

# Women, girls and biodiversity loss: an evidence and policy review (Part 2)

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## 5. Women and girls in national biodiversity policy

To understand whether international commitments related to women and biodiversity are reflected in national-level policy, in this section we look at National Biodiversity Strategies and Action Plans (NBSAPs). NBSAPs are the primary policy instruments through which global goals on biodiversity, primarily those set by the CBD, are translated into specific targets and actions at the national level. Following this, we share results from the IIED online questionnaire. We then discuss what action is needed to address women and girls' priorities in NBSAPs and, looking beyond NBSAPs, what other ways national governments could address women and girls' priorities.

### 5.1 Are women and girls visible in NBSAPs?

All 196 parties to the CBD are obliged to produce an NBSAP; to date, 193 countries have developed at least one.<sup>1</sup> NBSAPs should include detailed information on measures taken for CBD implementation, the effectiveness of those measures in meeting overarching CBD objectives, and integration of conservation and sustainable use concerns into national decision making. As NBSAPs are the vehicle for delivering national biodiversity strategy, integrating women and girls' priorities into NBSAPs is crucial. This is especially important for incorporating a diversity of knowledge, skills and experience, as well as for improving accountability, ensuring compliance with human rights standards, and preventing the exacerbation of existing inequalities.<sup>2</sup>

To assess both the status and quality of gender integration into biodiversity conservation at the national level, IUCN's Environment and Gender Information platform conducted a comprehensive analysis of 254 NBSAPs and associated reports submitted from 1993 to March 2016.<sup>3</sup> IUCN's report demonstrated that while some individual NBSAPs addressed specific elements of gender integration well, there were general gaps in the areas of women's visibility, women's participation in NBSAP development and implementation, use of sex-disaggregated data, and development of gender-responsive indicators across NBSAPs.

To update understanding of how biodiversity strategy reflects or responds to the needs and priorities of women and girls at the national level, for this report we reviewed a further 50 NBSAPs uploaded onto the CBD website between July 2016 and January 2022. Quantitative data was gathered where there were references to women, girls and gender.<sup>4</sup> This was followed by qualitative analysis of these references to understand how women and girls' priorities are framed and addressed. The methodology is described in Annex D.

Mirroring our analysis of CBD decisions over time in Section 3, Figure 5.1 illustrates the average number of references to women, girls or gender in NBSAPs by year from 1993 to 2020. It is clear from this figure that an increased recognition of women, girls or gender over time in CBD decisions (illustrated by the grey line) is not reflected nationally, especially when noting that the large spike in 2015 is from one country's NBSAP, the Philippines. This

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<sup>1</sup> CBD (2020) National Biodiversity Strategies and Action Plans (NBSAPs). <https://www.cbd.int/nbsap/>

<sup>2</sup> Sasvari, A, Aguilar, L, Khan, M et al. (2010) Guidelines for Mainstreaming Gender into National Biodiversity Strategies and Action Plans. IUCN, Gland. [https://www.cbd.int/programmes/cross-cutting/gender/cbd\\_ts49\\_gender\\_guidelines.pdf](https://www.cbd.int/programmes/cross-cutting/gender/cbd_ts49_gender_guidelines.pdf)

<sup>3</sup> Clabots, B and Gilligan, M (2017) Gender and biodiversity: Analysis of women and gender equality considerations in National Biodiversity Strategies and Action Plans (NBSAPs). IUCN, Washington. <https://genderandenvironment.org/report-gender-and-biodiversity-analysis-of-women-and-gender-equality-considerations-in-national-biodiversity-strategies-and-action-plans-nbsaps/>

<sup>4</sup> Note that IIED's updated analysis reviewed references of women, girls and gender, IUCN's previous analysis reviewed references of women and gender.

observation supports the CBD’s review of the implementation of the 2015–2020 GPA, which finds that the GPA has promoted gender equality globally in the work of the convention, but that this has been less successful at the national level.<sup>5</sup>

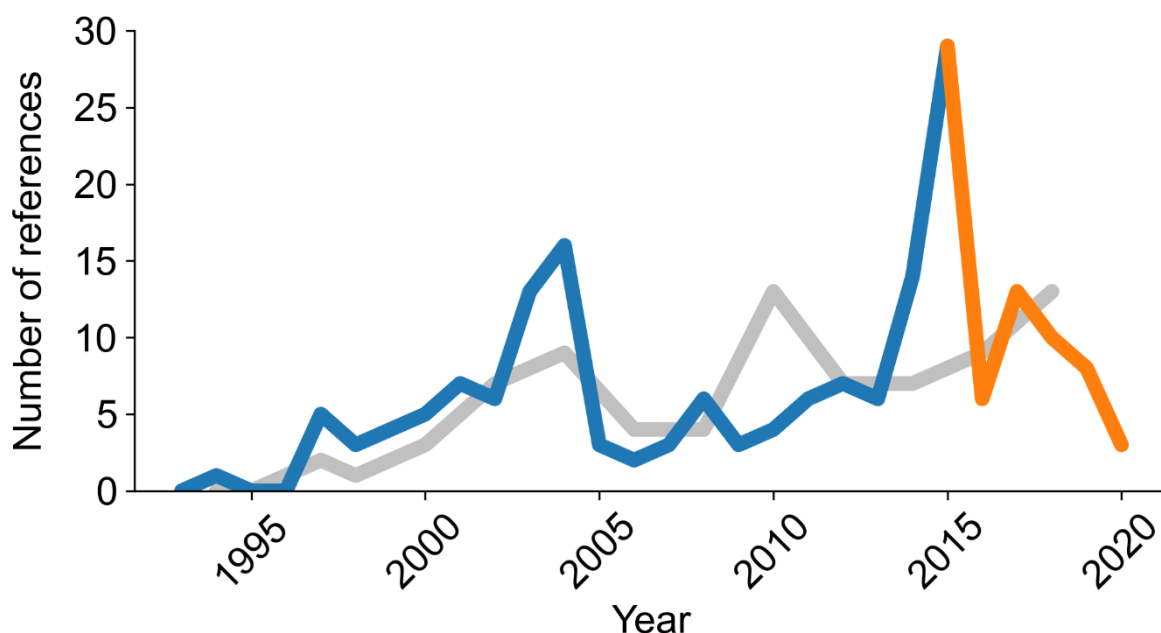


Figure 5.1 The average number of references to women, girls or gender in NBSAP documents by year, 1993–2020. The blue line shows data taken from IUCN’s 2016 report; the orange line shows primary data collected by IIED for this report. The grey line shows the data from Figure 4.1 on the number of CBD decisions addressing women, girls or gender over time. Note that while this report has analysed NBSAPs uploaded to the CBD portal since mid-2016, a significant proportion of those documents were in fact developed in 2015. As such, this graph shows IIED data from 2015 onwards.

Our analysis shows that 19 of the 50 post-2016 NBSAPs (38%) contain no reference to women or gender and 46 (92%) made no reference to girls. This is a preliminary indication of how little women and girls’ priorities are being addressed at national level by Parties to the CBD. While 31 of the 50 NBSAPs reviewed (62%) did make at least one reference to women, girls or gender, this shows no significant change from IUCN’s original analysis, which found that 61% of countries submitted an NBSAP document with at least one reference to women or gender.<sup>6</sup>

Similar to IUCN, our analysis found that women and girls are frequently positioned as vulnerable, rather than as stakeholders, stewards/champions of the environment, knowledge-holders or rightsholders. Women are often grouped together with other groups who are perceived as vulnerable, such as the elderly, youth, poor people and Indigenous Peoples. Few NBSAPs acknowledge the economic, social or cultural obstacles that contribute to women and girls’ vulnerability and that limit their agency, preventing them from participating more fully in biodiversity conservation, taking on leadership roles, or being acknowledged as key rightsholders stakeholders and knowledge-holders. Additionally, there

<sup>5</sup> CBD (2020) Review of Implementation of the 2015–2020 Gender Plan of Action. CBD/SBI/3/2/Add.3 <https://www.cbd.int/doc/c/2a29/307a/3235fdabd9edd01b9576e42b/sbi-03-02-add3-en.pdf>

<sup>6</sup> Note that in their analysis IUCN included multiple NBSAP documents for each country including interim reports, whereas this analysis included only one primary NBSAP document for each country.

is no explicit acknowledgement of women or girls as a diverse group (eg in terms of socioeconomic status, class, ethnicity, indigeneity, religion, skin colour, (dis)abilities, age).

We used an equity lens<sup>7</sup> to review the post-2016 NBSAPs, but found very few examples of text that addressed issues of recognitional, procedural and distributive equity for women or girls. This emphasises the point that while gender is capturing attention at an international level, this is not reflected at a national level in NBSAPs. We did, however, note two interesting examples of recognitional equity for women in South Sudan and Ethiopia, which are highlighted in Table 5.1.

**Table 5.1 Examples of references to recognitional equity in post 2016 NBSAPs**

<b>Recognitional equity</b>	<b>South Sudan</b>	“Customary law continues to govern the use of natural resources in South Sudan, with each ethnic group applying its own laws relating to land and land rights within its own territory. However, customary rules are not equitable and restrict women’s access to land and property. The current legislation recognises the importance of customary institutions as well as their inability to protect women’s access, control and ownership of land. While the legal framework provides a solid foundation, efforts need to be made to clarify roles and responsibilities of the Government and customary institutions when rights overlap, and to provide guidance on how to bridge the gap between a customary framework that restricts women’s rights, and the new legal framework that puts women on equal footing with men.” <sup>8</sup>
	<b>Ethiopia</b>	“The government of Ethiopia doesn't discriminate citizens on the basis of gender, but in practice gender imbalance exists in areas of biodiversity conservation and sustainable use. Biodiversity conservation cannot be sustained without the involvement of different sectors of the societies. Women are the primary conservers and promoters of biodiversity. However, they don't have equal rights with their men counterparts in using what they have conserved.” <sup>9</sup>

### 5.1.1 Where are references to women, girls or gender in NBSAPs?

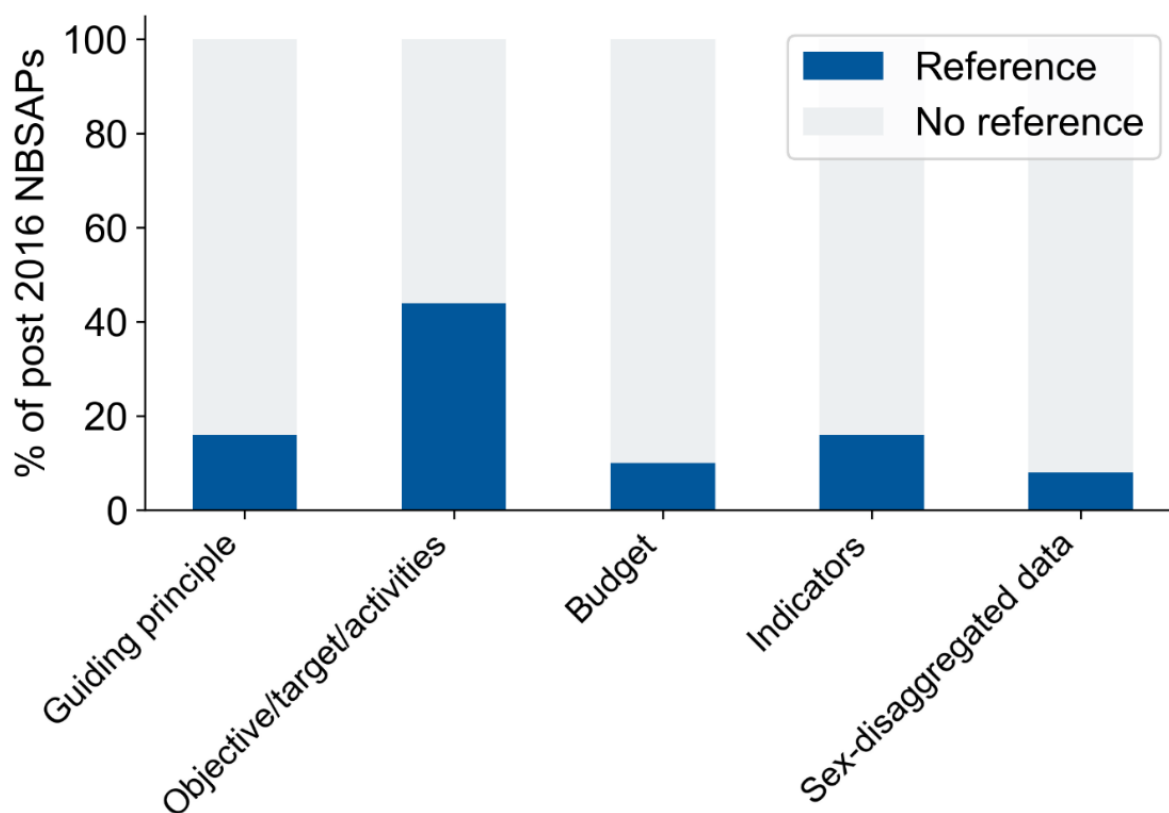
An overview of our findings on women, girls or gender references in various NBSAP sections is presented in Figure 5.2 and includes guiding principles, objectives/targets/activities, budget, indicators and sex-disaggregated data. Of the 31 NBSAPs in our review that referenced women, girls or gender, there was no consistent approach. References to women, girls or gender were often present in one or two sections, and completely absent from others. No NBSAPs fully reflected women or girls’ priorities throughout all sections. Indeed, the references in the four NBSAPs that did mention girls only occurred in the preamble/country description sections so the following results summarise qualitative

