recognize the connections between gender and biodiversity, and how they influence each other.
- ✓ **BASIC GENDER CONCEPTS:**
Ensure an understanding of basic gender concepts and terms, including gender equality. Familiarize yourself with international instruments that support the integration of gender equality and rights-based approaches across various policies.
- ✓ **GENDER EQUALITY IN POLICY CONTEXTS:**
Identify the extent to which gender equality is integrated into national and subnational discussions and plans. Evaluate existing policies to see if they address gender-specific needs and ensure women's active participation in processes related to biodiversity.
- ✓ **ENHANCE INSTITUTIONAL CAPACITY:**
Increase awareness and strengthen institutional capacities for promoting gender equality and women's empowerment in biodiversity contexts.
- ✓ **INTEGRATE GENDER PERSPECTIVES:**
Identify pathways to integrate gender perspectives in biodiversity-related planning, implementation, monitoring, and reporting processes.

SESSION 1

Gender & Biodiversity:
General Overview and Current Developments



1 hour



SESSION 1

This session explores the interlinkages of gender and biodiversity, revealing opportunities within regional and international agreements on gender equality and biodiversity. It examines key concepts and terms to help participants understand and contextualize gaps in policies and planning, and identify actions to respond at national and local levels.

- 1.1: Key gender-related terms and concepts
- 1.2: The relationship between gender and biodiversity
- 1.3: Status of women and inspiring stories of women leading biodiversity conservation
- 1.4: Key international frameworks and agreements on gender and biodiversity

SESSION 1

Gender & Biodiversity:
General Overview and Current Developments

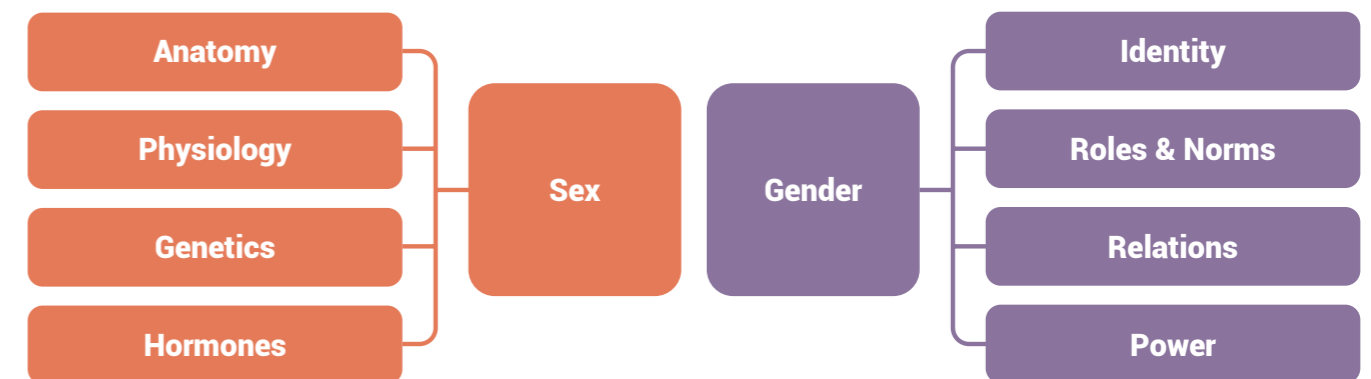
1.1: Key gender-related terms and concepts

1.1 KEY GENDER-RELATED TERMS AND CONCEPTS

WHAT IS GENDER?

Gender and sex are distinct yet interconnected concepts. Sex refers to the biological differences between males and females, such as chromosomes, reproductive systems, and hormones. Gender, on the other hand, encompasses the roles, behaviors, and identities that societies attribute to individuals based on their perceived sex. While sex is biologically determined, gender is a social and cultural

construct that can vary widely across different cultures and over time rather than biological differences. It encompasses the roles, behaviours, and expectations that are associated with being male or female in a particular society. Understanding the difference between gender and sex is essential for recognizing the diversity of human experiences and promoting equality.



Dimensions of Sex (Biological Variable) & Gender (Social and Cultural Variable)

It is important to understand that gender and women's rights are complex and context-dependent issues that can vary across cultures, geographies and time periods. Advancing a gender equality agenda requires ongoing education, information and awareness raising, advocacy, and collective action. Overall, it is important to approach discussions about gender and women's rights with respect, empathy, and a commitment to promoting positive change by preventing any

harm. Understanding gender-related terms help all actors/stakeholders advocate for appropriate policies that foster gender equality and inclusion, and recognize gender disparities, sources of gender-based violence. Some of the terms and concepts include: gender equality, gender equity, gender mainstreaming, gender roles, gender stereotypes, gender-sensitive, gender-responsive, and women's empowerment.



TERMS AND CONCEPTS

GENDER EQUALITY

Gender equality refers to equal rights, responsibilities, and opportunities of women and men. It implies that the interests, needs, and priorities of both women and men are taken into consideration. Gender inequality refers to the legal, social and cultural situation in which gender determines access to resources or opportunities. There are different rights and dignity for women and men that are further reflected in unequal access to or enjoyment of rights, including economic participation and decision-making. Equality between women and men is seen as a fundamental human right and a precondition for (and indicator of) sustainable people-centered development.

GENDER EQUITY

Gender equity refers to "fairness of treatment for women and men, according to their respective needs". This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. It is distinct and different from the concept of gender equality. Gender equity entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypical views, rigid gender roles, and prejudices.

WOMEN'S EMPOWERMENT

Women's empowerment has five components: (1) women's sense of self-worth; (2) women's rights to have and to determine choices; (3) women's right to access to opportunity and resources; (4) women's right to control their own lives, both within and outside the home; and (5) women's ability to influence the direction of social change to create a more just social and economic order, nationally and internationally. This concept is related to gender equality but distinct from it. Its core belief lies in the ability of a woman to control her own destiny.

GENDER SENSITIVE

Gender sensitive is an approach that considers the sociocultural factors underlying gender-based discrimination and attempts to acknowledge and recognize existing gender inequalities

GENDER-RESPONSIVE

Gender-responsiveness is an approach that proactively identifies, understands and implements interventions to address gender gaps and overcome historical gender biases and discriminations in policies and interventions.

GENDER MAINSTREAMING

Gender mainstreaming is a strategy where the concerns and experiences of both women and men is an integral dimension in the design, implementation, monitoring, and evaluation of policies and programmes in all political, economic, and social spheres. It ensures that women and men participate and benefit equally and the ultimate goal is to achieve gender equality.

GENDER ANALYSIS

Gender analysis is the examination of how differences in gender roles, activities, needs, opportunities and rights or entitlements affect men, women, girls and boys in certain situations or contexts. Gender analysis assesses the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.

GENDER GAP

Gender gap refers to the disparities and inequalities between women's and men's conditions due to their position or role in society. It covers the differences in terms of their participation, their access to opportunities, rights, power to influence and make decisions, incomes, and benefits, and control and use of resources. Gender gap has come to be applied mainly to the disparities experienced

by women in society.

GENDER-BASED VIOLENCE (GBV)

Gender-based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power, and harmful norms, and encompasses a wide range of abuses including **domestic violence, sexual violence, trafficking, forced marriage, and femicide**. GBV is a significant human rights violation that affects both men and women, though women and girls are disproportionately impacted. The importance of understanding and addressing GBV lies in its severe health, psychological, and social consequences, and its detrimental impact on communities and societies as a whole.

The [Declaration on the Elimination of Violence Against Women](#) defines "violence against women" as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life."



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SESSION 1

Gender & Biodiversity:
General Overview and Current Developments

1.2 Gender & Biodiversity

1.2 GENDER AND BIODIVERSITY



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Women play a crucial role in the conservation, sustainable use and management of biodiversity. Indigenous and rural women possess an in-depth knowledge of the local ecosystems passed down through generations. Despite their significant contributions, the practices, knowledge and values of women, they are often undocumented, making them invisible to decision-makers and other stakeholders. Consequently, women are frequently marginalized and excluded from decision-making processes related to biodiversity conservation, sustainable use, and access and benefit-sharing mechanisms. This exclusion has resulted in policies and practices that fail to adequately address the needs and perspectives of women, leading to negative impacts on both biodiversity and human well-being. Efforts to promote gender equality and women's empowerment in biodiversity conservation are crucial to achieving sustainable development goals (SDGs). Integrating a gender perspective in conservation planning and implementation can lead to more equitable outcomes, improved human well-being, and better conservation outcomes. Therefore, it is important to recognize the interlinkages between women's rights, gender equality and biodiversity conservation to ensure that gender considerations are integrated into policies, programs, and projects related to biodiversity conservation.

To inform efficient policies regarding biodiversity conservation, sustainable use and the sharing of its benefits, we need to understand and expose gender-differentiated biodiversity practices, gendered knowledge acquisition and usage, as well as gender inequalities in control over resources.

We need to consider the influences of gender differences and inequalities on the conservation and sustainable use of biodiversity, and the ways in which these differences and inequalities influence women and men are affected by biodiversity policies, planning and programming.

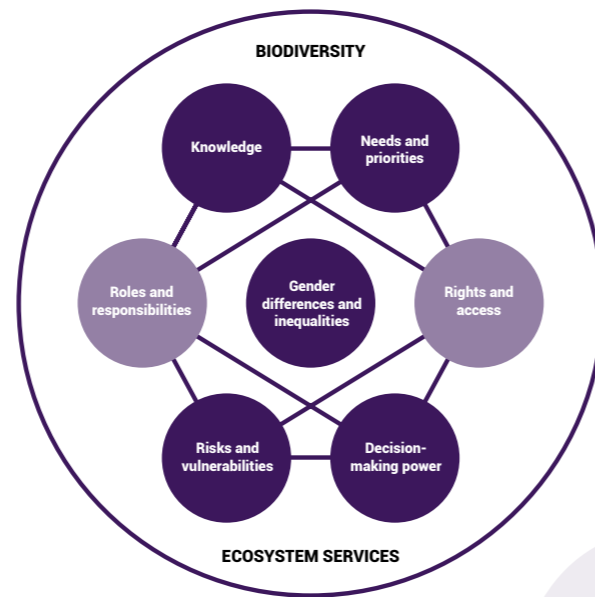


Figure Ref. Addressing Gender Issues and Actions in Biodiversity Objectives, CBD¹

¹https://www.cbd.int/gender/doc/cbd-towards2020-gender_integration-en.pdf

WHAT ARE THE SOURCES OF GENDER DIFFERENCES AND INEQUALITY IN BIODIVERSITY?

TERMS	DESCRIPTION
Roles and Responsibilities	Differences in the activities and tasks performed by women and men shape their use of and reliance on biological resources. A gendered division of labour may result in different attitudes and values toward biodiversity protection and management. When their roles and responsibilities are not recognized, women might not be able to voice their concerns.
Rights and Access	Gender often determines one's access to, and control over, land, productive assets, and biological resources. This can have a direct impact on agricultural productivity and investment in sustainable management practices and also on poverty levels. It may also increase women's vulnerabilities to biodiversity loss, to climate change, and ecosystem degradation.
Knowledge	Differences in the use of resources lead women and men to develop distinct knowledge about biodiversity. Both women's and men's knowledge, including indigenous knowledge, is equally valuable in ensuring the effective conservation and sustainable use of biodiversity.