<sup>7</sup> IIED (2021) Strengthening equity in the post-2020 Global Biodiversity Framework. <https://pubs.iied.org/sites/default/files/pdfs/2021-04/20156IIED.pdf>

<sup>8</sup> Republic of South Sudan (2017) National Biodiversity Strategy and Action Plan (2018–2027). <https://www.cbd.int/doc/world/ss/ss-nbsap-01-en.pdf>

<sup>9</sup> Government of the Federal Democratic Republic of Ethiopia (2015) Ethiopia’s national biodiversity strategy and action plan 2015–2020. <https://www.cbd.int/doc/world/et/et-nbsap-oth-en.pdf>

references to women or gender. There were also gaps in references to women or gender in NBSAP action plans across objectives, targets and activities.



*Fig. 5.2 Percentage of post 2016 NBSAPs that include reference to women or gender across various NBSAPs elements.*

Guiding principles set the tone for a national biodiversity strategy and its implementation. In practice, few countries integrate women or gender into their NBSAP guiding principles. IUCN found that 24 of 174 countries (14%) submitting NBSAP documents from 1993 to mid-2016 identified gender equality or made explicit reference to women or gender in guiding principles. In our updated assessment, 8 of the 50 (16%) NBSAPs analysed referenced women or gender. For example, Fiji's NBSAP version 2 (2020) has shifted beyond an acknowledgement of women's vulnerability in its version 1 (1998), and now places gender mainstreaming and gender equality as a central guiding principle.

A well-developed action plan that includes strategies designed specifically to address women's (and girls') priorities is essential to ensuring guiding principles — and acknowledgement of women and gender elsewhere in NBSAPs — translate into concrete action on the ground. Our analysis finds that references to women or gender in preambles or guiding principles are often not backed up by specific action; only 22 of the 50 NBSAPs reviewed (44%) made any reference at all to women or gender across their objectives, targets, activities or indicators. Moreover, specific budget allocation for activities to address women's priorities was evident in just 5 of the 50 NBSAPs reviewed (10%) compared with 9% for pre-2016 NBSAPs.

Sex-disaggregated data is essential to adequately reflect differences and inequalities in the situation for women (and girls) (for example, in relation to the impacts of biodiversity loss) and the strategies and actions in place to address this. This information should then inform

NBSAP activities and objectives. Without sex-disaggregated data, it will not be possible to make accurate assessments of women's (and girls') priorities.<sup>10</sup> In IUCN's 2016 review, use of sex-disaggregated data was identified as a significant gap with only 34 of 174 countries (20%) using sex-disaggregated data in at least one of their NBSAPs. In the post-2016 NBSAPs, only 4 of the 50 NBSAP documents analysed (8%) included any sex-disaggregated data.

The CBD guidance recommends that all objectives, targets and activities of an NBSAP's action plan — and corresponding indicators — are “gender-sensitive”. However, because there is no set format for NBSAPs, our review showed a great degree of variation in how these elements are included, if at all. While no NBSAP fully integrated references to women or gender across its entire action plan, several promising practices can be found within individual NBSAPs, as shown in Box 5.1. Additionally, the Philippines NBSAP was a clear leader in integrating references to women or gender across multiple elements of its action plan, including targets, activities and 92 indicators making reference to women or gender.

It is also important that indicators developed for monitoring the delivery of objectives through NBSAP activities are gender-responsive where applicable. Overall, just 8 of the 50 NBSAPs reviewed (16%) included at least one gender indicator compared with 19% for pre-2016 NBSAPs (see Box 5.2 for definitions of these terms). As a minimum, NBSAPs should highlight the need for using or collecting relevant data including sex-disaggregated data from which to generate a range of indicators. Such indicators could help to track aspects of distributional equity (eg number of men and women trained in livelihood programmes); procedural equity (eg women's participation and leadership in biodiversity management); and recognitional equity (eg number of women and men with access to communal land). Examples are outlined in Box 6.2 in section 6.3 in reference to the Philippines' NBSAP.

#### **Box 5.1. Promising practices: Women in NBSAP action plans**

**Yemen's v2 (2017) NBSAP**<sup>11</sup> includes an objective entitled “Restoration and Safeguarding Aquatic Ecosystems, Delivering Fresh Water”. This objective focuses on “restoration and protection of water ecosystems to ensure adequate and safe water supply and sanitation for the Yemeni people, including the rural poor, women, and other vulnerable groups”. It includes three corresponding actions: “(1) Prepare and implement local community watershed management plans that are gender balanced and responsive to climate change; (2) Reform water abstraction policy to ensure adequate provision of safe fresh water supply for to all Yemeni people, including women, local communities, and the poor and vulnerable; (3) Ensure land ownership particularly for women, local

<sup>10</sup> For extensive guidance on sex-disaggregated data for informing NBSAPs, see: Sasvari, A, Aguilar, L, Khan, M et al. (2010) Guidelines for Mainstreaming Gender into National Biodiversity Strategies and Action Plans. IUCN, Gland. [https://www.cbd.int/programmes/cross-cutting/gender/cbd\\_ts49\\_gender\\_guidelines.pdf](https://www.cbd.int/programmes/cross-cutting/gender/cbd_ts49_gender_guidelines.pdf)

<sup>11</sup> Republic of Yemen (2017) National Biodiversity Strategy and Action Plan II: achieving a resilient, productive and sustainable socio-ecosystem by 2050. <https://www.cbd.int/doc/world/ye/ye-nbsap-v2-en.pdf>

communities, poor and vulnerable in watershed areas.” Each of these three actions had a dedicated budget allocation.

**Within Somalia’s (2015) NBSAP**<sup>12</sup>, Strategic Target 14 (which is closely aligned with Aichi Target 14), Sub-target 14.3 states: “By 2025, the distribution and accessibility of the ecosystems that provide essential services is improved by 35% from the current level, with particular focus on the vulnerable groups (poor, vulnerable, women, unemployed youth, Indigenous groups, nomads),” This target has an allocated budget.

Under the section entitled Gender, Poverty and Biodiversity Nexus, **Pakistan’s v2 (2017) NBSAP**<sup>13</sup> includes the action “Mobilize resources while executing the programmes and projects considering...[elements] of cooperative management regimes for conservation and sustainable use of natural resources by local and marginalized communities especially the women and other vulnerable groups giving them management authorities as well as their increased responsibility for the management of such resources”.

**Ethiopia’s v2 (2015) NBSAP**<sup>14</sup> includes Target 12 “By 2020, women’s access to and control over biodiversity resources and ecosystem services are improved”. It then sets out a rationale, implementation strategy, milestones, indicators and activities. The three milestones for this target are: “By 2015, baseline data on the level of women’s access to and control over biodiversity resources and ecosystem services are generated; By 2020, national gender mainstreaming guideline on biodiversity resources and ecosystem services are developed and implemented; By 2020, the level of improvement of women’s access and control over biodiversity resources and ecosystem services is evaluated.” The indicators for achievement are a percentage increase in women’s access to and control over biodiversity resources and ecosystem services, and the development of national gender mainstreaming guidelines.

### **Box 5.2. What are gender indicators?**<sup>15</sup>

**Gender indicators** are a useful tool in monitoring gender differences and gender-related changes over time — that is, the situation of men and women, the resulting gap between men and women, and progress towards gender equality goals.

**Example:** number of new legislative instruments passed encompassing the principle of gender equality.

**Gender-responsive indicators** reflect an understanding of inequalities and gender roles to encourage equal participation including equal and fair distribution of benefits, and will require sex-disaggregated data to support them.

**Example:** number of women in leadership and decision-making roles in forests under community-based protection.

<sup>12</sup> Federal Republic of Somalia (2015) National Biodiversity Strategy and Action Plan (NBSAP). <https://www.cbd.int/doc/world/so/so-nbsap-01-en.pdf>

<sup>13</sup> Government of Pakistan (2017) National Biodiversity Strategy and Action Plan for achieving Aichi Biodiversity Targets and Sustainable Development Goal. <https://www.cbd.int/doc/world/pk/pk-nbsap-v2-en.pdf>

<sup>14</sup> Government of the Federal Democratic Republic of Ethiopia (2015) Ethiopia’s national biodiversity strategy and action plan 2015–2020. <https://www.cbd.int/doc/world/et/et-nbsap-oth-en.pdf>

<sup>15</sup> Definitions drawn from: UN (2016) Integrating a Gender Perspective into Statistics Manual, <https://unstats.un.org/wiki/display/genderstatmanual/Integrating+a+Gender+Perspective+into+Statistics?preview=/79009569/85787258/Integrating-a-Gender-Perspective-into-Statistics-E.pdf>; and UNDP (2020) Gender responsive indicators <https://www.ndcs.undp.org/content/ndc-support-programme/en/home/impact-and-learning/library/gender-responsive-indicators-gender-and-ndc-planning-for-implementation.html>

### 5.1.2 Are women's voices being heard in NBSAPs?

To ensure that women's perspectives are represented more fully and accurately within NBSAPs, a diversity of women's representatives should be included at the earliest possible stages in NBSAP development and/or revision.<sup>16</sup> Representatives should include government ministries or departments including women's ministries, as well as national committees, women's civil society groups and networks/coalitions from the national to the local level, academic institutions, unions or other women- and gender-related organisations (all these are hereafter referred to as women- and gender-related bodies). The participation of women- and gender-related bodies in NBSAP draft development, consultation or review is documented in only 9 of the 50 post-2016 NBSAPS reviewed (18%, compared with 10% for pre-2016 NBSAPs).<sup>17</sup> In some cases, only one organisation or individual representative is mentioned; in others, participation is alluded to only very briefly, without specifying how consultation was conducted, or which specific organisations or individuals took part.

Only 11 of the 50 post-2016 NBSAPs reviewed (22%) acknowledged the role of women and gender-related organisations in biodiversity conservation. Of those 11, just 8 (16%) linked women- and gender-related organisations to NBSAP implementation (compared with 14% for pre-2016 NBSAPs<sup>18</sup>) and of those 8, only 3 (6%) linked women- and gender-related organisations to the delivery of specific NBSAP activities or objectives. For example, Somalia's Ministry of Women and Human Rights is listed as one "responsible institution" for delivering the NBSAP Strategic Target 14.1 to assess the distribution of and access to benefits from biodiversity and ecosystem services.<sup>19</sup>

### 5.1.3 Are NBSAPs making connections to wider policy on women and girls?

Previous reviews have identified that a common gap for NBSAPs is the failure to make explicit connections to international policy, goals, legal instruments and commitments on gender.<sup>20,21</sup> In analysis of post-2016 NBSAPs, these explicit connections for women and girls were still largely lacking. For example, only five NBSAPs (10%) specifically acknowledged Aichi Target 14, the only Aichi target to mention women directly.<sup>22</sup> Additionally, while gender is identified as a cross-cutting issue for the achievement of the SDGs, just one post-2016 NBSAP makes reference to SDG 5 (gender equality).