1.3 STATUS OF WOMEN AND INSPIRING STORIES OF WOMEN IN BIODIVERSITY CONSERVATION

DEFENDING LANDS AND TERRITORIES

STATUS:

177 Environmental Defenders Killed in 2021; 11% Were Women

Over the past 11 years, Global Witness has documented 1,910 killings of land and environmental defenders, with 177 deaths in 2021 alone. Since the Paris Agreement, 1,390 defenders have been killed. Female defenders faced 11% of lethal attacks, often enduring gender-specific violence. Indigenous Peoples, Afro-descendants, and small-scale farmers were among those most targeted. Urgent action is needed to hold governments and companies accountable and to protect defenders through a rights-based approach and better data on vulnerable groups.

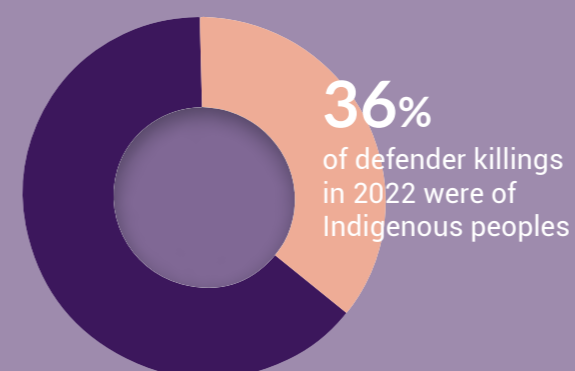
TERMS	DESCRIPTION
Decision-making power	Time constraints, cultural and social norms, and lower educational levels often lead women to be excluded from decision-making processes, the political domain related to biodiversity management, conservation, and sustainable use.
Vulnerabilities	Since women and men use resources differently, they are not necessarily similarly affected by biodiversity loss and changes in access to resources and management regulations. Women typically face greater levels of vulnerability to biodiversity loss, ecosystem degradation, climate change, and natural disasters than men.
Risks	Failure to take gender into account in biodiversity can have socio-economic and conservation-related consequences. It can perpetuate unequal sharing of benefits, increased social and gendered inequalities, and lead to the loss of critical knowledge and practices for sustainable use. As a result, women may be further marginalised and the effectiveness of biodiversity conservation decreased.

While there is a growing recognition of the importance of gender equality in conservation, comprehensive and gender-disaggregated data on women's participation in conservation activities remain limited. However, existing research and studies provide insights into the critical role that women play in biodiversity conservation, sustainable resource management, and environmental stewardship.

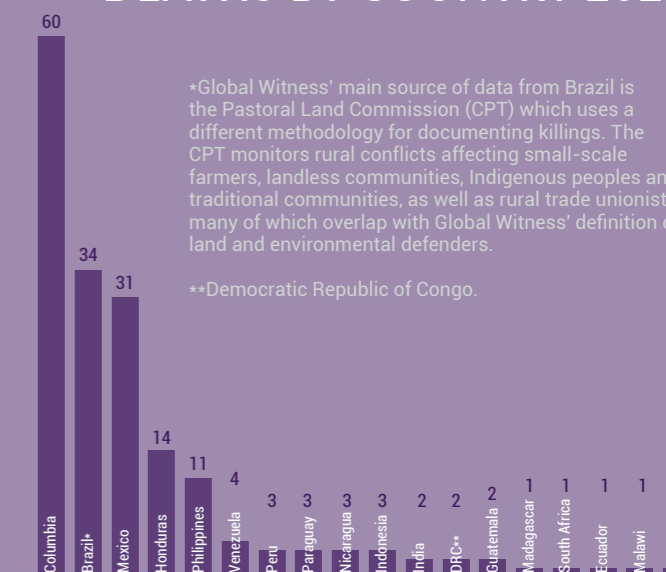


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AT LEAST: **177**
DEFENDERS LOST THEIR LIVES LAST YEAR



DEATHS BY COUNTRY 2022



Source

- Global Witness. Standing firm: The Land and Environmental Defenders on the frontlines of the climate crisis

DEFENDING LANDS AND TERRITORIES

WAORANI WOMEN DEFENDING THEIR TERRITORIES IN THE ECUADORIAN AMAZON

The Land and Environmental Defenders on the frontlines of the climate crisis

A compelling case study of women's involvement in conservation in Latin America can be found in the efforts of the Waorani women in the Ecuadorian Amazon. In response to increasing threats from oil explorations, deforestation and encroachment on their traditional lands, Waorani women have emerged as leaders in conservation and environmental advocacy within their communities. Despite traditional gender roles that may have limited their participation in decision-making processes, Waorani women have mobilised to protect their forests and preserve their way of life. Through grassroots movements and community-based initiatives, they have advocated for land rights, sustainable resource management, and the preservation of their cultural heritage.

One notable example is the case of [Nemonte Nenquimo](#), a Waorani leader who played a key role in a landmark legal victory against oil extraction in the Ecuadorian Amazon. In 2019, Nenquimo and other Waorani women led a historic lawsuit against the Ecuadorian government, challenging plans to



© Amazon Frontlines

auction off Indigenous lands for oil drilling. Their efforts culminated in a groundbreaking ruling by the Ecuadorian court, which recognized the Waorani people's right to prior consultation and consent before any extractive activities could take place on their lands.

Beyond legal advocacy, Waorani women have also been actively involved in community-based conservation initiatives, such as the establishment of indigenous-led conservation areas and sustainable ecotourism ventures. By promoting traditional knowledge, ecological stewardship, and women's empowerment, Waorani women are leading efforts to protect their forests and promote sustainable development in the Ecuadorian Amazon.

The case of Waorani women in the Ecuadorian Amazon serves as a powerful example of how women can play a central role in conservation and environmental protection, even in the face of significant challenges. Their leadership, resilience, and commitment to preserving their cultural and natural heritage are not only inspiring but also essential for the long-term sustainability of the Amazon rainforest and Indigenous communities across Latin America.

Source

- [Champions of the Earth: Nemonte Nenquimo - Inspiration and Action](#)
- [Indigenous Waorani, protesting 'rushed' hearing, shut down court with song](#)
- [\[Video\] Meet the Indigenous Waorani leader taking on the Ecuadorian Government \(Mongabay\)](#)
- [Mother Mangrove: The women behind Kenya's Mangrove Restoration](#)

LAND RIGHTS & RESTORATION

STATUS:

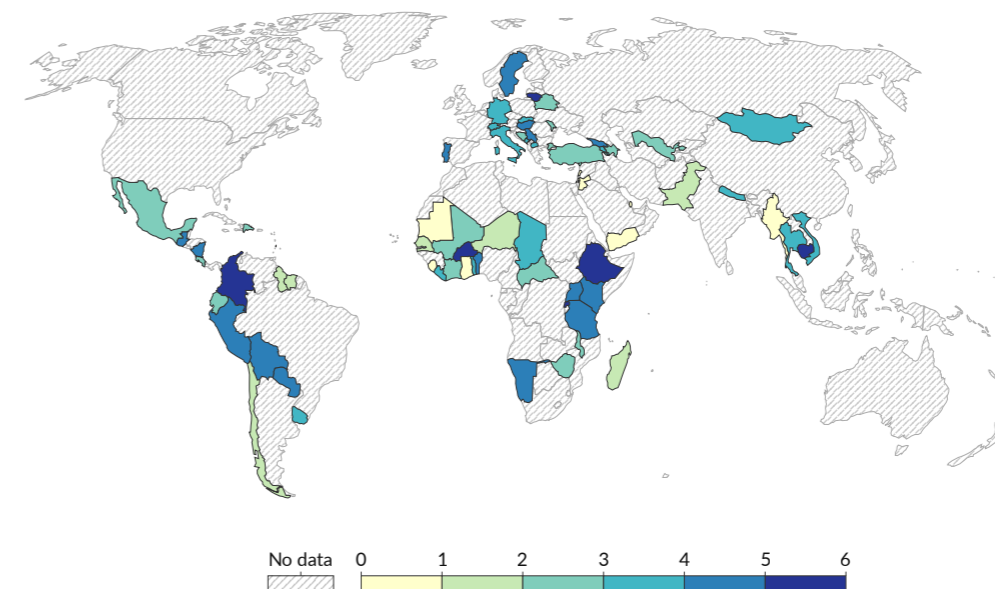
Equal rights to land ownership

Globally, the status of women and land rights remains a critical issue with profound implications for gender equality and sustainable development. Despite international commitments and legal frameworks aimed at securing land rights for women, significant disparities persist. In many regions, women face legal and cultural barriers that prevent them from owning, inheriting, or controlling land. These obstacles are often rooted in patriarchal systems and traditional customs that favor male ownership and decision-making. As a result, women are frequently denied access to the economic benefits and social security that land ownership provides, perpetuating cycles of poverty and marginalization.

Moreover, women's lack of secure land rights undermines broader efforts to achieve sustainable development goals, particularly in agriculture, where women make up a substantial portion of the workforce. Without land ownership, women are often excluded from financial services, agricultural inputs, and decision-making processes, limiting their ability to contribute fully to food security and environmental conservation. This disparity also exacerbates gender inequalities in the face of global challenges such as climate change, where secure land rights are essential for resilience and adaptation. Addressing these inequities requires legal reforms and a shift in societal norms and practices to recognize and respect women's rights to land.

Equal rights to land ownership, 2022

The extent to which legal frameworks protect women's land rights, measured against six proxies¹ designed to assess the multiple dimensions of equality in land rights. The value corresponds to the number of proxies that exist. Higher values indicate more equal land rights.



Data source: Data from multiple sources compiled by the UN

OurWorldInData.org/economic-inequality-by-gender | CC BY

1. Proxies of equality in land rights: The six legal proxies used to measure this indicator are: 1) Joint registration of land is compulsory or encouraged through economic incentives 2) Compulsory spousal consent for land transactions 3) Women's and girls' equal inheritance rights 4) Allocation of financial resources to increase women's ownership and control over land, in legal systems that recognize customary land tenure 5) The existence of explicit protection of the land rights of women 6) Mandatory quotas for women's participation in land management and administration institutions.

Our World in Data

Source

- [The Status of Women in Agrifood Systems \(FAO, 2023\)](#)
- [Equal rights to land ownership](#)

LAND RIGHTS AND RESTORATION

GENDER-RESPONSIVE COMMUNITY-LED RESTORATION INITIATIVES

Kenya (West Pokot County): Pastoral Pokot women and restoration efforts in Kamatira Forest

Located within the Kamatira Forest in West Pokot County, Kenya, the restoration area sits at an elevation of 1,856 metres. Positioned southwest of Chepareria and nestled in the northeast of Charangani Hills, the forest is traversed by the Kapenguria-Lodwar highway. Home predominantly to the Pokot Indigenous People, who are primarily agro-pastoralists, the Kamatira site serves as a focal point for community-led conservation efforts. Initiatives within the restoration area encompass various activities aimed at ecological revitalization and community empowerment. These include the establishment and maintenance of nurseries, coupled with extensive awareness campaigns facilitated through the distribution of educational

booklets to local residents. Additionally, the implementation of energy saving Jikos stove aims to alleviate pressure on the forest by reducing the demand for fuelwood. Notably, the restoration efforts span across 2 hectares, garnering recognition from the County Government. To further incentivize participation and bolster economic opportunities for women groups, seedlings of indigenous trees are sold, fostering a sustainable model that intertwines conservation with livelihood enhancement. Furthermore, active engagement with local county governments is underway, with a focus on strengthening the involvement of women in conservation initiatives, thereby fostering inclusive and impactful environmental stewardship.