At a national level, identifying entry points in other areas of policy relevant to the environment and women and girls' priorities is key to improving the effectiveness, impact and reach of NBSAPs. However, only seven post-2016 NBSAPs made specific reference to

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<sup>16</sup> Ideally this would be from the outset, but the report of a pilot project on integrating gender concerns into NBSAPs emphasises that there is potential to recognise gaps and incorporate considerations even in latter stages of NBSAP development. See CBD/IUCN (2016) Integrating Gender Considerations into National Biodiversity Strategies and Action Plans. <https://www.cbd.int/gender/doc/pilot-project-integ-gender-nbsaps.pdf>

<sup>17</sup> Clabots, B and Gilligan, M (2017) Gender and biodiversity: Analysis of women and gender equality considerations in National Biodiversity Strategies and Action Plans (NBSAPs). IUCN, Washington. <https://genderandenvironment.org/report-gender-and-biodiversity-analysis-of-women-and-gender-equality-considerations-in-national-biodiversity-strategies-and-action-plans-nbsaps/>

<sup>18</sup> Clabots, B and Gilligan, M (2017) *ibid*

<sup>19</sup> Federal Republic of Somalia (2015) National Biodiversity Strategy and Action Plan (NBSAP). <https://www.cbd.int/doc/world/so/so-nbsap-01-en.pdf>

<sup>20</sup> Sasvari, A, Aguilar, L, Khan, M et al. (2010) Guidelines for Mainstreaming Gender into National Biodiversity Strategies and Action Plans. IUCN, Gland. [https://www.cbd.int/programmes/cross-cutting/gender/cbd\\_ts49\\_gender\\_guidelines.pdf](https://www.cbd.int/programmes/cross-cutting/gender/cbd_ts49_gender_guidelines.pdf)

<sup>21</sup> Clabots, B and Gilligan, M (2017) *ibid*

<sup>22</sup> "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"

other relevant national policies and strategies, such as gender or equality policies, or national plans with a gender element (eg national sustainable development plans). Approaching national biodiversity strategy in this compartmentalised way misses opportunities for showing how gender–environment inequalities cut across other high-profile national strategic priorities — such as, national sustainable development plans and National Adaptation Plans (NAPs) — and also misses opportunities for amplifying attention to such inequalities across a range of national stakeholders in other parts of government and civil society. An example of an NBSAP that had integrated biodiversity with wider national priorities is Bangladesh whose 2016 NBSAP says: “The Sixth Five Year Plan (2011–2015) and Seventh Five Year Plan (2016–2021) [national development strategies prepared by the Ministry of Planning] have considered women participation and empowerment that will guide the implementing agencies to take development projects with the component of women development under NBSAP activities”.

## 5.2 What does expert opinion tell us about gaps in national policy?

Thirty-one respondents to IIED’s questionnaire highlighted that in their countries there are significant gaps in policy and implementation (see Table 5.2). In their written responses, examples included overlooking women and IPLC’s rights in national policy and a lack of gender policies among implementing agencies. For implementation, examples of gaps included few women networks/coalitions for advocacy, a lack of capacity in government, limited support and funding for women, conservation NGOs’ reluctance to engage with gender, and a lack of targeted opportunities for women.

**Table 5.2. Respondents’ examples of policy and implementation gaps in their country**

<b>Examples of gaps in policy frameworks</b>	Canada	“Canada has a very large immigrant population and they and Indigenous People are constantly being marginalized. In the context of biodiversity and policy this means that they are not considered sufficiently or at all, instead opting for a eurocentric, racist and suppressive system of policy.”
	Cambodia	“Most implementing agencies working on biodiversity loss and conservation do not have gender policies nor project implementation criteria that will facilitate or mainstream women and girls into biodiversity conservation.”
	Mexico	“Women in Mexico don’t own the land (only 25%) so they cannot take decisions related to territorial planning. There are not spaces so they can speak up. In Mexico only the owners of the land can decide over the territory.”
<b>Examples of gaps in</b>	Cambodia	“Policies of conservation NGOs give lip-service to gender equality and human rights. However, in implementation, there is a reluctance of the NGOs to get involved in gender and human rights issues related to sustainable development and SDGs. Many organizations and practitioners feel that these are not conservation issues and should be addressed by development NGOs.”
	Costa Rica	“Lack of strong women networks dealing with advocacy in the biodiversity sector.” “Biodiversity conservation funding does not require the inclusion of women into the processes.”
	Mexico	“There is no budget to train civil servants into gender perspective, therefore they don’t implement programs, projects or label budget to

policy implementation		mainstream the gender perspective in their programmatic planning.”
	Namibia	“The future of biodiversity depends on good stewardship; women and girls are the best stewards, but get no dedicated recognition or support for that crucial role. No initiatives to foster women's/girls' awareness as agents of change.”
	UK	“Lack of part time and ‘life friendly’ leadership opportunities. Lack of recognition of issues of personal security in relation to time in nature eg for personal and professional reasons (field work). Lack of explicit appointment and leadership programmes for women. Trustee and Board ‘volunteer’ roles difficult to fit with child-care.”
	Zambia	"Power structures that limits not only including the voices or women and young girls but all minorities and vulnerable populations. Efforts to empower and strengthen the channels where those voices can be heard laud and strong is critical, particularly without compromising their safety and integrity. Worldwide, environmental and Indigenous leaders are being killed in a daily basis, so is not a matter of just raising their voice, is a matter of guaranteeing safe spaces for expression and raising the legitimacy of these voices in global, national and regional agendas. "

When asked about the barriers to inclusion of women in biodiversity and environmental leadership/decision making, ten responses used similar language — patriarchal society, “male-dominated mindset”, traditional and cultural perceptions of women’s role, and male-dominated expertise in biodiversity conservation. These responses were from India, Iraq, Ghana, Mexico, Nepal, Namibia, Norway, South Africa and the UK. They raise an important point that for progress on national policy implementation, we need to engage men to reflect and act on discriminatory social norms and behaviour. These norms and behaviour are found locally, nationally and internationally and an interesting example of tackling these within conservancies in Kenya is summarised in Box 5.3.

Finally, a major barrier to progress raised by two respondents to the questionnaire, and also by key informants, is that among international and national policymakers, gender is not regarded as an issue of central importance, particularly in biodiversity conservation. A respondent to the questionnaire shared an example: “heard in a Senior Leadership Meeting ‘yes gender equality is important but we don’t have time to sort that, we are saving the world’”.

**Box 5.3. Promising practice: Supporting men in conservancies to reflect on gender and power in Kenya**

In Kenya women struggle to access, influence and benefit from conservancies, and they represent just 5% of conservancy managers, 2% of conservancy rangers, 5% of conservancy committee members and 7% of Kenya Wildlife Service rangers. Of the women who do get involved with conservancies, some have reported experiencing GBV.

Kenya Wildlife Conservancies Association (KWCA) with Fauna & Flora International (FFI) have found that including men is vital when trying to change discriminatory social norms and behaviours as “men hold the power and are the ‘gatekeepers’ of social change”.<sup>23</sup> Together

<sup>23</sup> Anthem, H (FFI) and Peshu, J (KWCA), personal communication

they have launched a project with funding from RISE<sup>24</sup> to apply CARE International’s Social Analysis and Action methodology within community conservancies. In a series of workshops and discussions using male facilitators, conservancy leadership and staff, who are predominantly male, are being supported to reflect on their own biases and beliefs around gender norms and how these influence their conservation work.

Preliminary results include evidence of attitudinal shifts among male conservancy leaders — for example, one male participant “learnt that in order to transform others I have to start with myself”.<sup>25</sup> Changes in attitudes have led to actions such as proposed changes to a conservancy’s constitution to create a more inclusive environment by ensuring that women are represented on the board,<sup>26</sup> and the emergence of male and female champions who continue to facilitate reflective dialogues on gender in their communities..

### 5.3 Are governments addressing women and girls’ priorities?

From the perspective of NBSAPs, it is clear that there are significant gaps in addressing women and girls’ priorities nationally. In our extension of IUCN’s analysis to include NBSAPs submitted from July 2016 to January 2022, we identified promising practices where countries reference gender or specific issues relevant to women. However, we found no examples of women or girls’ priorities being treated consistently across an NBSAP — that is, from the guiding principles to objectives, targets activities, indicators and budget. Although Parties welcomed the CBD GPA (2015–2020) during the same time period, this illustrates that the CBD’s global attention on gender is not being reflected nationally.

Improving NBSAPs is a priority for shaping national governments’ recognition of and responses to women and girls, including the differential impacts of biodiversity loss. The CBD secretariat has piloted support for integrating gender into NBSAPs in Mexico, Uganda and Brazil,<sup>27</sup> and Mexico’s achievements are clear with 19 action areas, 50 actions and 44 detailed actions on promoting and strengthening the inclusion of women in the management and use of biodiversity.<sup>28</sup> What is necessary now is an effort at scale. Similar work is being done for the Nationally Determined Contributions (NDCs) to the UNFCCC, and sharing learning and methodologies for engaging national governments and raising ambitions could be valuable. Crucially, for NDC’s more support is available for Parties<sup>29</sup> than for NBSAPs. The CBD secretariat reports that a lack of support, including capacity and funding, is a persistent challenge to addressing the GPA nationally.<sup>30</sup>

Beyond sharing learnings, it is also important to develop common priorities for women and girls across the national strategies of the Rio conventions. This includes NBSAPs, NDCs, NAPs, National Land Degradation Neutrality Initiatives and Drought Plans. This will create a clear national strategy of action for women and girls across the interconnected crises of climate change, land degradation and biodiversity loss. The Bond Development and

<sup>24</sup> Resilient inclusive and sustainable environments (RISE) is a project focused on GBV and the environment, under IUCN and USAID’s advancing gender and the environment initiative (AGENT).

<sup>25</sup> Anthem, H (FFI) and Peshu, J (KWCA), personal communication

<sup>26</sup> It is important to note that representation on the board does not automatically mean women will have an influence in decision making — that is why the project is aiming to address social norms.

<sup>27</sup> IUCN/CBD (2016) Integrating Gender Considerations in National Biodiversity Strategies and Action Plans. <https://www.cbd.int/gender/doc/pilot-project-integ-gender-nbsaps.pdf>

<sup>28</sup> CBD (2022). Best Practices in Gender and Biodiversity: Pathways for multiple benefits <https://www.cbd.int/gender/publications/CBD-Best-practices-Gender-Biodiversity-en.pdf>

<sup>29</sup> For example, the NDC Partnership which is chaired by the Jamaican and UK governments with a dedicated support unit at the World Resources Institute: <https://ndcpartnership.org/members>

<sup>30</sup> CBD (2020) Review of implementation of the 2015-2020 Gender Plan of Action. <https://www.cbd.int/doc/c/2a29/307a/3235fdabd9edd01b9576e42b/sbi-03-02-add3-en.pdf>

Environment Group<sup>31</sup> has similarly called for action to deliver coherent policy outcomes to address the triple emergency of poverty, climate change and environmental degradation, which showcases how this can be achieved in practice with examples from Brazil, Cambodia, the Democratic Republic of Congo, Ethiopia, Kenya, Liberia, Nepal, the Philippines, Sierra Leone, Somalia and Tanzania.<sup>32</sup>

While a lack of support for Parties is a major issue, across government and other stakeholders (including conservation NGOs<sup>33</sup>), there are differing views about the relevance and value of addressing gender. Many working for biodiversity conservation view addressing gender — and specifically women’s priorities — as instrumental to tackling biodiversity loss and point to relevant literature,<sup>34,35,36</sup> while others underline that addressing gender is integral to human rights.<sup>37</sup> And, as highlighted in the IIED questionnaire and by some of the key informants, many national (and international) stakeholders represented at the CBD do not understand — or perhaps do not agree — that addressing women and girls’ priorities is of strategic importance. This is a key obstacle to mainstreaming efforts, and an issue that would benefit from more explicit scrutiny — for example through political economy analysis.<sup>38</sup>

Another issue raised by the IIED questionnaire and key informants is space for women to convene and advocate for change from local to national levels. As Tara Daniel from the Women’s Environment and Development Organisation (WEDO) emphasised, more attention to women from rural areas, IPLCs and feminist movements (as examples) could be a pivotal point for change— not just for input and consultation, but for holding stakeholders (government and implementing agencies) accountable and creating opportunities for partnership and collaboration.<sup>39</sup> International attention tends to focus on supporting women within governments (eg through travel funds and gender focal points), and overlooks the crucial role of women’s networks, organisations and movements. Yet, top-down international commitments (as summarised in Section 3) should be complemented by bottom-up inclusion and accountability processes through, for example, inclusive dialogues and citizen-led

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<sup>31</sup> The Bond Development and Environment Group has now evolved into the Climate Action Network UK.