© Women4Biodiversity

Source

- [Restoration Site, Kenya, Women4Biodiversity](#)
- [\[Video\] Bridging Global Commitments and Local Action: The Community and Kamatira Forest in Kenya](#)

LAND RIGHTS AND RESTORATION

GENDER-RESPONSIVE COMMUNITY-LED RESTORATION INITIATIVES

Solomon Islands (Isabel Province): Women in Hageulu and land restoration

Hageulu, situated in the Santa Isabel province of the Solomon Islands, is nestled amidst one of the region's major islands. The Network of Indigenous People, Solomon (NIPS), collaborates closely with the Hageulu community, which resides in the elevated terrain of Gao District within Isabel province. Notably, Hageulu occupies a site abundant in nickel deposits and is home to the endemic *Xanthostemon*, or ironwood, tree species, drawing considerable attention from governmental bodies, logging companies, and mining interests due to its natural resources.

With an approximate population of 1,200 individuals, the Hageulu community relies heavily on the land and sea for sustenance, with women playing a pivotal role in livelihood activities. Restoration

efforts encompass the rehabilitation of 4 hectares of forest land and the diligent care of young seedlings in areas ravaged by fire, exemplifying the community's commitment to environmental stewardship. Additionally, collaborative initiatives with the Rangers Association aim to empower women and youth through engagement and training opportunities, further enhancing their involvement in conservation efforts. Furthermore, proactive engagement with relevant government agencies, including the Ministry of Environment and Forestry and national leaders, as well as coordination with the CBD Focal Point, underscores the community's dedication to fostering sustainable land management practices and preserving the rich biodiversity of the Hageulu region.



© The Island Sun

Source

- [Restoration Site, Solomon Islands, Women4Biodiversity](#)
- [\[Video\] NIPS consultations with communities of Hageulu, August 2020](#)

DEVELOPMENT FINANCE AND ACCESS TO RESOURCES

STATUS:

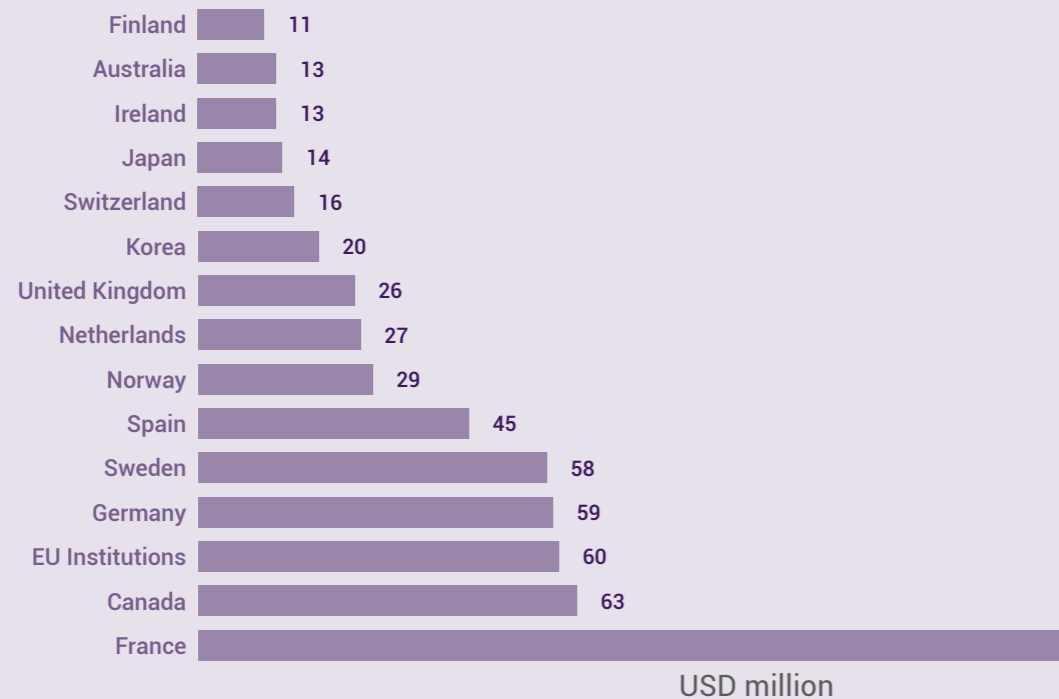
Development finance for gender equality and women's empowerment

Official Development Assistance (ODA) from the members of the Development Assistance Committee (DAC) is and will remain an important source of financing, especially in the Least Developed Countries. In 2021-2022, 43% of bilateral allocable ODA had gender equality as a policy objective (USD 64.1 billion), down from 45% in 2019-2020. Only 4% of bilateral allocable ODA was dedicated to programmes with gender equality as the principal objective, a similar share from the

previous period. ODA to support women's rights organisations and movements, and government institutions dropped to USD 631 million on average per year in 2021-2022, from USD 891 million in 2019-2020.

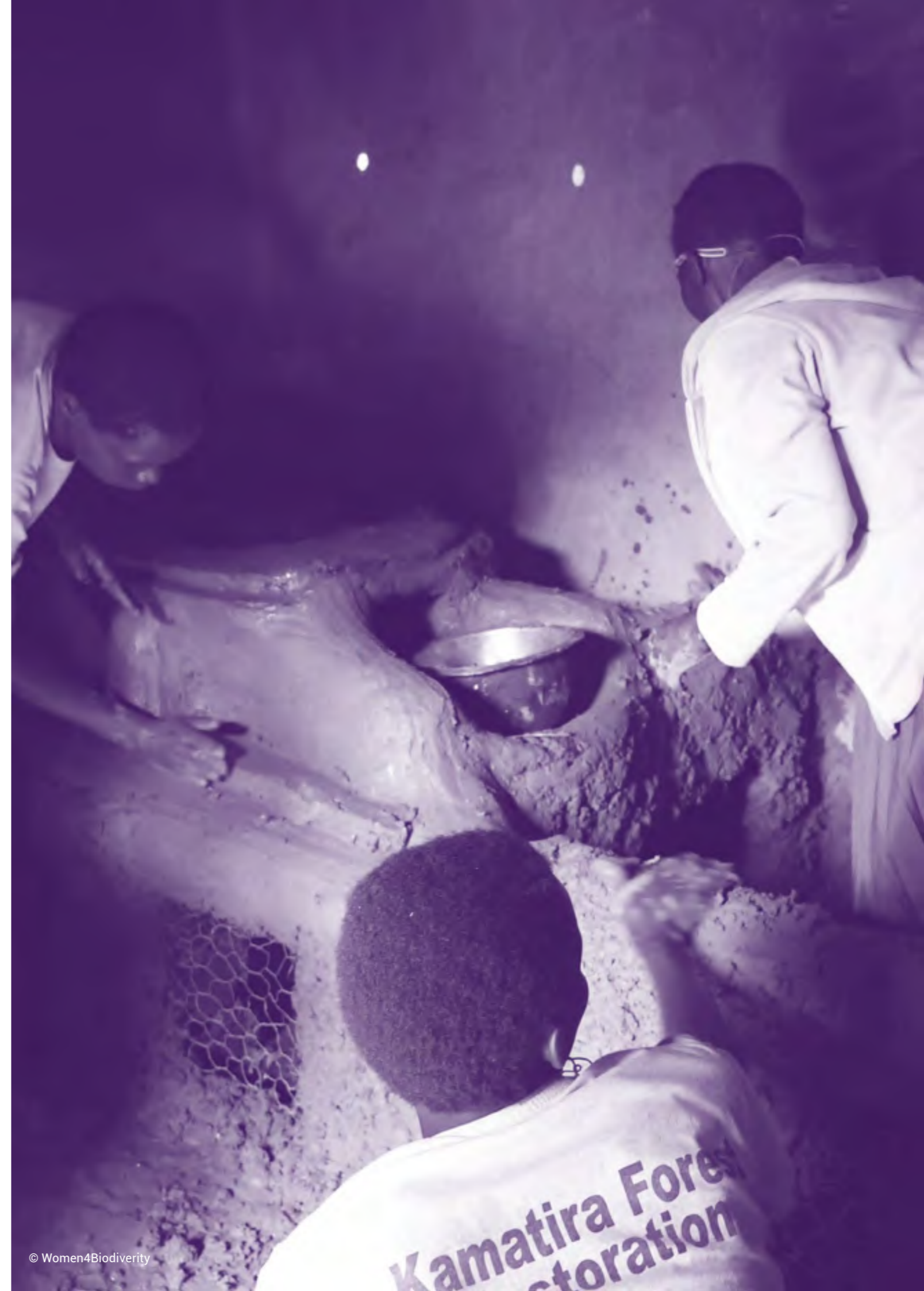
Excluding the volumes committed to government institutions such as women's ministries, the amount was USD 453 million in 2021-2022.

ODA TO WOMEN'S RIGHTS ORGANISATIONS AND MOVEMENTS, AND GOVERNMENT INSTITUTIONS Top 15 DAC members (average, 2021-22)



Source

- [Development finance for gender equality and women's empowerment](#)



GENDER-BASED VIOLENCE AND ENVIRONMENTAL LINKAGES

'Sex-for-fish': Sexual exploitation in the fisheries sector in Africa

The coerced use of transactional sex to obtain fish, also known as 'sex-for-fish', is another expression of GBV in small-scale fishing. The term refers to the sex arrangement made between fishermen and women who need fish for food or processing to support their families. According to a study by Béné and Merten (2008), 97 per cent of cases of 'sex-for-fish' documented happened in Africa, especially in Eastern and Southern Africa, and usually took place in inland fisheries, particularly in lakes. In some countries in sub-

Saharan Africa, poor, unmarried or widowed women fish processors and traders are sometimes forced to offer sex in order to have access to and/or sell fish products to support their families (Béné & Merten, 2008). For instance, in the Kafue River in Zambia, where both women and men work as fish traders, fishermen may refuse to sell fish to women if they do not engage in sex. Within this context, women know that having a 'boyfriend' in fishing camps can help them secure fish on a regular basis at cheaper prices. This leads many women to get involved in

On Lake Malawi, World Connect notes that the practice is, "longstanding and quite engrained as a social norm" (Silver, 2019). In this area, poverty is cited as the prevalent cause for engaging in 'sex-for-fish', with local advocates noting "if you are poor, you are stuck" to the practice (Silver, 2019). Transactional sex is "the exchange of money, employment, goods or services for sex, including sexual favours other forms of humiliating, degrading or exploitative behaviour. This includes any exchange of assistance that is due to beneficiaries of assistance" (UN, 2017, p. 7).

These drivers may not represent other regional contexts. Globally, more research is needed on this practice, in order to better understand if it is caused by fish scarcity, the increase of global market demand, or if it is a longstanding socioeconomic-cultural arrangement (WorldFish Center, 2010). What is clear is that power asymmetries based on gender inequalities and patriarchal systems limit women's ability to fully participate in the economic opportunities and decisionmaking in the fisheries sector, exposing many of them to various forms of GBV.



Data from: Béné & Merten (2018).

Infographic source: Estudio Relativo for IUCN.

transactional sex, in which fishermen abuse their position of power over women traders (Béné & Merten, 2008). A survey respondent claimed that, in several sub-regions of the continent, accepting sexual violence and harassment is the only way in which women can access sea products (GBV-ENV survey respondent EN48).

In western Kenya, the practice of exchanging fish catches for sex is so common that it has a name, the *jaboya* system (Camlin et al., 2014). Some

studies have found that male fishers prefer to sell fish to women with the hope of enticing sexual relationships, making women more vulnerable to HIV and AIDS (FISH, 2015; Béné & Merten, 2008). Evidence shows that HIV and AIDS are four to 14 times higher in fishing communities in developing countries than the national average. This can be explained, in part, by the high mobility of fisherfolks, which makes them more vulnerable to HIV and AIDS (Béné & Merten, 2008).

Source

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SESSION 1

Gender &
Biodiversity:
General Overview and
Current Developments

1.4 International
Frameworks & Agreements

1.4 INTERNATIONAL FRAMEWORKS AND AGREEMENTS

Over the last 30 years, governments have made efforts to ensure that gender equality and women's empowerment are prioritised in environmental decision-making and sustainable development. While there is a growing focus on advancing gender equality, without a way to monitor and measure the implementation of these commitments, it is difficult to assess the progress made.

KEY COMPONENTS COMPRISING THE INTERNATIONAL GENDER-ENVIRONMENT POLICY FRAMEWORK INCLUDE

CEDAW (1979)

Gender equality is a human right that is enshrined in a number of declarations and conventions, including the legally binding Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). CEDAW is often considered the international bill of rights for women and is fundamental to advancing gender equality.

Signatory governments are bound to take action to promote and protect the rights of women; they agree to include the principle of equality in legislation and ensure it is operationalized throughout their country. In Article 14, special attention is paid to discrimination against rural women, toward ensuring their access and benefits to rural benefit.

BPfA (1995)

The Beijing Declaration and Platform for Action (BPfA) includes women and the environment as one of the 12 critical areas for action and encourages governments to collect data on the impact of environmental degradation on women,

as well as develop gender-sensitive databases (United Nations, 1995). BPfA is still considered the most comprehensive set of guidelines for the development of gender statistics at the national, regional and global levels (United Nations, 2016).

AGENDA 21 (1992)

The 1992 Earth Summit, or UN Conference on Environment and Development (UNCED), marked a pivotal moment embedding gender equality considerations in environmental decision-making on the global stage. Women have a vital role in environmental management and development. Their full participation is therefore essential to achieve sustainable development. The Rio Declaration recognized the important role of women in environmental management and development, and Agenda 21 called for, among many other things, sex-disaggregated data and gender-sensitive databases (United

Nations Sustainable Development, 1992). While not legally binding, Agenda 21 (UNSD, 1992) was for decades considered the blueprint for sustainable development, shaping national planning, donor investment and programming across the environmental sphere. Agenda 21 built upon previous plans and platforms that promoted women's empowerment and gender equality with regard to crucial issues such as land ownership, resource stewardship, education and employment. Moreover, two of the three Rio Conventions (below), i.e. those derived from UNCED, included gender considerations.

CBD (1995)

The first of the three Rio Conventions, the Convention on Biological Diversity (CBD) has a preamble text as well as many subsequent decisions of Parties that include gender considerations. In 2008, Parties to the CBD adopted a Gender Plan of Action, making it the first Multilateral Environmental Agreement

(MEA) to do so. It was recently updated for the period 2015-2020. CBD has integrated actions to enhance the monitoring framework and indicator system for gender mainstreaming in the Secretariat and at national level.

UNCCD (1996)

Similarly, the UN Convention to Combat Desertification (UNCCD) recognized women's important role and participation in combating desertification and mitigating the effects of drought. Parties have integrated gender into their

decisions and evolved a Gender Action Plan—the latest version of which (September 2017) aims to accompany implementation of the UNCCD 1830-2020 strategic framework (UNCCD, 2017).

UNCCD (1996)

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decisions and evolved a Gender Action Plan—the latest version of which (September 2017) aims to accompany implementation of the UNCCD 1830-2020 strategic framework (UNCCD, 2017).



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SENDAI FRAMEWORK (2015- 2030)

The Sendai Framework for Action for Disaster Risk Reduction calls for stronger women's leadership and participation in disaster risk reduction (DRR). This recognition provides a new opportunity to strengthen the capacities of gender machineries,

women's organisations and women at regional, national and community levels to shape how DRR and climate change are implemented in the coming 15 years (UNISDR, n.d.).

Integrating gender dimensions into efforts to achieve biodiversity objectives also offers opportunities to contribute towards SDG5 to achieve gender equality and women's and girls' empowerment. Targets under SDG5 address the need for women's full and effective participation and equal opportunities for leadership at all levels of decision-making, as well as the need for equitable access, ownership and control over land and natural resources – issues which have particular relevance for the implementation of CBD.

and desertification. Women's participation in climate/environmental decision-making processes, for example, is a common priority for the Rio Conventions.

Similarly, there are synergies in integrating gender in work to implement the CBD and other multilateral environmental agreements (MEAs), in particular to address climate change, land degradation

International and regional human rights instruments including the International Covenant on Civil and Political Rights (ICCPR), the [Rio Declaration on Environment and Development](#), the [UN Declaration on the Right to Development](#), the [Aarhus Convention](#) and the [Escazú Agreement](#) enshrine the right to equal, free, active, meaningful and informed participation in decision-making processes. Women's involvement in environmental decision-making at all levels is also a strategic objective of the Beijing Platform for Action.

UNFCCC (1994)

Once void of social considerations in its Convention text and related decisions by Parties, the UN Framework Convention on Climate Change (UNFCCC) now has implementation informed by more than 50 decisions on gender equality made over recent years, including the Lima Work

Programme on Gender (LWPG) and, in 2017, a first-ever Gender Action Plan (GAP) (Burns and Patouris, 2014; UNFCCC 2017). Among priority areas, the GAP includes a focus to strengthen monitoring and reporting of implementation of gender-related mandates under the Convention.

BRS (1989-)

The [Basel](#), [Rotterdam](#), and [Stockholm](#) Conventions (BRS) are designed to help protect human health and the environment from the negative effects of hazardous pollutants. Marking a first concerted step in advancing gender equality as a key issue across the three Conventions, a Gender Task Team was established in 2012 to mainstream gender across the BRS Secretariat and to support the

work of Parties and stakeholders. A BRS Gender Action Plan (BRS-GAP)(BRS, 2016), developed in 2013 and updated in 2016, serves as the guiding framework to ensure gender is an integral part of implementation (BRS, n.d.). Baseline information was collected towards this end in 2017 (Gilligan & Sabater, 2017; IUCN, 2017b).

SDGs (2015)

Building on lessons learned while implementing the agreements made at the Earth Summit, as well as the MDGs, the 2030 Sustainable Development Agenda, with its 17 SDGs, recognize that the natural world and its life-giving services must be urgently

protected in order to fulfil the needs of nine billion people by 2050. Gender is a standalone SDG goal (#5) in addition to being a cross-cutting issue across the other 16 goals.

Sustainable Development Goals (2015 - 2030)

Goal 5 "Achieve gender equality and empower all women and girls"

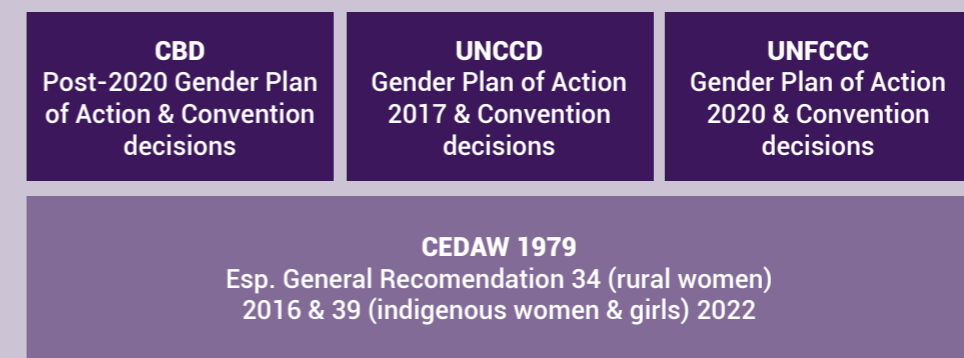


Figure 3: Rio Conventions and the Gender Plans

- ³ [ICCPR https://www.ohchr.org/sites/default/files/ccpr.pdf](https://www.ohchr.org/sites/default/files/ccpr.pdf)
- ⁴ https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.151.26_Vol.I_Declaration.pdf
- ⁵ [Declaration on the Right to Development Adopted by General Assembly resolution 41/128 of 4 December 1986 https://www.ohchr.org/sites/default/files/rtd.pdf](https://www.ohchr.org/sites/default/files/rtd.pdf)
- ⁶ <https://unece.org/environment-policy/public-participation/aarhus-convention/text>
- ⁷ <https://treaties.un.org/doc/Treaties/2018/03/20180312%2003-04%20PM/CTC-XXVII-18.pdf>

SESSION 2

Gender in the Convention on Biological Diversity (CBD) and the Kunming-Montreal Global Biodiversity Framework (KM-GBF)



1 hour



SESSION 2

This session will introduce the vital connection between gender, the Convention on Biological Diversity (CBD), and the Kunming-Montreal Global Biodiversity Framework (KMGBF). It will explore the Gender Plan of Action.

2.1: Gender and the Convention on Biological Diversity (CBD)

2.2: The Gender Plan of Action (GPA) 2015-2022

2.3: Kunming-Montreal Global Biodiversity Framework (KM-GBF) and the 2022 - 2030 Gender Plan of Action (GPA)



SESSION 2

Gender in the Convention on Biological Diversity (CBD) and the Kunming-Montreal Global Biodiversity Framework (KM-GBF)

2.1 Gender and the Convention on Biological Diversity (CBD)

2.1 GENDER AND THE CONVENTION ON BIOLOGICAL DIVERSITY (CBD)

The CBD established at the Rio Earth Summit in 1992, is a UN agreement that plays a key role in facilitating biodiversity conservation and sustainable development at the global level. This international, legally-binding treaty meaning countries that join it ('Parties') are obliged to implement its provisions. The CBD consists of three pillars: (a) the conservation of biodiversity, (b) the sustainable use of biodiversity, and (c) fair and equitable sharing of the benefits arising from the use of genetic resources. Supplemental agreements to the CBD include the [Nagoya Protocol on Access and Benefit Sharing](#) (2010) and the [Cartagena Protocol on Biosafety](#) (2003).

The CBD is a key international instrument that highlights the importance of biodiversity and the importance of implementing conservation practices while keeping socio-economic development in mind. Decisions adopted under the CBD recognise gender as an important lens to understand in order to take action to address the complexities of biodiversity conservation, sustainable use of the components of biodiversity, and the fair and equitable sharing of genetic resources. Parties to the CBD emphasized the relevance of gender equality and equity notably in the [13th preambular paragraph of the Convention](#).

Thirteenth preambular paragraph of CBD

"Recognizing also the vital role that women play in the conservation and sustainable use of biological diversity and affirming the need for the full participation of women at all levels of policy-making and implementation for biological diversity conservation"

Articles 8 and 10 about the integration of local communities and indigenous people, as well as the inclusion of their knowledge and practices, should also be interpreted in the light of the 13th paragraph of the CBD Preamble on women's role and participation in conservation.