<sup>32</sup> Bond DCEG (2020) Poverty, Climate Change and Environmental Degradation. Delivering coherent policy outcomes in 2020–2021. [https://www.bond.org.uk/sites/default/files/resource-documents/bond\\_addressing\\_the\\_triple\\_emergency.pdf](https://www.bond.org.uk/sites/default/files/resource-documents/bond_addressing_the_triple_emergency.pdf)

<sup>33</sup> Westerman, K. (2021) Unpacking the perceived benefits and costs of integrating gender into conservation projects: voices of conservation field practitioners. *Oryx* 55, 853–859.

<sup>34</sup> For example, Leisher, C, Temsah, G, Booker, F et al. (2016). Does the gender composition of forest and fishery management groups affect resource governance and conservation outcomes? A systematic map. *Environmental Evidence* 5(1), 1–10.

<sup>35</sup> For example, USAID and IUCN summarises evidence that women’s engagement strengthens fisheries governance and improves gender outcomes in Siles, J, Prebbel M, Wen J et al (2019). *Advancing Gender in the Environment: Gender in Fisheries - A Sea of Opportunities*. IUCN and USAID. Washington, USA: USAID. 68pp <https://portals.iucn.org/library/sites/library/files/documents/2019-040-En.pdf>

<sup>36</sup> For example, an analysis of small-scale fisheries policy instruments in the Pacific found that rationale for pursuing gender equality were predominantly for instrumental rather than intrinsic reasons — one reason for authors to conclude “gender equality commitments and investments to be narrow and outdated”. See Lawless, S, Cohen, PJ, Mangubhai S et al. (2021) Gender equality is diluted in commitments made to small-scale fisheries. *World Development* 140, 105348.

<sup>37</sup> UNHRC, UNEP, UN Women (2021) Human rights, the environment and gender equality – key messages. [https://www.ohchr.org/Documents/Issues/ClimateChange/materials/Final\\_HumanRightsEnvironmentGenderEqualityKM.pdf](https://www.ohchr.org/Documents/Issues/ClimateChange/materials/Final_HumanRightsEnvironmentGenderEqualityKM.pdf)

<sup>38</sup> Bass, S, Roe, D, Hou-Jones, X et al. (2021) *Mainstreaming nature in development: A brief guide to political economy analysis for non-specialists*. UNEP-WCMC, UK. [https://pubs.iied.org/sites/default/files/pdfs/2021-10/20566G\\_0.pdf](https://pubs.iied.org/sites/default/files/pdfs/2021-10/20566G_0.pdf)

<sup>39</sup> Daniel, T (WEDO), personal communication

accountability mechanisms,<sup>40</sup> and creating spaces for women and feminist movements is a key part of this.

There is growing understanding that without engaging men (and boys) in implementing policy on women, girls and gender there will be limited progress for addressing the inequalities affecting women and girls. As IIED questionnaire respondents highlighted, and experience from FFI and KWCA underlines, working with men to challenge damaging and limiting social and cultural norms and institutions is key to progress. An important learning for FFI and KWCA was that engaging men by using male facilitators and creating safe spaces for open discussion was valuable for reflecting on unequal power relations, reconsidering traditional perceptions of women and men, and engaging men as champions and advocates.

Similar to the international level, we found that addressing girls' priorities in national biodiversity-related policy is an important gap. This is not an issue unique to biodiversity-related policy. A recent review by the World Health Organization (WHO) and UNICEF for the *Lancet* noted that, nationally, few governments prioritise investing in children, especially those belonging to marginalised social groups such as Indigenous and ethnic minorities. The review advocates for more coherent national visions of child health and wellbeing that prioritise ecological sustainability and intergenerational equity. They include recommendations for heads of state and government officials to place children at the centre of the SDGs, such as by involving children's voices in policies and programmes.<sup>41,42</sup>

## 5.4 What other ways could governments address women and girls?

Beyond NBSAPs, other areas in which national ambition can be raised include gender policy, 'building back better', gender budgeting and devolving finance. We take each of these in turn and illustrate briefly why they require further attention.

### 5.4.1. National gender policy

Using G7 countries as our sample, we reviewed national gender policies to understand whether there are explicit connections between gender and the environment (including biodiversity). We found just one example — the USA's 2021 strategy on gender equity and equality — that recognises the need for gender parity in climate negotiations and climate science, as well as the importance of including women in environment protection plans.<sup>43</sup>

Interestingly, while the G7 countries do not comprehensively reflect environmental concerns in domestic gender policy, there is much closer alignment in international aid agendas. All of the G7 countries' overseas development agencies emphasise their commitment to supporting women and girls in social *and* environmental contexts. Sweden, for example, promotes a feminist foreign policy approach in its Foreign Service Action Plan,<sup>44</sup> making

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<sup>40</sup> Lawless, S, Lau, J, Ruano-Chamorro, C, Corcoran, E, Cohen, P and C McDougall (2021) Advancing Gender Equality for Equitable Livelihoods in Coral Reef Social-ecological Systems. A Policy Brief. Care. <https://www.worldfishcenter.org/publication/advancing-gender-equality-equitable-livelihoods-coral-reef-social-ecological-systems>

<sup>41</sup> Clark, H, Coll-Seck, A, Banerjee, A et al. (2020) A future for the world's children. *The Lancet Commissions* 395 605–658

<sup>42</sup> Sturges, R (17 March 2020) On Climate Change, Kids Should be Both Seen and Heard. <https://www.earthisland.org/journal/index.php/articles/entry/climate-change-amplifying-children-voices/>

<sup>43</sup> White House (2021) National Strategy on Gender Equity and Equality. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/10/22/fact-sheet-national-strategy-on-gender-equity-and-equality/>

<sup>44</sup> Government offices of Sweden (n.d.) The Swedish Foreign Service action plan for feminist foreign policy 2019–2022, including direction and measures for 2020.

specific references to the inequalities created by environmental degradation including biodiversity loss.

Costa Rica provides a rare example of how strong national approaches on both gender and the environment have converged in national legislation. A Ministry of Environment and Energy directive requires key biodiversity-related institutions to report on actions towards reducing gender gaps in their work.<sup>45</sup>

#### 5.4.2. Building back better for women, girls and biodiversity

In response to COVID-19, “building back better” strategies need to address gender *and* biodiversity loss (as well as other environmental and climate challenges). For women, COVID-19 has heightened a care and livelihoods crisis, threatening their economic autonomy.<sup>46</sup> In the years and decades to come, environmental degradation — such as biodiversity loss — and climate change will exacerbate these effects. Gender just transitions are vital for supporting approaches that can achieve greater gender equity and put economies on a more equitable and environmentally sustainable path.<sup>47</sup>

However, a review of the 50 largest economies’ “build back better” strategies has shown that in 2020, of the spending announced, only 3% could be assessed as positive for natural capital, and up to 17% could negatively impact natural capital.<sup>48</sup> Additionally, a review of the Organisation for Economic Co-operation and Development (OECD) Green Recovery Database found that just 18 of the 705 measures are considered “gender-relevant”, and none of these were in natural resource-based sectors such as agriculture and forestry.<sup>49</sup> Other analysis of the European Union Green Deal found that its many policies and implementation mechanisms were “gender-blind”, a state of play underpinned by a lack of recognition of existing EU commitments on gender, a lack of gender equality considerations within environmental policies and no recognition of diversity of women.<sup>50</sup>

The gains from involving women in nature-based solutions such as ecosystem restoration are illustrated in the well-known and long running Working for Water programme in South Africa. This government initiative has delivered 20,000 temporary jobs annually for youth, people with disabilities and rural women (52% of the beneficiaries) and removed 3 million

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[https://www.government.se/49700e/contentassets/9992f701ab40423bb7b37b2c455aed9a/utrikesforvaltningens-handlingsplan-for-feministisk-utrikespolitik-2021\\_eng.pdf](https://www.government.se/49700e/contentassets/9992f701ab40423bb7b37b2c455aed9a/utrikesforvaltningens-handlingsplan-for-feministisk-utrikespolitik-2021_eng.pdf)

<sup>45</sup> The Ministry of Environment and Energy of Costa Rica enacted, on 12 August 2019, Directive No 005-2019 on the reduction of gender gaps in the biodiversity-water sector, protected areas and forests to ensure equality and the contribution of women to that sector:

[http://www.pgrweb.go.cr/scij/Busqueda/Normativa/Normas/nrm\\_texto\\_completo.aspx?param1=NRTC&nValor1=1&nValor2=89370&nValor3=117296&strTipM=TC](http://www.pgrweb.go.cr/scij/Busqueda/Normativa/Normas/nrm_texto_completo.aspx?param1=NRTC&nValor1=1&nValor2=89370&nValor3=117296&strTipM=TC)

<sup>46</sup> UN Women (2020) Policy Brief: The Impact of COVID-19 on Women.

<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/Policy-brief-The-impact-of-COVID-19-on-women-en.pdf>

<sup>47</sup> UN Women (2021) Beyond COVID-19; a feminist plan for sustainability and social justice.

<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2021/Feminist-plan-for-sustainability-and-social-justice-en.pdf>

<sup>48</sup> UNEP and Oxford Smith School of Enterprise and the Environment (2021) Are We Building Back Better? Evidence from 2020 and Pathways for Inclusive Green Recovery Spending.

<https://wedocs.unep.org/bitstream/handle/20.500.11822/35281/AWBBB.pdf>

<sup>49</sup> OECD (2021) Gender Relevance of Policies in the OECD Green Recovery Database.

<https://www.greengrowthknowledge.org/research/gender-relevance-policies-oecd-green-recovery-database>

<sup>50</sup> EEB and WECF (2021) Why the European Green Deal Needs Ecofeminism: Moving from gender-blind to gender transformative policies. Report. [https://www.globalwomensnet.org/wp-content/uploads/2021/07/Report\\_FV.pdf](https://www.globalwomensnet.org/wp-content/uploads/2021/07/Report_FV.pdf)

hectares of invasive plants.<sup>51</sup> However, we do need to be cautious in how these agendas are brought together, and ensure they truly represent gains for women, girls and biodiversity. For example, the Pakistan government has allocated US\$90 million as part of a green stimulus package to an afforestation programme that will prioritise work for women. However, the daily wage is below Pakistan's minimum wage for unskilled workers, and there are concerns about land rights and monoculture plantations.<sup>52</sup> New initiatives also need to fundamentally engage with the barriers to women's access and leadership. Across the African continent, for example, this includes: lack of access to land, finance and technology; gender segregation in education and employment; laws that limit women's access to certain tasks and jobs; and systemic structural inequalities meaning women have to focus on unpaid care work, effectively depriving them of opportunities for other jobs.<sup>53</sup>

### 5.4.3. Gender budgeting

Gender budgeting involves analysing government budgets for their effects on different genders and transforming these budgets to ensure that they contribute to gender equity.<sup>54</sup> A gender budgeting strategy provides transparency over how women and men, for example, benefit differently from policy measures and uses this information to deliver gender equity and/or equality goals.