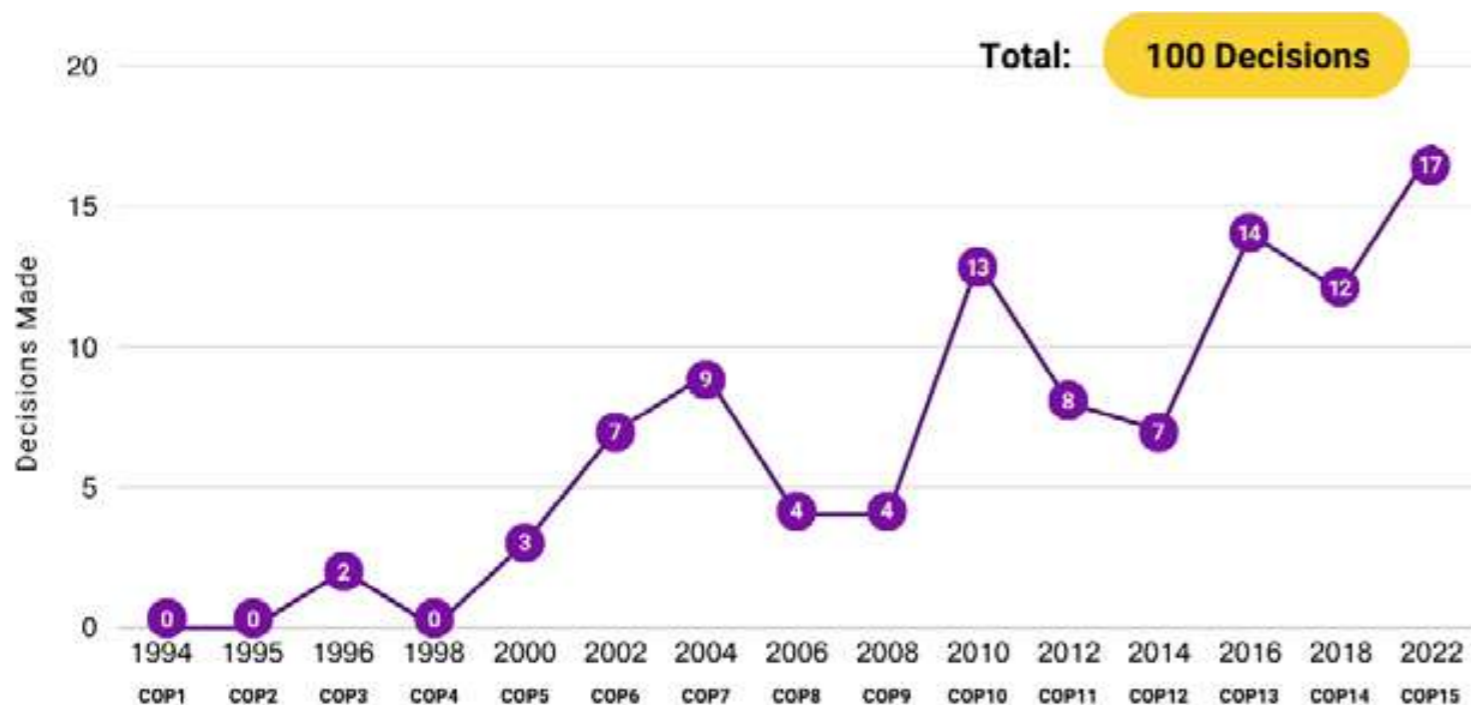
The Convention on Biological Diversity (CBD) though recognized the importance of gender in biodiversity conservation since its inception in 1992, it was only in the 2000s that significant strides were made to systematically incorporate gender perspectives into its work. The adoption of the CBD Gender Plan of Action in 2008 ([Decision IX/24](#)) marked a pivotal moment, providing a framework to integrate gender considerations into biodiversity policies and actions. This plan aimed to promote gender equality and empower women as critical agents in biodiversity conservation. Over the years, the CBD has continued to emphasize the intersection of gender and biodiversity,

culminating in the adoption of the Mainstreaming Gender Considerations ([CBD/COP/DEC/XII/7](#)) in 2012, followed by the adoption of the Gender Plan of Action ([CBD/COP/DEC/15/11](#)) and further in the adoption of the Kunming-Montreal Global Biodiversity Framework in 2022. This framework includes a specific Target on Gender Equality ([Target 23](#)), which underscores the importance of gender equality and the empowerment of women and girls in achieving global biodiversity goals. Through these efforts, the CBD has established a comprehensive approach to ensuring that gender perspectives are integrated into all aspects of biodiversity conservation and sustainable use.

2.2 GENDER PLANS OF ACTION PRE-COP15

The goals and targets laid out in the KM-GBF are not legally binding per se but it provides the countries or Parties with a set of markers to guide action to equal their ambition. Countries have flexibility in interpreting and translating the decisions at the national level.

Table 1: CBD COP Decisions over time (COP1 - COP15) historical perspective



Since the first meeting of COP, there have been 100 decisions that specifically reference gender, reaching a peak of 17 decisions at COP15 in 2022. COP10 was integral as it called for the mainstreaming of gender in all programmes of work under the CBD and urged Parties to promote gender mainstreaming in developing, implementing and revising their National Biodiversity Strategies and Action Plans (NBSAPs). The Parties also adopted the Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilisation in which

the preamble calls for participation of women in decision and policy-making surrounding access and benefit sharing and whose text explicitly refers to the role of indigenous women.

Particular attention should be paid to the rights and needs of indigenous women, as they are pertinent for advancing a rights-based approach in conservation policies. Protecting biodiversity includes recognizing the relationship between indigenous women and their territories.

Adopted in 2008 (Decision IX/24) at CBD COP9, the General Plan of Action (GPA) aimed to mainstream gender across all CBD processes, including capacity-building, policy development, and implementation at national and local levels. The GPA highlighted the need to address gender disparities in access to resources, decision-making, and benefits derived from biodiversity, recognizing that gender equality is essential for achieving the CBD's overarching goals.

At its tenth meeting in Nagoya, Japan, in 2010, the CBD COP passed Decision X/19, inviting Parties to consider gender as a core cross-cutting issue in implementing the CBD and urging them to mainstream gender considerations in the development, revision, and implementation of their NBSAPs. Box 1 outlines the mandate for gender mainstreaming in the CBD text, the COP decisions, and the [Strategic Plan for Biodiversity 2011-2020](#).

BOX 1

The thirteenth preambular paragraph of the CBD recognizes the vital role that women play in the conservation and sustainable use of biological diversity and affirms the need for the full participation of women at all levels of policy-making and implementation for biological diversity conservation.

The General Principles of the Programme of work for the Implementation of Article 8(j) "Full and effective participation of women of indigenous and local communities in all activities of the programme of work". **Task 4 (e)**: "Promote culturally appropriate and gender specific ways in which to document and preserve women's knowledge of biological diversity" (CBD COP/5/16).

The Plan of Action was welcomed by the Conference of the Parties at its ninth meeting in Bonn, Germany in May 2008 through its **decision IX/24**. Building on this Plan of Action, the Conference of the Parties at its 12th meeting in Pyeongchang, Republic of Korea adopted the 2015 -2020 Gender Plan of Action through its **decision XII/7**.

CBD COP 10 Decision X/2 on the adoption of the Strategic Plan for Biodiversity also requests Parties to mainstream a gender perspective into the implementation of the Convention and to promote gender equality.

COP 10 Decision X/19 on Gender Mainstreaming Invites Parties to consider gender as a core cross-cutting issue in the implementation of biodiversity-related activities; *Recalling* its decision IX/8, urges Parties to promote the mainstreaming of gender considerations in developing, implementing and revising their national and, where appropriate, regional, biodiversity strategies and action plans, and equivalent instruments, in implementing the three objectives of the Convention, taking into account the guidance provided in the Technical Series No. 49.

Goal D of the Strategic Plan for Biodiversity aims to "enhance the benefits to all from biodiversity and ecosystem services". Target 14: "By 2020, 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 and local communities, and the poor and vulnerable".

At its 12th meeting in Pyeongchang in the Republic of Korea, the Parties to the CBD adopted the [2015-2020 Gender Plan of Action](#) through [Decision XII/7](#). This plan was a strategic initiative aimed at mainstreaming gender considerations into biodiversity policies, programs, and projects globally. Building on the successes and lessons from previous plans, this iteration sought to ensure that gender equality was more deeply embedded in the implementation of the CBD's goals. The plan emphasized the importance of [integrating gender perspectives into national biodiversity strategies and action plans](#) (NBSAPs), promoting gender-responsive approaches in biodiversity conservation, and increasing women's participation in decision-making processes at all levels. It also provided guidance for CBD Parties on how to incorporate gender considerations into their reporting mechanisms, ensuring that gender equality was not just an add-on but a central component of biodiversity governance.

During its implementation, the Gender Plan of Action 2015–2020 focused on strengthening capacity-building initiatives, improving gender-disaggregated data collection, and fostering collaboration among governments, civil society, and international organizations to advance gender-responsive biodiversity policies. One of the

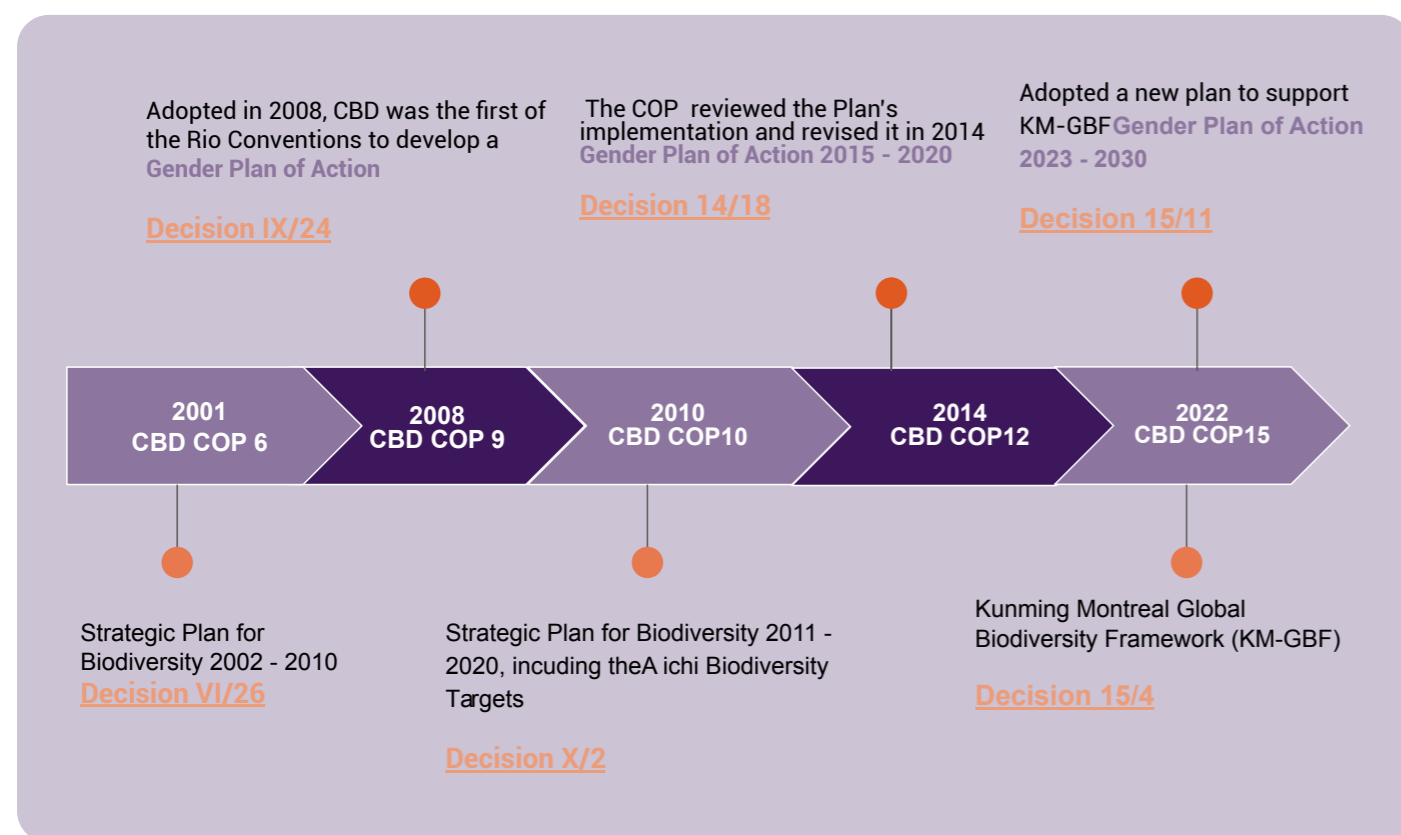
key achievements was the [increased recognition of the role of women](#) as crucial stakeholders in biodiversity conservation and sustainable use, particularly in local and indigenous communities. The plan also helped to highlight the specific challenges women face, such as limited access to resources and decision-making platforms and worked to address these barriers through targeted interventions. However, the [Global Biodiversity Outlook 5](#) assessed that the period also revealed ongoing challenges in fully realizing gender equality within the CBD framework and recognised the need to strengthen further the integration of gender, the role of Indigenous peoples and local communities and the level of stakeholder engagement. In 2018, recognising the need for continued efforts and stronger commitments in subsequent plans, such as the post-2020 Global Biodiversity Framework CBD COP14 in Sharm-el-Sheikh, Egypt, the Parties determined that the process for developing the next biodiversity 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 ([CBD/COP/DEC/14/34](#)). In 2022, the CBD COP15 adopted the Post-2020 Gender Plan of Action to support the implementation of the [KM-GBF](#).

2.3 THE POST-2020 GENDER PLAN OF ACTION (2022-2030)

In December 2022 at CBD COP15, a significant milestone in gender considerations within the Convention on Biological Diversity (CBD) was achieved with the adoption of the Kunming-Montreal Global Biodiversity Framework (KM-GBF). This framework, comprising a shared vision, four overarching goals, and 23 ambitious targets, underscores the importance of gender equality and women's empowerment for its effective implementation, with two targets specifically focusing on gender. Target 22 emphasizes ensuring gender-responsive representation, participation, and access to biodiversity-related information for Indigenous Peoples, local communities, women, and girls. Target 23 is dedicated to promoting equal opportunities and capacities for women and girls to contribute to all three objectives of the Convention, recognizing their rights to land and natural resources and fostering their meaningful, informed participation and leadership across all levels of biodiversity action.

SESSION 2
Gender in the Convention on Biological Diversity (CBD) and the Kunming-Montreal Global Biodiversity Framework (KM-GBF)

2.3 The Post-2020 Gender Plan of Action (2022-2030)



BOX 2

Kunming-Montreal Global Biodiversity Framework (1 Vision, 4 Goals and 23 action-oriented Targets)

VISION:
A world of living in harmony with nature where by 2050, biodiversity is valued, conserved, restored and wisely used, maintaining ecosystem services, sustaining a healthy planet and delivering benefits essential for all people.

23 Action-Oriented Global Targets for 2030

I. Reducing threats to biodiversity	II. Meeting people's needs through sustainable use & benefit-sharing	III. Tools and solutions for implementation and mainstreaming
1. Spatial planning and effective management	9. Wild species	14. Sectoral planning
2. Ecosystems & restoration	10. Agriculture, aquaculture, fisheries and forestry	15. Private sector
3. Protected areas & OECMs	11. Nature's contributions to people	16. Sustainable consumption
4. Threatened species	12. Urban areas	17. Biosafety
5. Sustainable use	13. Access and benefit-sharing	18. Negative incentives
6. Invasive alien species		19. Financial resources
7. Pollution		20. Capacity-building and development
8. Climate change		21. Data & knowledge
		22. Participation
		23. Gender equality

THE BIODIVERSITY PLAN
For Life on Earth

GOALS

A: Protect and Restore
B: Prosper with Nature
C: Share Benefits Fairly
D: Invest and Collaborate

*Note : The text for the Goals and Targets have been extracted to reflect the essence of the Goals and Targets. Original texts [Decision 15/4](#)³

³CBD COP 15 Decision 15/4 on Kunming-Montreal Global Biodiversity Framework

Section C of the KM-GBF explicitly states that the effective implementation of the framework hinges on achieving gender equality, empowering women and girls, and reducing inequalities. The COP15 also marked heightened ambitions for mainstreaming gender through the 2023-2030 Gender Plan of Action (GPA) and various other COP decisions. It represented a historic moment as the first Multilateral Environmental Agreement (MEA) to address the interconnections between gender-based violence and environmental outcomes, highlighting the crucial role of environmental human rights defenders. Additionally, COP15 introduced comprehensive recommendations within the

CBD GPA aimed at bolstering enabling conditions to ensure gender-responsive implementation of CBD strategic plans or frameworks. These recommendations emphasized data disaggregation and fostering women's participation, access, and engagement in planning, monitoring, and reporting processes. The 2023-2030 GPA offers a meticulously outlined framework with tailored gender-responsive actions, deliverables, and timelines for various stakeholders, including Parties, the Secretariat, the Global Environment Facility (GEF), women's groups/networks, and other relevant organizations, marking significant progress from previous plans.

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.

2023 - 2030 Gender Plan of Action (GPA)

Timeline: 2023 - 2030

Outcomes: 3

Objectives: 14

Actions: 30

Responsible Actors: Parties, Secretariat, Global Environment Facility (GEF), women's groups/networks, and other relevant organisations

Three expected outcomes of the 2022 - 2030 Gender Plan of Action (GPA) are the following:

1. All people in particular all women and girls, have equal opportunity and capacity to contribute to the three objectives of the Convention;
2. 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;
3. Enabling conditions are created to ensure gender responsive implementation of the Kunming-Montreal Global Biodiversity Framework

- [CBD COP15/11 Decision on Gender Plan of Action, CBD \(2022\)](#)

OBJECTIVE	PROPOSED TIMELINES	INDICATIVE ACTIONS
Outcome 1: All people, especially women and girls, have equal opportunity to contribute		
Increase land and resource rights	2024	Gather baseline data on conservation's impact on women's land rights and resource access
	2030	Measures to update national legislation
	2030	Support women's groups to lead /participate in decisions on CBD
Ensure equal access to resources, services and technologies	2026	Conduct participatory assessment to identify gender gaps
	2030	Facilitate equal access for women to finance, credit, education, and resources
	2030	Respect, preserve, and maintain women's traditional knowledge
Ensure access and benefit-sharing instruments	2026	Develop and promote methodologies to integrate gender in access and benefit-sharing
Promote women's empowerment in biodiversity sectors	Ongoing	Implement & promote opportunities
	2026	Access gender roles in biodiversity supply chains
Eliminate gender-based discrimination and protect women environment human rights defenders	2026	Develop and use date and tools to address gender-based violence and biodiversity
	2026	Measures to eliminate, prevent and respond to all forms of gender-based violence
Outcome 2: Ensure biodiversity decisions address all people's needs and human rights, especially women and girls		
Increase and strengthen women's leadership and participation in CBD's actions	2024	Convene expert meeting, to develop guidance on eliminating gender disparities
	2026	Guidance for women's participation in governance bodies
Enhance women's leadership and participation in CBD policies	2026	Support capacities for women's leadership, negotiation and facilitation
	2026	Ensure gender expertise in all CBD advisory and expert bodies
	2024	Assess measures for women's participation in the program of work on Article 8(j)
Integrate human rights and gender equality in NBSAPs	Ongoing	Capacity building & opportunities in NBSAPs
	2024	Appoint national gender-biodiversity focal points
	2026	Engage women's groups and gender experts in NBSAP and related biodiversity policies, plans and strategies
Outcome 3: Enabling conditions for gender-responsive implementation of the Global Biodiversity Framework		
Build capacity to use gender and biodiversity data effectively	2026	Enhance national statistical officer's capacity for sex-disaggregated biodiversity data & indicator
	2026	Share indicators, data, best practices and guidance on developing and monitoring data disaggregated by sex
Strengthen evidence and analysis of gender impacts and women's roles, including from traditional knowledge	2026	Undertake research and apply gender-differentiated data and knowledge
Support women's access and participation in resourcing, implementation, monitoring and reporting	2026	Organize workshops and prepare guidelines to enhance capacities of women and girls' organizations
	2030	Report the capacity-building and development workshops
Ensure gender-responsive implementation by identifying synergies	2030	Promote gender-biodiversity links in UN tools and processes
	2026	Establish coordination mechanisms among women and girls' organizations/ networks, ministries and institutions
Ensure national reports and submissions provide information on the gender plan of action and Framework implementation	2026	Identify and compile best practices and gaps in gender-responsive implementation, monitoring and reporting
	2030	Use gender-specific indicators and sex-disaggregated data for KMGBF and Gender Plan progress
	2030	Reporting on women's and girl's contributions to the conservation and sustainable use of biodiversity
Allocate resources for gender-responsive implementation and tracking	2024, 2026	Promote available financial and technical support for gender-responsive biodiversity policies
	2026	Establish funding programs/budget to support gender-responsive implementation of the KM-GBF and the GPA

SESSION 3

Gender Responsive Planning, Reporting and Monitoring



1 hour



SESSION 3

This session will address the National Biodiversity Strategies and Action Plans (NBSAPs) which are the main instrument for implementing the CBD at the national level. National reports are the main instrument for monitoring and reviewing the implementation of the CBD and the KM-GBF.

- 3.1:** Gender and National Biodiversity Strategies and Action Plans (NBSAPs)
- 3.2:** Gender and the National Reporting
- 3.3:** Monitoring Framework
- 3.4:** Key entry points for advancing gender considerations in NBSAPs and National Reporting



SESSION 3

Gender Responsive Planning, Reporting and Monitoring

3.1 National Biodiversity Strategies and Action Plans (NBSAPs)

3.1 NATIONAL BIODIVERSITY STRATEGIES AND ACTION PLANS (NBSAPS)

National Biodiversity Strategies and Action Plans (NBSAPs) are the main policy instrument for implementing the CBD and achieving the Biodiversity Targets at the national level, which is required under Article 6 of the CBD and requires Parties (Box 4) to fulfil this requirement. It is a principal policy instrument to implement the CBD and to provide strategic direction on the

management and protection of biodiversity at the national level. NBSAP aims to integrate the planning and activities across all sectors that can have an impact on biodiversity. As such, they provide important opportunities to recognise and mainstream women's rights and gender equality in biodiversity-related policy and actions.

BOX 3

CBD, Article 6. General Measures for Conservation and Sustainable Use

Each Contracting Party shall, in accordance with its particular conditions and capabilities:

(a) Develop national strategies, plans or programmes for the conservation and sustainable use of biological diversity or adapt for this purpose existing strategies, plans or programmes which shall reflect, inter alia, the measures set out in this Convention relevant to the Contracting Party concerned; and

(b) Integrate, as far as possible and as appropriate, the conservation and sustainable use of biological diversity into relevant sectoral or cross-sectoral plans, programmes and policies.

The 2022 -2030 GPA also "urges Parties and invites, where appropriate, relevant organisations 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." Further, it also specifically identifies actions to engage relevant stakeholders in the process of developing and updating NBSAPs for a more gender-responsive NBSAPs (Box 5).

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.