The Commission on the Status of Women 2020 concluded that limited progress is being made in implementing "gender-responsive" budgeting at national level.<sup>55</sup> SDG indicator 5.c.1 monitors the proportion of countries with gender budget tracking systems in place. Only 19% of countries meet the criteria set out to be fully compliant, though about half of OECD countries are now undertaking gender budgeting in some way.<sup>56</sup>

A promising example of gender budgeting is in Canada, which in 2018 passed a Gender Budgeting Act requiring the publication of gender and diversity impacts of all new budget measures. In its 2021 Budget Report, the Department of Finance identified the gender characteristics of those who are affected by three new biodiversity measures and assessed the impact on those affected. The measures they assessed were historic investments in Canada's natural legacy and green bonds, both of which were found to be equally beneficial to men and women, and preserving wild pacific salmon, which was found to be slightly more beneficial to men than women.<sup>57</sup> Iceland has also practised gender budgeting since 2009; its introduction prompted examination of state funding rules to farmers and changes were made to allow two farmers per farm unit to register for such funding. This opened up

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<sup>51</sup> See Table 13.4 and p33 in UNEP (2019) Global Environment Outlook 6. <https://www.unep.org/resources/global-environment-outlook-6>

<sup>52</sup> UNEP and Oxford Smith School of Enterprise and the Environment (2021) Are We Building Back Better? Evidence from 2020 and Pathways for Inclusive Green Recovery Spending. <https://wedocs.unep.org/bitstream/handle/20.500.11822/35281/AWBBB.pdf>

<sup>53</sup> UN Women (2021) Policy Brief: Green Jobs For Women In Africa: Opportunities and Policy Interventions. [https://africa.unwomen.org/sites/default/files/Field%20Office%20Africa/Attachments/Publications/2021/11/20211206\\_UN%20Woman\\_Green%20Jobs\\_policy%20brief\\_ENG\\_webpages.pdf](https://africa.unwomen.org/sites/default/files/Field%20Office%20Africa/Attachments/Publications/2021/11/20211206_UN%20Woman_Green%20Jobs_policy%20brief_ENG_webpages.pdf)

<sup>54</sup> Oxfam (2018) A Guide to Gender-Responsive Budgeting. <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620429/gt-guide-gender-responsive-budgeting-280218-en.pdf?sequence=13>

<sup>55</sup> UN ECO SOC (2019) Commission on the Status of Women: Review and appraisal of the implementation of the Beijing Declaration and Platform for Action <https://digitallibrary.un.org/record/3850087?ln=en>

<sup>56</sup> OECD (n.d.) Gender Budgeting Framework — Highlights. <https://www.oecd.org/gov/budgeting/Gender-Budgeting-Highlights.pdf>

<sup>57</sup> Government of Canada (2021) 2021 Budget Impact Report. <https://www.budget.gc.ca/2021/report-rapport/anx5-en.html>

payments to women who farmed alongside their partners, which also helped to improve their pensions.<sup>58</sup>

#### 5.4.4. Finance — getting money to women

*“When you hear about these pledges, they (the donors) want to be seen helping women and local communities. But most governments... give money to other governments – it never reaches the communities themselves directly. It is high time we have funding going direct to Indigenous Peoples and local communities.”* — Lucy Mulenkei, IIFB<sup>59</sup>

Internationally, there is growing attention to getting “money where it matters” to local people, both for responding to climate change<sup>60</sup> and increasingly for biodiversity conservation— with growing recognition of the role IPLCs are playing in biodiversity conservation.<sup>61</sup> Women are an important part of this and should not be missed. While internationally there is attention on multilateral finance instruments and their lack of “gender-responsive” financing,<sup>62,63</sup> more attention is also needed at the national level.<sup>64</sup>

A promising practice can be seen in the activities outlined in the Gender Action Plan of the REDD+ Costa Rica Strategy, which was launched in 2019 and implemented through the More Women More Nature programme in 2020. The initiative focuses on improving women’s access to two existing financial mechanisms, including a payment for ecosystem services (PES) programme<sup>65</sup> and a credit scheme within Fondo Nacional de Financiamiento Forestal.<sup>66</sup>

In 2017 women represented just 29% of PES beneficiaries, a low figure that is related to women often not meeting the requirement for land ownership, or owning small plots of land that are too fragmented to qualify.<sup>67</sup> To address this, women will now receive an additional 25 points to increase their chances of being selected for PES funding. In 2020–2021, this affirmative action has led to more than US\$5 million dollars being distributed to women in rural areas, promoting development and family economies.<sup>68</sup>

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<sup>58</sup> OECD (2020) Issues Note Global Forum on the Environment. Session 6.1 Biodiversity, agriculture, fisheries: Changing economic opportunities for women and men. <https://www.oecd.org/env/GFE-Gender-Issues-Note-Session-6.1.pdf>

<sup>59</sup> Mulenkei, M (IIFB), personal communication

<sup>60</sup> IIED (2022) Mobilising money to where it matters. <https://www.iied.org/mobilising-money-where-it-matters>

<sup>61</sup> At COP26 donors pledged US\$1.7 billion to support the advancement of IPLC’s forest tenure rights and greater recognition and rewards for their role as guardians of forests and nature. See COP26 IPLC Forest Tenure Joint Donor Statement: <https://ukcop26.org/cop26-iplc-forest-tenure-joint-donor-statement/>

<sup>62</sup> See Box 4.1 in: UN Women (2021) Beyond Covid-19: A Feminist Plan For Sustainability And Social Justice. <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2021/Feminist-plan-for-sustainability-and-social-justice-en.pdf>

<sup>63</sup> Schalatek L, Zuckerman E, and McCullough, E (2021) More than an add on? Heinrich Böll Stiftung Washington, and Gender Action. [https://us.boell.org/sites/default/files/2021-10/hbs%20Washington\\_Gender%20Action\\_More%20than%20an%20add-on\\_Evaluating%20integration%20of%20gender%20in%20Green%20Climate%20Fund%20projects%20and%20programs.pdf](https://us.boell.org/sites/default/files/2021-10/hbs%20Washington_Gender%20Action_More%20than%20an%20add-on_Evaluating%20integration%20of%20gender%20in%20Green%20Climate%20Fund%20projects%20and%20programs.pdf)

<sup>64</sup> van den Heuvel, O (2021) Ten things you should know about biodiversity finance. <https://www.biofin.org/news-and-media/10-things-biodiversity-finance-plans>

<sup>65</sup> PSA Mujeres de FONAFIFO

<sup>66</sup> Herrera Ugalde, ME, email to author, 24 March 2022.

<sup>67</sup> Herrera Ugalde, ME, *ibid*

<sup>68</sup> Herrera Ugalde, ME, *ibid*

## 6. Tackling data gaps on women and girls and the environment including biodiversity

A recurring theme in this report is the paucity of evidence on the different ways biodiversity loss affects women and girls, and the diversity of women and girls in particular. One key issue underpinning this is a lack of data and of good quality data. The lack of data on women and girls is one of the strongest messages that emerged from the Global Gender and Environment Outlook (2016) which states: “in its absence, environmental analyses remain inadequate and partial while establishing baselines, monitoring progress and assessing outcomes are almost impossible”.<sup>69</sup>

Other reviews and reports have analysed this issue in considerable detail<sup>70,71</sup> so in this section we briefly summarise why data is important, highlight key data and indicator gaps, explore some promising practices, and suggest some next steps.

### 6.1 Why does data matter?

When data is available, it can create insights into differential impacts of biodiversity loss on women by making the invisible visible, and the unvalued valued. For example, the collection and publication of data by Global Witness since 2012 on the number of lethal attacks on land and environmental defenders has been instrumental in drawing attention to how women as well as men have been killed protecting their land.<sup>72</sup>

Good quality data also helps in designing appropriate and ambitious responses; it then helps to track the effectiveness of these interventions at local/project level, and national and programme levels. However, without the ability to monitor and evaluate interventions, inappropriate or ineffective programmes could be designed and perpetuated, funds could be wasted and, most importantly, women could at worst be harmed.<sup>73</sup>

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<sup>69</sup> UNEP (2016) Global Gender Environment Outlook. <https://www.unep.org/resources/report/global-gender-and-environment-outlook-ggeo>

<sup>70</sup> For example: UNEP (2019) Gender and statistics. Unlocking information for action and measuring the SDGs. <https://www.unep.org/resources/report/gender-and-environment-statistics-unlocking-information-action-and-measuring-sdgs>

<sup>71</sup> For example: OECD (2021) Gender and the Environment: building evidence and policy to achieve the SDGs. <https://www.oecd.org/env/gender-and-the-environment-3d32ca39-en.htm>

<sup>72</sup> Global Witness: <https://www.globalwitness.org/en/campaigns/environmental-activists/numbers-lethal-attacks-against-defenders-2012/>

<sup>73</sup> Women at the Table (2021) The Deadly Data Gap: Gender and Data. [https://uploads.strikinglycdn.com/files/908f4b77-9134-4529-bad1-3ed7bdd84cd3/The%20Deadly%20Data%20Gap\\_v2.pdf](https://uploads.strikinglycdn.com/files/908f4b77-9134-4529-bad1-3ed7bdd84cd3/The%20Deadly%20Data%20Gap_v2.pdf)

Furthermore, data availability underpins our ability to monitor progress towards global and national commitments and agreed goals and targets through relevant indicators. For example, an analysis of progress towards the environmental SDGs showed that for 68% of environment-related indicators there is too little data to understand if progress has been made.<sup>74</sup> With better data we are able to target policy attention to where progress is slow, accelerate implementation and close the gap between commitments, targets and ambition.

## 6.2 What are the data gaps?

UNEP has identified four major data and information gaps in relation to gender and the environment of which the first and fourth categories are most relevant to this report:

1. **The right to land, natural resources and biodiversity**
2. Access to and use of food, water energy and sanitation
3. Climate, sustainable production and consumption and health and well-being, and
4. **Women in environmental decision making at all levels.**<sup>75</sup>

While some global data on land ownership is available,<sup>76</sup> national statistical offices do not consistently collect it. There is also insufficient data to understand women's access to, use of and control over natural resources. This is an important gap, especially when considering women's role in protecting and sustainably using natural resources — for example, without access to land (as well as finance and technology), participation and growth of women's and women-led businesses in the green economy is likely to be constrained.<sup>77</sup>

IUCN's Environment and Gender Information (EGI) platform has collected some data on the representation of women at MEA meetings and within environment ministries since 2015. Between 2015 and 2020 the number of environmental sector ministers who were women rose from 12% to 15%. In 46 countries with forest-specific ministries, 18% were headed by women; 13% of fisheries ministries were headed by women; and 11% of water or irrigation ministers were headed by women.<sup>78</sup> However, there is little sex-disaggregated data on the representation of women within national, regional and local decision-making roles — particularly within state and local governments, NGOs and the private sector.<sup>79</sup>

As well as thematic gaps, there are also gaps in the design of data collection processes, which can preclude full representation of the diversity of women's identities and experiences from the outset and should encompass both quantitative statistical data as well as qualitative data where appropriate. Data experts refer to data inclusion as an end-to-end process in which selection, access, use, interpretation and decision making is considered from the perspective of being representative of the whole population, not just a homogenous subset of men. Achieving this level of inclusion requires early consultation with women — and a diversity of women — about what data is to be collected about whom, for whom, by whom and on whose behalf. A consultation on inclusive data standards was launched by the British Standards Institution in January 2022.<sup>80</sup>

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<sup>74</sup> UNEP (2019) Measuring progress: towards achieving the environmental dimension of the SDGs. <https://www.unep.org/resources/report/measuring-progress-towards-achieving-environmental-dimension-sdgs>

<sup>75</sup> UNEP (2019) Gender and statistics. Unlocking information for action and measuring the SDGs. <https://www.unep.org/resources/report/gender-and-environment-statistics-unlocking-information-action-and-measuring-sdgs>

<sup>76</sup> For example: FAO Gender and Land Rights Database. <https://www.fao.org/gender-landrights-database/en/>

<sup>77</sup> UN Women (2021) Green Jobs for Women in Africa. [https://www2.unwomen.org/-/media/field%20office%20africa/attachments/publications/2021/11/20211206\\_un%20women\\_green%20jobs\\_report\\_eng%20webpages.pdf?la=en&vs=4318](https://www2.unwomen.org/-/media/field%20office%20africa/attachments/publications/2021/11/20211206_un%20women_green%20jobs_report_eng%20webpages.pdf?la=en&vs=4318)

<sup>78</sup> IUCN (1 March 2021) New data reveals slow progress in achieving gender equality in environmental decision making. <https://www.iucn.org/news/gender/202103/new-data-reveals-slow-progress-achieving-gender-equality-environmental-decision-making>

<sup>79</sup> UNEP (2019) *ibid*

<sup>80</sup> BSI (2022) Enabling the development of inclusive standards — understanding the role of data and data analysis. <https://standardsdevelopment.bsigroup.com/projects/9022-06717#/section>

### 6.3 Where are the indicator gaps?

Gaps in gender indicators (see Box 5.2 for definitions) are due in large part to gaps in data on environment-related issues that differentially affect, or are affected by, men and women. Such gaps occur in international and national policy, as well as in programmes and projects. For example, gaps in international policy agendas include the SDGs where there are no specific gender indicators for SDGs 6 (water and sanitation), 14 (life below water) and 15 (life on land). Ramsar's Strategic Plan 2016–2024<sup>81</sup> also does not include any gender indicators. And, in the negotiations on the CBD's post-2020 GBF, there are (at the time of writing this report) no operational gender indicators within the proposed set of headline indicators (the high-level set of indicators, which will capture the overall scope of the goals and targets of the post-2020 GBF).<sup>82</sup> This matters because it will be the headline indicators that dominate reporting and monitoring of the GBF's global targets.

For the post-2020 GBF, IUCN has identified a number of entry points<sup>83</sup> where it would be relatively straightforward to strengthen the monitoring framework with gender indicators. They suggest including existing relevant gender indicators, especially some from the SDG suite linked to broadly related goals such as Goal 2 (zero hunger), Goal 5 (gender equality) Goal 11 (sustainable cities) and Goal 12 (sustainable production and consumption). They also propose reinstating previous draft proposals for an indicator on the number of users having shared benefits from the utilisation of genetic resources and/or traditional knowledge associated with genetic resources, and including new indicators, for example on number of protected area managers disaggregated by sex.

Unsurprisingly, similar indicator gaps appear in NBSAPs. As noted in Section 4, our analysis of post-2016 NBSAPs showed that only 8 of 50 (16%) countries' NBSAP documents included any gender indicators compared with 19% for pre-2016 NBSAPs. Our analysis noted a promising practice by the Philippines government (see Box 6.2).

The UNCCD's suggested list of 18 indicators to report on its 2018–2030 Strategic Framework<sup>84</sup> includes a proposal for a gender indicator on exposure to land degradation (SO 2-3). Additionally, the indicators "Trends in the proportion of the total population exposed to drought" (indicator SO 3-2) and "Trends in the degree of drought vulnerability" (indicator SO 3-3) have the potential, depending on national capabilities for data collection, to be disaggregated by sex. The reporting on SO 2-3 will be tested during the 2022 reporting process; this initiative is seen by the UNCCD as a first step towards addressing the sex-disaggregated data gap within its reporting framework.

An example of the wider implications of indicator and data gaps is the lack of any profile given to the links between gender and the environment — including the impacts of biodiversity loss — in the World Economic Forum's (WEF) Global Gender Gap Report. This

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<sup>81</sup> Ramsar Convention Secretariat (2016) The Fourth Ramsar Strategic Plan 2016–2024. [https://www.ramsar.org/sites/default/files/documents/library/hb2\\_5ed\\_strategic\\_plan\\_2016\\_24\\_e.pdf](https://www.ramsar.org/sites/default/files/documents/library/hb2_5ed_strategic_plan_2016_24_e.pdf)

<sup>82</sup> For the list of proposed headline indicators see CBD (2021) Proposed Headline Indicators of the Monitoring Framework for the Post-2020 Global Biodiversity Framework. CBD/WG2020/3/3/Add.1. <https://www.cbd.int/doc/c/d716/da69/5e81c8e0faca1db1dd145a59/wq2020-03-03-add1-en.pdf>

<sup>83</sup> IUCN (2021) Developing and measuring a gender-responsive post-2020 biodiversity framework; information on gender considerations within the draft post-2020 monitoring framework. <https://www.cbd.int/doc/c/8337/54d0/e2d6a7945edc4e58a58ac6b8/sbi-03-inf-42-en.pdf>

<sup>84</sup> UNCCD (2022) Information on modalities for reporting on the UNCCD 2018-2030 Strategic Framework <https://www.unccd.int/sites/default/files/sessions/documents/2022-02/cst7cric8-Advance%20.pdf>

is despite biodiversity loss consistently featuring in WEF’s assessment of the top five global risks each year (ranking 3<sup>rd</sup> in 2022).<sup>85</sup>

### **Box 6.2. Recognition of women’s needs and priorities in Philippines’ NBSAP indicators**

The Philippines is a clear leader in its efforts to incorporate gender indicators into its NBSAP. Their action plan contains 92 indicators that include a reference to sex, women or gender across themes relating to forests, protected areas, coastal and marine, inland wetlands, and caves and cave systems. These address women’s leadership and empowerment, livelihoods, capacity building and training, participation and inclusion, and access to resources. In addressing this broad range of needs and priorities, these indicators recognise not only women’s vulnerability and discrimination, but also their multifaceted roles in biodiversity as stakeholders, knowledge-holders, rightsholders and environmental stewards.

An example of one of the gender-responsive indicators proposed: sex-disaggregated trends on utilisation of economically important species within forests.

## 6.4 How can gaps be addressed?

At the national level, an important step is for environmental data specialists to engage much more with national statistical offices who are crucial players in the design, commissioning, collection and analysis of sex-disaggregated data. Many of the official national statistics they produce feed into global reporting through UN agencies and in turn are influenced by international reporting frameworks. However, there are weak connections between statistical offices — which often focus on social and economic data — and environmental ministries and other biodiversity-related implementing agencies.

These interactions can be improved in a number of ways. One key informant noted how national statistical offices “are not used to being invited to the environment data party”.<sup>86</sup> They added that it is important to help environment ministries understand how national statistical systems work and persuade them to ask for relevant sex-disaggregated data, which may already be available from their national statistical offices. While the collection of gender-related environment data is sometimes seen as being difficult for countries in the global South, the example of Malawi using existing sex-disaggregated data as part of its forest landscape restoration planning process<sup>87</sup> shows that political will together with a degree of collaboration and pragmatism can go a long way (See Box 6.3).

Additionally, national statistical offices must be sufficiently funded and have capacity to undertake data collection and analysis.<sup>88,89</sup> “Measuring the gender environment nexus... requires statistical capacity, sector-specific technical environmental capacity, an understanding of gender equality and women’s empowerment, expertise on the gender–environment nexus and of course the combination of each of these factors. This is a lot to

<sup>85</sup> WEF (2021) Global Gender Gap Report. <https://www.weforum.org/reports/global-gender-gap-report-2021>; WEF (2022) The Global Risks Report. [https://www3.weforum.org/docs/WEF\\_The\\_Global\\_Risks\\_Report\\_2022.pdf](https://www3.weforum.org/docs/WEF_The_Global_Risks_Report_2022.pdf)

<sup>86</sup> Key informant wishes to remain anonymous, personal communication

<sup>87</sup> Ministry of Natural Resources, Energy and Mining — Malawi (2017) National Forest Landscape Restoration Strategy. [https://afr100.org/sites/default/files/Malawi\\_NFLR\\_Strategy\\_FINALv2.pdf](https://afr100.org/sites/default/files/Malawi_NFLR_Strategy_FINALv2.pdf)

<sup>88</sup> Data2X (2020) Mapping Gender Data Gaps: An SDG Era Update. [https://data2x.org/wp-content/uploads/2020/03/MappingGenderDataGaps\\_ExecSummary.pdf](https://data2x.org/wp-content/uploads/2020/03/MappingGenderDataGaps_ExecSummary.pdf)

<sup>89</sup> Women at the Table (2021) The Deadly Data Gap: Gender and Data. [https://uploads.strikinglycdn.com/files/908f4b77-9134-4529-bad1-3ed7bdd84cd3/The%20Deadly%20Data%20Gap\\_v2.pdf](https://uploads.strikinglycdn.com/files/908f4b77-9134-4529-bad1-3ed7bdd84cd3/The%20Deadly%20Data%20Gap_v2.pdf)

ask of a statistical system, highlighting again the benefits of cooperating and collaborating across ministries/sectors.”<sup>90</sup>

For all of this to happen, political will is essential, as we have seen in Sections 3 and 4. Evidence of political will includes national laws, mandates and policies that address women and girls’ priorities, especially where these overlap with strong approaches to environment regulation and policies. For example, Lao PDR has incorporated the SDGs into its national framework and development plan, mirroring its national indicators with those of the SDGs.

**Box 6.3. Promising practice — using sex-disaggregated data to inform the development of Malawi’s national forest landscape restoration strategy**

In 2017, Malawi published its National Forest Landscape Restoration Strategy. To ensure the strategy explicitly addressed gender equity, the Ministry of Natural Resources, Energy and Mining worked in collaboration with the Ministry of Women. A key input into the preparation of the final strategy was a detailed spatial assessment of restoration opportunities<sup>91</sup>. Sex-disaggregated data was collected and assessed on the roles and responsibilities of women and men in relation to different forest types and how they benefit from forest-related goods. Multi-criteria analysis of spatial data layers combining ecological and social data, including distribution of population by sex, was then used to create maps identifying priority areas for forest landscape restoration through the creation of community forests and woodlots in order to benefit both women and men.

Small no/low-cost changes to common data collection methods used by researchers and national statistical offices could help capture even basic sex-disaggregated information relevant to environmental needs. For example, household surveys should collect information on women within the household and talk not just to the head of the household who is often male. Time-use surveys should also include sex-disaggregated data as a standard element where possible.

As well as creating strong enabling conditions for the design, commissioning, collection and analysis of sex-disaggregated data at national level, the following next steps should be taken to stimulate action towards addressing data gaps, systematic collection of data and improving gender–environment data availability. These complement the higher-level recommendations in Section 7.

- Biodiversity-related conventions should consider reviewing their current reporting templates (eg CBD 7th National Reports, UNCCD-PRAIS and Ramsar national reports) within their national reporting processes to help capture information more consistently and to support accountability on implementation. Where appropriate the gender indicators identified by IUCN from the SDG suite<sup>92</sup> should be used both in national reporting and NBSAPs.

<sup>90</sup> UNEP (2019a) Gender and statistics. Unlocking information for action and measuring the SDGs. <https://www.unep.org/resources/report/gender-and-environment-statistics-unlocking-information-action-and-measuring-sdgs>

<sup>91</sup> Ministry of Natural Resources, Energy and Mining — Malawi (2017). Forest Landscape Restoration Opportunities Assessment for Malawi. NFLRA (Malawi). IUCN, WRI. <https://portals.iucn.org/library/sites/library/files/documents/2017-029.pdf>

<sup>92</sup> IUCN (2021) Developing and measuring a gender-responsive post-2020 biodiversity framework; information on gender considerations within the draft post-2020 monitoring framework. <https://www.cbd.int/doc/c/8337/54d0/e2d6a7945edc4e58a58ac6b8/sbi-03-inf-42-en.pdf>

- Countries should make full use of existing sex-disaggregated data to develop simple but effective indicators to track national biodiversity and environment-related gender strategies and plans.
- Qualitative as well as quantitative data should be collected so that statistical analyses can be complemented with analyses relating to, for example, the attitudes, values and concerns of women related to biodiversity, including the impacts of biodiversity loss.
- National statistical offices should review household survey and time-use survey data-collection protocols to ensure gender–environment data can be disaggregated by sex and other relevant demographic variables.
- Country projects and programmes designed to support women in biodiversity conservation, ecosystem restoration and sustainable uses should require monitoring and evaluation frameworks to be reviewed by gender experts before projects commence to establish clear baselines, allow project impacts to be clearly tracked, and identify the most successful kinds of interventions.