It is important to consider gender when developing and executing NBSAPs and when engaging stakeholders in the report creation process. Women and women's groups can contribute in the planning and implementation of NBSAP strategies and actions. The absence of women's involvement as stakeholders is recognized as a challenge for biodiversity conservation and a significant

demonstrated similar results. Just under half of the post-2010 NBSAPs include a reference to gender or women's issues. One-third of the post-2010 NBSAPs include gender equality considerations in their national targets or related actions. The

majority of these actions focused on increasing women's awareness of biodiversity conservation issues, and on increasing women's participation in biodiversity conservation actions (Box 6).

BOX 4

GENDER PLAN OF ACTION 2023 -2030

EXPECTED OUTCOME 2:

Biodiversity policy, planning and programming decisions address equally the perspectives, interests, needs and human rights of all people, in particular to all women and girls

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
2.3 Integrate human rights and gender equality considerations into national biodiversity strategies and action plans (NBSAPs)	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	Capacity-building and development initiatives undertaken, templates, guides and toolkits developed	<i>Timeframe:</i> Ongoing ⁴	<i>Leading:</i> Relevant organizations, Parties, Secretariat
	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	National gender-biodiversity focal points nominated, learning activities conducted, recommendations for support prepared, and an awareness raising/knowledge sharing plan developed	<i>Timeframe:</i> 2024	<i>Leading:</i> Parties <i>Contributing:</i> Secretariat, relevant organizations
	2.3.3 Engage all relevant stakeholders, particularly women's groups, gender institutions and gender experts, and indigenous peoples and local communities, in the process of developing and updating NBSAPs and related biodiversity policies, plans, and strategies at all levels	Gender responsive NBSAPs	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations

contributor to biodiversity loss. As we approach the KM-GBF, it is crucial to integrate gender into NBSAPs and highlight the impact of gender-specific measures towards achieving the CBD's goals. The Parties can also emphasise the effect of gender-specific measures toward achieving the CBD's objectives. They can also detail the gender inequalities in controlling and managing

ecosystem services and natural resources as well as their efforts to promote gender equality and women's empowerment.

In 2017, IUCN's Global Gender Office reviewed all NBSAPs received by the CBD Secretariat (SCBD) from 1993 to mid-2016. The SCBD also assessed the NBSAPs they received following CBD COP10 (in 2010) through early 2018. Both reviews

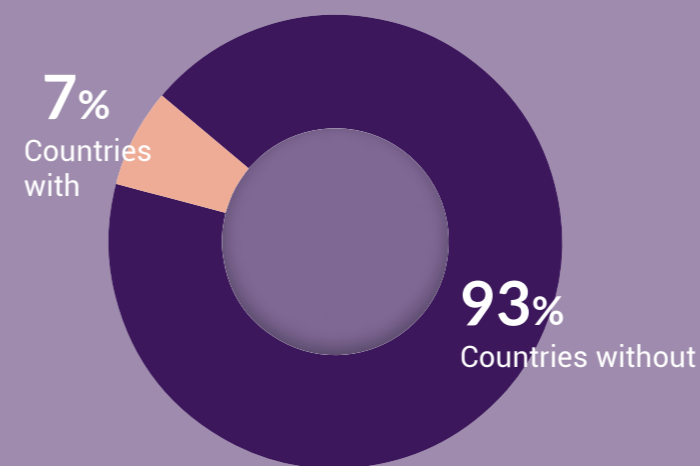
BOX 5

A review of gender considerations in NBSAP reports from 1993 to 2016

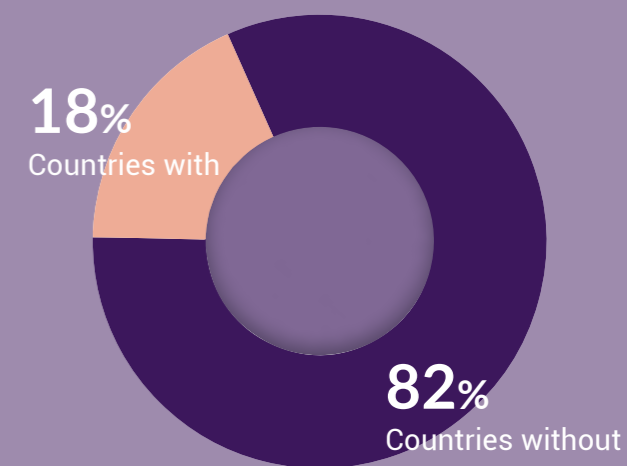
Out of the 254 total NBSAPs reports from 174 countries (presented between 1993 to 2016), with respect to how women and women's participation have been characterised in NBSAPs, only 27% include reference to women as beneficiaries. Of those, 17% refer to women as vulnerable, and only 4% characterise women as agents of change.

Women are predominantly characterised in NBSAPs as a vulnerable group, often in tandem with youth. Rural women are frequently identified as a particularly vulnerable group. In 21% of post-2010 NBSAPs, the lack of women's involvement as stakeholders is identified as a challenge for biodiversity conservation or an indirect driver of biodiversity loss.

GENDER EQUALITY AS PRIMARY OBJECTIVE OR GOAL



GENDER EQUALITY WITHIN OBJECTIVE



To summarise, gender considerations are important when developing and executing NBSAPs and engaging stakeholders in the national reporting process. This is crucial toward achieving the

CBD's goals and objectives and promoting gender equality and women's empowerment in biodiversity conservation.

Source

• [Gender and biodiversity: Analysis of women and gender equality considerations in National Biodiversity Strategies and Action Plans \(NBSAPs\)](#)

GENDER CONSIDERATIONS IN THE NATIONAL BIODIVERSITY STRATEGIES AND ACTION PLANS (NBSAPS)

 NIGERIA:

Gender Mainstreaming in NBSAPs

Nigeria's NBSAP extensively considers gender issues in the implementation process. It explains that to bridge the gender gaps in NBSAP implementation, coordinators shall adopt the following measures:

- Gender analysis of biodiversity programmes and projects.
- Gender-responsive planning and policies for integrating women in resource management decision making.
- Development of a comprehensive plan for integrating gender issues for women and youth empowerment through measures of positive discrimination.
- Organising workshops/conferences on gender issues and compiling comprehensive gender statistics

Source

- [Integrating Human Rights in NBSAP \(OHCHR, 2022\)](#). Note: Not published yet.

 LAO PEOPLE'S DEMOCRATIC REPUBLIC (LAO PDR):

Putting women at the heart of NBSAPs

In 2018, UN Environment and its partners undertook a project to place women at the heart of the NBSAP process in Lao PDR. The pilot project, also implemented in Myanmar, aimed to ensure that gender concerns were incorporated into the NBSAP implementation, to promote gender responsive implementation and monitoring, and share lessons learned with other countries in the Association of South-East Asian Nations (ASEAN). The initiative was funded by GIZ through a collaboration with

the ASEAN Centre for Biodiversity, the responsible ministries in each country, the UN Environment World Conservation Monitoring Centre (WCMC) and the IUCN. A workshop in Lao PDR supported participants' understanding of the role of gender in biodiversity, and resulted in a draft national roadmap for implementing gender considerations. Lessons learned will be used for learning to scale up gender responsiveness in NBSAPs in other ASEAN countries.

Source

- [Secretariat of the Convention on Biological Diversity \(2022\)](#). Best practices in Gender and Biodiversity: Pathways for multiple benefits

 TIMOR LESTE:

Formulating gender-responsive NBSAPs

Within the NBSAP, there are a number of provisions that paid attention to gender in response to the Strategic Plan for Biodiversity 2011-2020 (Aichi Biodiversity Targets).

Aichi Biodiversity Targets NBSAP provisions
ABT 1 – Awareness of Biodiversity Increased
ABT 2 – Biodiversity values integrated

Priority Strategy 1: "Mainstreaming Biodiversity into sectoral plans and programs to address the underlying causes of biodiversity loss".
Target: "By 2015, public awareness on biodiversity has increased and participation in conservation activities through sustainable tourism and sustainable agriculture by private sector, media, and local communities, including women and youth has been enhanced." **Action:** "Raise

awareness on the values of biodiversity and engage various sectors including the media, business sector, youth and women groups and local communities in conservation activities".

ABT 7 – Sustainable Agriculture, Aquaculture and Forestry,
ABT 14 – Ecosystem Services,
ABT 18 – Traditional Knowledge

Priority Strategy 2: "Protecting Biodiversity and Promoting Sustainable Use".
Action: "Implement sustainable livelihood activities for local communities, promote traditional conservation knowledge and practices, and enhance the role of women and youth in biodiversity conservation".

Source

- [Government of Timor Leste Revised NBSAP 2011 - 2020](#)



SESSION 3

Gender Responsive Planning, Reporting and Monitoring

3.2 National Reports

3.2 NATIONAL REPORTS

Under [Article 26](#) of the CBD, the Parties are obliged to present regular national reports on their efforts towards the implementation of the CBD. These reports are crucial in providing valuable information for the [Global Biodiversity Outlook](#). The CBD's flagship publication summarises the latest biodiversity data to guide CBD implementation, and it plays a significant role in shaping the global conservation agenda. The reports typically entail an account of the status and trends of biodiversity in each country, along with an assessment of the effectiveness of their National Biodiversity Strategies and Action Plans (NBSAPs) and progress towards achieving the global as well as national biodiversity targets, and the CBD's objectives. These reports are essential for assessing global biodiversity trends, identifying implementation gaps, and sharing best practices among nations.

The new Gender Action Plan also identifies the importance of integrating reporting on women and girls contributions to biodiversity, including mainstreaming of gender considerations into the implementation of the NBSAPs (Box 7). Decision 15/3 also encourages Parties: "To enable the full and effective participation and engagement of women, indigenous peoples and local communities, youth, civil society organisations, academia, the private sector, all levels of government and stakeholders from all other relevant sectors, in all levels of development and implementation of the national biodiversity strategies and action plans, as well as in the preparation of the seventh and eighth national reports." To compliment this, the new GPA is included as an Annex with a guidance and draft template for the seventh and eighth national report.

The standard format for national reports include sections on biodiversity status, NBSAP implementation, biodiversity conservation measures, and financial and technical support. They also highlight efforts to mainstream biodiversity considerations in sectors like agriculture, forestry, fisheries, and tourism. By documenting national

experiences and progress, these reports can foster mutual learning and collaboration among Parties, contributing to global efforts to halt biodiversity loss and achieve sustainable development goals. The two next national reports are to be submitted to the CBD in 2026 and 2029 (CBD/COP15/6).