## 7. The ways forward – policy and evidence

In this final section, we make ten recommendations for governments that are part of international processes, followed by ten recommendations for governments' domestic action to respond to the impacts of biodiversity loss on women and girls. We then conclude with three suggestions for improving the evidence base to support making the case for action.

### 7.1 Ten recommendations for all Parties and member states on international agreements and policy frameworks

**1. Propose and/or advocate for explicit goals, targets, commitments and indicators** that address women and girls' priorities, including the priorities of Indigenous, under-represented and marginalised women and girls.

*For example, Costa Rica has proposed a new standalone Target 22 for the post-2020 GBF about equitable benefit sharing for women and girls. More broadly, explicit targets and/or indicators that address women and girls' priorities are vital for increasing the visibility of gendered inequalities and creating impetus for change.*

**2. Increase ambition by making commitments that address substantive priorities for women and girls, and address key policy gaps** such as recognition of women's rights including rights to land tenure and ownership, rights to use of natural resources and the right to act to protect nature without fear of violence, harassment or intimidation.

*For example, in Latin America the Escazú Agreement,<sup>93</sup> which came into force in 2021, is a landmark agreement for the protection of human rights in environmental matters and potentially could be promoted and used to uphold the rights of women environmental defenders in a region where both men and women are at extreme risk of violence. A further way to raise ambition is for biodiversity-related conventions to encourage countries to guarantee women's rights to own, use, and make decisions about land on equal terms with men both in law and in practice. Data from OECD shows that while 164 countries explicitly recognise women's rights to own, use and make decisions about land as collateral on equal terms with men, only 52 countries guarantee these rights both in law and practice because of discriminatory customary laws.<sup>94</sup>*

**3. Support a diversity of women's voices in international decision-making processes** including recognition of, and genuine engagement with, women's self-organised networks.

*For example, self-organised networks such as the CBD Women's Caucus (coordinated by Women4Biodiversity), the International Indigenous Forum on Biodiversity and the Global Youth Biodiversity Network are all recognised constituencies within international policy processes. However, many representatives of these groups feel their voices are not sufficiently heard or respected, partly due to a lack of understanding of the importance of addressing women and girls' priorities.*

**4. Strengthen the recognition of gender in biodiversity-related conventions,** with explicit considerations for women and girls including their diversity, such as Indigenous women, rural women, youth and other under-represented groups.

*For example, by requesting the development of GPAs where they are missing (eg in CITES, Ramsar, and the World Heritage Convention) and promoting their implementation where they exist (eg in the CBD and UNCCD). A further opportunity is to encourage CITES to address gender, such as through a resolution on CITES and gender, including key actions relevant for addressing women and girls' priorities. In addition, in future high-level intergovernmental meetings related to IWT, gender, women and girls must be central to the agenda for discussion and for making pledges and commitments.*

**5. Build synergies between biodiversity, climate change, sustainable development and gender policy agendas** to address women and girls' priorities.

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<sup>93</sup> UN (2018) Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean.

[https://repositorio.cepal.org/bitstream/handle/11362/43583/1/S1800428\\_en.pdf](https://repositorio.cepal.org/bitstream/handle/11362/43583/1/S1800428_en.pdf)

<sup>94</sup> ECD (2019) Social Institutions and Gender Index Global Report <https://www.oecd-ilibrary.org/sites/6498ea10-en/index.html?itemId=/content/component/6498ea10-en>

*For example, as all three Rio conventions have a GPA, a periodic, joint report on their content and implementation could provide valuable lessons and could identify opportunities for coordination and collaboration<sup>95</sup>.*

**6. Accelerate the adoption of gender-responsive indicators and the collection of sex-disaggregated data** to bring transparency to measurement of progress globally and to improve our knowledge about the effectiveness of policy and its implementation.

*For example, there are some operational gender-responsive indicators available within the SDG indicator suite, such as proportion of adult population (by sex) with secure tenure rights to land, which can be more widely adopted.*

**7. Improve accountability mechanisms** for decisions or commitments made by biodiversity-related conventions and other groups (such as the G7) on gender, women and girls to ensure that there is responsibility for action (and inaction).

*For example, the W7 group — which advocates to G7 leaders for commitments on women and girls' rights — wishes to see a process to review progress on the Gender Equality Advisory Council recommendations institutionalised at future G7 meetings.<sup>96</sup> Another suggestion is for a global observatory across the three Rio conventions that tracks commitments made and brings together existing and new data, knowledge and information to evidence the impacts of changes in policy and practice for women, girls and biodiversity.<sup>97</sup>*

**8. Take action to make nature and biodiversity financing accessible** to local and IPLC organisations, networks/alliances and enterprises that are led by — or that benefit — women and girls.

*Women across local communities worldwide are key partners in biodiversity conservation, ecosystem restoration and sustainable use and their efforts should be recognised and supported. There is now more guidance on how green finance can better incorporate gender in its design, implementation and monitoring and evaluation, including by supporting women and women's groups to engage with climate finance frameworks, networks and instruments.<sup>98</sup>*

**9. Boost women and girls' voices** by creating opportunities for leadership and investing in their knowledge and skills.

*Across biodiversity-related conventions there are commitments to develop skills and capacities through practical guidance, learning exchanges, training workshops and delegate funds. It would be valuable to pause and review what has been done (and what hasn't), who has been included (and excluded), and what the impact (or failure of impact) has been. This*

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<sup>95</sup> UN Women (2018a) Towards a Gender Responsive Implementation of the Convention on Biological Diversity. <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2018/Towards-a-gender-responsive-implementation-of-the-Convention-on-Biological-Diversity-en.pdf>. For other specific recommendations see page 26.

<sup>96</sup> Kraft-Buchman, C (Women at the Table), personal communication

<sup>97</sup> Aguilar, L (Independent gender consultant), personal communication

<sup>98</sup> For example, (1) DECD (2019) Gender-Responsive Green Growth: Green Finance. Donor Committee for Enterprise Development Guidance Sheet. <https://www.enterprise-development.org/wp-content/uploads/DCED-Guidance-Sheet-Gender-and-green-finance.pdf>;

and (2) Aguilar Revelo, L (2021) Gender equality in the midst of climate change: what can the region's machineries

for the advancement of women do? Gender Affairs series, No. 159. Economic Commission for Latin America and the Caribbean (ECLAC). [https://repositorio.cepal.org/bitstream/handle/11362/47358/1/S2100451\\_en.pdf](https://repositorio.cepal.org/bitstream/handle/11362/47358/1/S2100451_en.pdf)

is a first step towards shaping a comprehensive strategy that responds to women and girls' priorities by identifying leadership opportunities and investing in their knowledge and skills.

**10. Commit to tackling rising inequalities for girls from the impacts of biodiversity loss**, including addressing issues related to education, child labour and gender-based violence.

*The WHO and UNICEF highlight that children's rights and entitlements are comprehensively defined by international treaties, including the Convention on the Rights of the Child. Yet globally, more action is needed to ensure children's rights and wellbeing are considered across sectors including on issues of ecological sustainability.*<sup>99</sup>

## 7.2 Ten recommendations for national governments

**1. Increase the ambition of NBSAPs to address women and girl's priorities**, including making specific commitments to action with dedicated budgets.

*For example, with IUCN support in 2016, Mexico reviewed its NBSAP and it now has 19 action areas, 50 actions and 44 detailed actions on promoting and strengthening the inclusion of women in the management and use of biodiversity.*<sup>100</sup> *The CBD secretariat has identified over 50 entry points and actions for addressing gender issues related to sustainable use and biodiversity conservation objectives, which is a valuable resource for countries when reviewing NBSAPs.*<sup>101</sup> *And IUCN and USAID have compiled useful guidance for advancing women and girls' priorities in fisheries governance and conservation, including how to identify opportunities/entry points, examples of strategic interventions, and recommendations for national and local governance.*<sup>102</sup>

**2. Identify synergies and develop common priorities related to women and girls across all national strategies** that respond to biodiversity loss, land degradation and climate change.

*The CBD secretariat has compiled 10 case studies and 27 best practice snapshots for gender-responsive national biodiversity policy and action providing relevant reflections and examples of different implementation mechanisms. An interesting example is from the government of Uganda, which will coordinate the gender actions of different agencies, such as ministries and local governments through a single Gender Action Plan (GAP) for 2020–2025, to deliver on their commitments for all of the Rio conventions and the SDGs. The government will establish a mechanism to undertake collaborative decision making and learning exchanges across government agencies, led by the National Environmental Management Authority. Crucially, the Ministry for Gender Labour and Social Development will be one of the main implementation partners for the GAP.*<sup>103</sup>

**3. Mobilise national ministries to collaborate on joint policymaking for biodiversity,**

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<sup>99</sup> Clark, H, Coll-Seck, A and Banerjee, A (2020) A future for the world's children? A WHO–UNICEF–Lancet Commission. *The Lancet* 395(10224), 605–658

<sup>100</sup> CBD (2022) Best Practices in Gender and Biodiversity. <https://www.cbd.int/gender/publications/CBD-Best-practices-Gender-Biodiversity-en.pdf>

<sup>101</sup> CBD (2019) Addressing Gender Issues and Actions in Biodiversity Objectives. [https://www.cbd.int/gender/doc/cbd-towards2020-gender\\_integration-en.pdf](https://www.cbd.int/gender/doc/cbd-towards2020-gender_integration-en.pdf)

<sup>102</sup> Siles, J, Prebbel M, Wen J et al. (2019). Advancing Gender in the Environment: Gender in Fisheries — A Sea of Opportunities. IUCN and USAID. <https://portals.iucn.org/library/sites/library/files/documents/2019-040-En.pdf>

<sup>103</sup> CBD (2022) *ibid*

**women and girls**, including to improve national gender policy and national biodiversity strategies and action plans.

*For example, both Malawi and Costa Rica demonstrate how national environment and women's ministries/departments working in close collaboration can design a range of mutually supportive policy approaches, such as national forest landscape restoration planning, preparation of NBSAPs, and microfinancing schemes targeted at women as stewards of their local environments.*<sup>104</sup>

**4. Encourage and nurture spaces for women's voice in national and local decision making**, including representatives from women's networks, organisations and movements, and a diversity of women (such as Indigenous women, women from ethnic and tribal minorities, young women).

*For example, Angola's NBSAP (2019)<sup>105</sup> includes an action to support the Rural Women's Forum to discuss issues related to biodiversity. This action is intended to contribute to national objective 6.2: "By 2025, provide local communities, through rural extension programs, sustainable techniques or practices in the handling of Biodiversity components and the fair and equitable sharing of the benefits derived from the use of genetic resources from their area of jurisdiction". Another example, from Belize, Barbados and Fiji, is the Women in Fisheries Forum. The forum brings together women who are under-represented and have inequitable access to natural resource benefits to strengthen networking, boost visibility and gain momentum for improving their access to fisheries benefits. It also provides a mechanism for government to gain women's perspectives in policy processes and related implementation action.*<sup>106</sup>

**5. Amplify children's voices and priorities — including girls — in national and local decision making** to address rising intergenerational inequalities from biodiversity loss.

*An interesting example of amplifying children's voices in the lead up to the UNFCCC COP26 is that of Children's Neighbourhoods Scotland who facilitated workshops between schools in Scotland and Chile to discuss issues such as climate action and extreme weather.*<sup>107</sup>

**6. Engage men (and boys) to become gender champions and advocates** to challenge damaging and limiting social and cultural norms and institutions.