BOX 6

2022 - 2030 GENDER PLAN OF ACTION

EXPECTED OUTCOME 3:

Enabling conditions are created to ensure gender responsive implementation of the Kunming-Montreal Global Biodiversity Framework

Expected outcome 3: Enabling conditions are created to ensure gender responsive implementation of the Kunming-Montreal Global Biodiversity Framework

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
3.5 Ensure that national reports and submissions under the Convention on Biological Diversity provide information on the implementation of the Gender Plan of Action and gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework	3.5.1 Identify and compile best practices, lessons learned and gaps in gender responsive implementation, monitoring and reporting, with the engagement of women's organizations and networks, and gender experts	Best practices, lessons learned and identified gaps presented in in-session meetings or side events and shared on the website of the Convention on Biological Diversity	Timeframe: 2026	Leading: Parties, women's groups/networks, relevant organizations, Secretariat
	3.5.2 Use gender-specific indicators and data disaggregated by sex in reporting on progress towards implementation of the goals and targets of the Kunming-Montreal Global Biodiversity Framework, and report on progress in implementation of the Gender Plan of Action	National reports under the Convention on Biological Diversity include reporting on implementation of the Gender Plan of Action and include gender-specific indicators and sex-disaggregated data	Timeframe: 2030	Leading: Parties
	3.5.3 Integrate reporting on women's and girl's contributions to the conservation and sustainable use of biodiversity, and on the mainstreaming of gender considerations into NBSAPs, including their implementation, budgeting and reporting, in existing national reporting mechanisms	National reports under the Convention on Biological Diversity include reporting on women's and girl's contributions to the conservation and sustainable use of biodiversity, and on the mainstreaming of gender considerations into NBSAPs, including their implementation, budgeting and reporting	Timeframe: 2030	Leading: Parties, relevant organizations



SESSION 3

Gender Responsive Planning, Reporting and Monitoring

3.3 Monitoring Framework

3.3 MONITORING FRAMEWORK

The monitoring framework, which was adopted in decision 15/5, includes headline indicators which are recommended for national, regional and global monitoring, and more detailed component and complementary indicators. The CBD monitoring framework serves as a critical mechanism for assessing and tracking progress towards biodiversity conservation goals and targets outlined in the KM-GBF. By establishing clear indicators and metrics, including disaggregated data.

Additionally, in decision 15/6 the Conference of the Parties adopted an enhanced multidimensional approach to planning, monitoring, reporting and review which links with the monitoring framework for the Global Biodiversity Monitoring framework.

Target 23 does not have a headline indicator (Box 8), however there is a proposed component indicator on national implementation of the Gender Plan of Action (CBD/COP15/5). The methodology for the indicator is being developed by Women4Biodiversity and UNEP-WCMC. This component indicator together with the complimentary indicators could ensure that gender equality and the empowerment of women and girls are monitored at the national level.

The adoption of gender-responsive indicators is crucial for measuring in meaningful way if and how gender considerations are integrated in the Kunming-Montreal Global Biodiversity Framework (KMGBF). Here are several key reasons why gender-responsive indicators are important for the KMGBF:

1. **Monitoring Progress:** Gender-responsive indicators help track and monitor progress towards gender equality and women's empowerment within biodiversity conservation. They provide quantitative and qualitative data that reflect the impact of conservation initiatives on different genders, ensuring that outcomes are equitable and inclusive.
2. **Accountability and Transparency:** By incorporating gender-responsive indicators, countries and stakeholders can hold themselves accountable for their commitments to gender equality in biodiversity conservation. It allows for transparent reporting on efforts to integrate gender perspectives into policies, programs, and projects related to the KMGBF.
3. **Policy Development and Decision-Making:** Gender-responsive indicators inform policy development and decision-making processes by highlighting where interventions are needed to address gender disparities in biodiversity management. They provide evidence-based insights into the specific needs, roles, and contributions of women and men in conservation efforts.
4. **Targeting Resources and Interventions:** These indicators help identify areas where resources and interventions should be targeted to achieve more equitable outcomes. They enable policymakers and practitioners to prioritize actions that support women's participation, leadership, and access to benefits from biodiversity conservation.
5. **Enhancing Effectiveness and Impact:** Integrating gender-responsive indicators improves the overall effectiveness and impact of biodiversity conservation efforts. It ensures that strategies are tailored to address the diverse needs and vulnerabilities of different genders, ultimately leading to more sustainable and inclusive outcomes.

BOX 7

Gender-responsive Indicator for KM-GBF

Target 23 of the Kunming-Montreal Global Biodiversity Framework (KMGBF) specifically addresses gender equality and empowerment of women and girls within the context of biodiversity conservation. While the KMGBF itself emphasizes the importance of gender-responsive approaches, it does not specify a headline indicator for Target 23 but has identified 3 component and 6 complimentary indicators.

The implementation of Target 23 involves mainstreaming gender equality into policies, programs, and activities related to biodiversity conservation. This includes ensuring women's participation in decision-making processes, recognizing their roles as stewards of biodiversity, and promoting equitable access to resources and benefits.

To effectively monitor progress towards Target 23, countries are encouraged to develop and use gender-responsive indicators within their national biodiversity strategies and action plans (NBSAPs). These indicators should capture data disaggregated by sex and other relevant demographic factors to assess the impact of conservation efforts on women and men differently. Examples of gender-responsive indicators could include measures of women's participation in biodiversity governance, access to natural resources, and benefit-sharing mechanisms.

Integrating gender considerations across the monitoring framework and developing context-specific indicators are essential steps towards achieving gender equality and empowerment in the implementation of the the Kunming-Montreal Global Biodiversity Framework.



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SESSION 3

Gender Responsive Planning, Reporting and Monitoring

3.4 Key entry points for advancing gender responsive planning, monitoring and review

3.4 KEY ENTRY POINTS FOR ADVANCING GENDER RESPONSIVE PLANNING, MONITORING AND REVIEW

Incorporating gender considerations into the planning, reporting, and monitoring of biodiversity conservation efforts is crucial for ensuring gender-responsive biodiversity strategies and action plans.

There are several entry points to support the development of gender-responsive biodiversity strategies and action plans. These include, but are not limited to;

1. **Gender analysis:** Undertake systematic examination of the roles, needs, priorities, and impacts of both genders in relation to biodiversity conservation and sustainable use in the initial planning stages to help identify gender-specific impacts and benefits to ensure that policies and interventions are designed to address these differences effectively.
2. **Gender-specific indicators:** Develop gender-specific indicators within NBSAPs to systematically track progress on gender equality and women's empowerment including measures related to women's participation, access to resources, and decision-making roles.
3. **Disaggregated data collection:** Collect and analyse disaggregated data by sex, age, and other relevant demographic factors to better understand the differential impacts of biodiversity loss and conservation efforts on women and men, and inform evidence-based policy decisions.
4. **Capacity building and awareness:** Prioritise capacity-building initiatives and awareness-raising efforts to enhance understanding of gender issues related to biodiversity among policymakers, practitioners, and stakeholders involved in biodiversity conservation, and promote the adoption of gender-responsive approaches.
5. **Reporting mechanisms:** Establish robust reporting mechanisms within national reporting processes to document efforts and progress made in integrating gender considerations into biodiversity conservation, and to facilitate accountability and transparency in achieving gender-related targets and objectives.
6. **Stakeholder engagement:** Foster inclusive stakeholder engagement processes that actively involve women's groups, indigenous peoples, local communities, and other marginalised groups in the development, implementation, and monitoring of NBSAPs to ensure their perspectives and needs are adequately addressed.
7. **Gender mainstreaming in sectoral policies:** Integrate gender considerations into sectoral policies and programs related to biodiversity forestry, agriculture, fisheries, and land management, to address underlying gender inequalities and promote more inclusive and equitable outcomes. Additional attention should be given to non-traditional sectors that have impacts on biodiversity and gender, including but not limited to infrastructure, energy and extractives.
8. **Resource allocation:** Allocate direct, accessible, timely and adequate resources and funding to support gender-responsive initiatives within NBSAPs, including capacity-building activities, research, and pilot projects aimed at addressing gender disparities and empowering women as agents of change in biodiversity conservation.

9. **Institutional mechanisms:** Establish institutional mechanisms, such as gender focal points or gender mainstreaming units, within biodiversity management agencies or relevant government ministries to ensure sustained attention to gender issues and facilitate coordination across sectors.
10. **Knowledge sharing and best practices:** Promote knowledge sharing and exchange of best practices on gender-responsive biodiversity conservation through workshops, seminars, and online fora to enhance learning, collaboration, and replication of successful approaches at the national and international levels.
11. **Gender impact assessments:** Conduct gender impact assessments to evaluate the potential differential impacts of biodiversity conservation policies and interventions on women and men, and to identify opportunities to enhance positive outcomes and mitigate negative effects through targeted interventions and adjustments in implementation strategies.
12. **Land tenure and resources rights:** Implement and enforce legal frameworks that recognize and protect women's rights to land and resources. This includes revising inheritance laws, property laws, and land tenure policies to ensure equal rights for women and men.

Different stakeholders play vital roles in embedding gender considerations into biodiversity efforts. Governments are responsible for creating enabling policies and legal frameworks that mandate gender-responsive approaches in biodiversity conservation. Civil society organizations, including women's groups, can advocate for gender equality and provide essential grassroots perspectives that inform policy and practice. Researchers and academics contribute by generating evidence on

gender-biodiversity linkages, while the private sector can adopt and promote gender-sensitive practices within their operations. By leveraging the unique roles and strengths of these diverse actors, it is possible to foster a collaborative and holistic approach that ensures gender equality is integrated throughout all stages of biodiversity conservation, from planning to implementation and monitoring.



GLOSSARY

Advancing Women's Rights & Gender Equality
The Kunming Montreal Global Biodiversity Framework

CBD	Convention on Biological Diversity
CEDAW	UN Convention on the Elimination of All Forms of Discrimination Against Women
COP	Conference of the Parties
FPIC	Free, Prior and Informed Consent
GBF	Global Biodiversity Framework
GBV	Gender-based Violence
GBO	Global Biodiversity Outlook
GEF	Global Environment Facility
GPA	Gender Plan of Action
IPs & LCs	Indigenous Peoples and local communities
IPBES	The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services
KM-GBF	Kunming Montreal - Global Biodiversity Framework
NBSAP	National Biodiversity Strategies and Action Plans
NR	National Reports
SCBD	The Secretariat of the Convention on Biological Diversity
SDG	Sustainable Development Goal
UNCCD	United Nations Convention to Combat Desertification
UNDRIP	The United Nations Declaration on the Rights of Indigenous Peoples
UNDROP	The United Nations Declaration on the Rights of Peasants
UNFCCC	United Nations Framework Convention on Climate Change

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The Kunming Montreal Global Biodiversity Framework

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- [Nagoya Protocol on Access to Genetic Resources and the Fair and equitable sharing of benefits arising from their utilisation to the Convention on Biological Diversity](#)

SUGGESTED VIDEOS

- [Bridging Global Commitments and Local Action: The Community and Kamatira Forest in Kenya \(West Pokot, Kenya\)](#)
- [Celebrations at CBD COP15 with the adoption of the KM0-GBF with Target 23 and the Post-2020 Gender Plan of Action \(W4B\)](#)
- [Film 1: Gender in Agriculture and Rural Development \(FAO\)](#)
- [Gender and Chemicals](#)
- [Let's talk about equality and equity](#)
- [Profiles for Change: Trang Nguyen, WildAct Vietnam](#)
- [Sushila Devi fights for her village | Five years since the Uttarakhand floods](#)
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- [The Journey of Women's Rights: 1911-2015](#)
- [Women face barriers in accessing land for agriculture and housing, this situation threatens food security in the households. The video explains the situation in Huay E-Khang, a village of a Karen ethnic group in Thailand](#)
- [Women in Rice Farming \(IRRI\)](#)
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TRAINING TOOLS

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- [Mainstreaming gender considerations in the development and implementation of National Biodiversity Strategies and Action Plans, Module 9 \(B series\), Version 1, July 2012](#)
- [Open Online Courses on Gender and Environment](#)

A woman in a white lab coat is shown from the chest down, holding a small plant seedling with both hands. The background is a blurred outdoor setting with green foliage. The image has a purple tint. In the top right corner, there is a yellow circle containing the text 'W4B' and 'Women4Biodiversity'. At the bottom center, there is the text 'FOR INQUIRY' and a QR code. To the right of the QR code is the email address 'contact@women4biodiversity.org'.

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FOR INQUIRY



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