*A promising practice is described in Section 4, Box 4.2 of this report in which men in two conservancies in Kenya are supported to reflect on gender and power. IUCN also emphasises that engaging and empowering men is key to tackling GBV,<sup>108</sup> and points to an initiative in coastal Vietnam<sup>109</sup> that works with fishermen to stop violence against their wives. The initiative has established a 'Responsible Men Club' where the fishermen receive*

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<sup>104</sup> CBD (2022) Best Practices in Gender and Biodiversity. <https://www.cbd.int/gender/publications/CBD-Best-practices-Gender-Biodiversity-en.pdf>; Ministry of Natural Resources, Energy and Mining — Malawi (2017) National Forest Landscape Restoration Strategy [https://afr100.org/sites/default/files/Malawi\\_NFLR\\_Strategy\\_FINALv2.pdf](https://afr100.org/sites/default/files/Malawi_NFLR_Strategy_FINALv2.pdf)

<sup>105</sup> CBD (2019) Republic of Angola: National Biodiversity Strategy and Action Plan 2019–2025. <https://www.cbd.int/doc/world/ao/ao-nbsap-v2-en.pdf>

<sup>106</sup> CBD (2022) *ibid*

<sup>107</sup> University of Glasgow, Policy Scotland. Children's Voices for Climate Change: A Research-Practice Collaboration Between Scotland and Chile. <https://policyscotland.gla.ac.uk/events/childrens-voices/>

<sup>108</sup> IUCN (2020) Gender-based violence and environment linkages. <https://portals.iucn.org/library/sites/library/files/documents/2020-002-En.pdf>

<sup>109</sup> Tu-Anh, H, Trang Thu, Q and Tam Thanh, T (2013). "Because I am a man, I should be gentle to my wife and my children": positive masculinity to stop gender-based violence in a coastal district in Vietnam. *Gender and Development* 21(1), 81–96

mentoring, peer support and knowledge. In Nepal, the Hariyo Ban 2 programme has worked with a group of men champions to tackle discrimination and GBV.<sup>110</sup>

**7. Accelerate progress in gender–environment data and statistics**, using inclusive data standards to ensure they capture the diversity of women and girls.

*For example, Costa Rica uses gender–environment data and statistics to understand and overcome gender gaps and inequalities in biodiversity-related sectors. As part of its REDD+ programme, Costa Rica has combined sex-disaggregated data on forests and biodiversity to understand the roles of those involved in biodiversity-related governance structures. The data revealed that these roles were dominated by men and as a result a directive was passed that requires biodiversity-related organisations to report on actions to reduce gender gaps within these organisations.*<sup>111</sup>

**8. Commit to gender budgeting across government departments** to ensure equitable access to — and distribution of — resources and opportunities for women and girls, especially those from marginalised and under-represented social groups.

*Tanzania's laws require the use of gender-responsive budgeting to promote gender-balanced and integrated national economic plans. The government has a separate budget facility for women and youth supported by a Ministry of Finance and Planning gender budgeting team. This team oversees the budgets of all ministries, departments, agencies and local authorities to ensure that they include gender concerns and fast-track gender-responsive budgeting initiatives. Oxfam have identified that the next big challenge for the Tanzanian government is to deliver gender budgeting at the local government and community level where, for example, there are marginalised, small-scale female farmers who need access to land, markets, credit, and extension services.*<sup>112</sup>

**9. Take action to increase women's access to international and national nature and biodiversity finance**, especially access for national and local women-led responses.

*For example, the Costa Rican government is improving women's access to the credit scheme within Fondo Nacional de Financiamiento Forestal. Since 2020, 27 loans have been awarded, representing a total of US\$200,000 in the hands of women-led enterprises.*<sup>113</sup>

**10. Build back better for women, girls and biodiversity** by investing in recovery policies and strategies that contribute to more sustainable and equitable futures.

*Investment in nature-based solutions is one strategy that could tackle inequality, biodiversity loss and climate change. For example, in Kenya, Plan International has worked with the Kenya Marine Fisheries Research Institute, Kenya Forest Service and Beach Management Units to support community-based mangrove forest restoration. Along the Kwale coastline, women have established seaweed farms and contributed to growing 234,000 mangrove seedlings and planting 193,000. At the end of the project, women reported that their earnings had increased and they could therefore pay for their children's school fees and for*

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<sup>110</sup> CBD (2022) Best Practices in Gender and Biodiversity. <https://www.cbd.int/gender/publications/CBD-Best-practices-Gender-Biodiversity-en.pdf>; Ministry of Natural Resources, Energy and Mining — Malawi (2017) National Forest Landscape Restoration Strategy [https://afr100.org/sites/default/files/Malawi\\_NFLR\\_Strategy\\_FINALv2.pdf](https://afr100.org/sites/default/files/Malawi_NFLR_Strategy_FINALv2.pdf)

<sup>111</sup> CBD (2022) *ibid*

<sup>112</sup> Koda, B and Mtasingwa, L (2021) Gender-Responsive Budgeting in Tanzania. Oxfam Research Backgrounder series. <https://policy-practice.oxfam.org/resources/gender-responsive-budgeting-in-tanzania-621342/>

<sup>113</sup> Herrera Ugalde, ME, email to author, 24 March 2022.

health-related expenses, and they were able to increase their quality of life by improving their housing and access to safe water.<sup>114</sup>

## 7.3 Making the case for policy action

*“Lack of research has been an issue... it has made it more difficult to make the case for taking action.”<sup>115</sup>*

*“[There is a] Lack of sufficient credible data on the gendered-differentiated impacts of biodiversity loss and particular impacts on women and girls to inform decisions and agreements.”<sup>116</sup>*

In this concluding section we suggest three areas that need research attention for improving the evidence base on women, girls and biodiversity. These suggestions are relevant not just to governments, but also NGOs, research institutions and intergovernmental organisations.

Note that these three suggestions apply to women everywhere — as noted in our review, research needs to tackle these questions for women in the global north as well as the global south. Further, new research should include a diversity of perspectives — taking into account that women and girls are not one group, but represent people of colour, indigeneity, (dis)ability, ethnicity, age, class, socioeconomic status and much more. Additionally, further research should build from a diversity of inquiry involving collaborations across multiple disciplines (eg social science, women’s studies, health sciences, and ecological and environmental sciences) and with multiple forms of evidence.

### 7.3.1. Listen to women and girls’ accounts and experiences of the impacts of biodiversity loss

Collating knowledge that is not yet reflected in literature — particularly Indigenous and local knowledge — is an important first step for addressing gaps in understanding about how biodiversity loss is differentially affecting women and girls. To do this, it is vital to listen to a diversity of perspectives, particularly from local and national women’s representatives including under-represented and marginalised women. This should, for example, include representatives of young people, the elderly, Indigenous women, and women from ethnic and tribal minorities.

Key partners in this exercise include representatives of women’s organisations, networks and movements. Any exercise should be participatory, and could include a series of learning events and workshops in different regions of the world. Crucially, such an exercise should be about listening to women and girls express in their own words, and from their personal experiences, how biodiversity loss impacts on their lives.

Taking this approach will be valuable for identifying gaps in understanding and prioritising where to place investment and effort for generating new evidence.

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<sup>114</sup> Hou-Jones, X, Roe, D and Holland, E (2021) Nature-based Solutions in Action: Lessons from the Frontline. IIED, London. <https://pubs.iied.org/sites/default/files/pdfs/2021-09/20451g.pdf>

<sup>115</sup> Interviewee, personal communication

<sup>116</sup> A response to the online IIED questionnaire.

### 7.3.2. Establish a comprehensive evidence and policy platform

A comprehensive evidence base needs to be established that not only improves understanding but also helps make the case for taking action. This should draw from listening to women and girls' perspectives, as well as a wider review of evidence, including studies that are not explicitly framed as relevant to biodiversity loss — such as literature in development and gender studies. Good examples of similar efforts include WWF's 2021 report on gender and IWT, and IUCN's 2020 report on gender-based violence and environmental linkages.<sup>117,118</sup>

A comprehensive evidence base should demonstrate for women and girls: (1) the diversity of ways their lives intersect with — and depend on — biodiversity; (2) the multiple and interacting effects of biodiversity loss on their wellbeing; (3) the impact of biodiversity-related policy and programme responses on their wellbeing; and (4) their contributions to sustainable use, biodiversity conservation, and ecosystem restoration.

The purpose of this exercise should be ambitious. For example, it could be undertaken as a means for establishing a gender and biodiversity observatory, or an evidence database and policy platform. This would be valuable for making a stronger case for taking action, making progress more transparent and profiling efforts that raise ambition. It could also host a 'helpdesk' where users could reach out to people with expertise or to a network of interested people who want to share learning and collaborate.

While the focus of this report is on women and girls, such an effort could (and should) be expanded to focus on gender using an inclusive approach, for example including men, boys, non-binary and transgender individuals as well as other terms different cultures use for gender identities (eg Two-Spirit is a term used by some Indigenous communities<sup>119</sup>). And, as part of this effort, we must move beyond the tendency in biodiversity conservation to focus on dualism of women and men to engage with gender identities, gender norms and power processes.<sup>120</sup>

### 7.3.3. Invest in generating new evidence that responds to women and girls' priorities

There is limited research that unpicks biodiversity-related issues from the perspectives of women and girls, and their diversity. Below, we have begun to compile a "wish list" of research gaps drawing on insights from the key informants and our rapid evidence review. Of course, this wish list could be a *lot* longer, and what we present is a start.<sup>121</sup> Any efforts to take forward this list should be in consultation with an advisory group of experts — including representatives of women's organisations, networks and movements.

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<sup>117</sup> WWF (2021) Gender and Illegal Wildlife Trade: Overlooked and Underestimated. [https://wwfint.awsassets.panda.org/downloads/gender\\_iwt\\_wwf\\_report\\_v9.pdf](https://wwfint.awsassets.panda.org/downloads/gender_iwt_wwf_report_v9.pdf)

<sup>118</sup> IUCN (2020) Gender-based violence and environment linkages. <https://portals.iucn.org/library/sites/library/files/documents/2020-002-En.pdf>

<sup>119</sup> Trans Care BC (2022) Two-Spirit. Provincial Health Services authority, British Columbia. <http://www.phsa.ca/transcarebc/gender-basics-education/terms-concepts/two-spirit#:~:text=%E2%80%9CTwo%2DSpirit%E2%80%9D%20is%20a,gender%20diversity%20in%20Indigenous%20cultures>.

<sup>120</sup> Lau, JD (2020) Three lessons for gender equity in biodiversity conservation. *Conservation Biology* 34, 1589–1591

<sup>121</sup> The OECD have posed five questions that are relevant here, see: OECD (2020) Session 6.1 Biodiversity, agriculture, fisheries: Changing economic opportunities for women and men. 2020 Global Forum on Environment. Mainstreaming Gender and Empowering Women for Environmental Sustainability. Paris 5-6 March. <https://www.oecd.org/env/GFE-Gender-Issues-Note-Session-6.1.pdf>

The following is our wish list of areas where we would like to see further research evidence:

1. The role of biodiversity in contributing to women's wellbeing including their health, economic living standards, culture and spirituality, safety, security and subjective wellbeing.
2. The differential impacts of biodiversity loss on women's wellbeing, including attention to issues that are often undervalued such as culture and spirituality and subjective wellbeing and resilience (ie the role of biodiversity in resilience to shocks).
3. The impacts of biodiversity loss on children including girls, and how impacts such as increased work burdens cascade into serious human rights issues such as reduced access to education and exposure to gender-based violence.
4. The impacts of diversity loss (not just abundance and availability) on women and girls, including, for example, their resilience to shocks.
5. The impacts of policy and programme responses on women and girls including: (1) the negative impacts of biodiversity conservation policy and programmes (eg the negative impacts of protected areas on wellbeing); (2) the positive impacts of policy and programmes that respond to women and girls' priorities.
6. The contribution of women and girls — especially Indigenous and local women — to sustainable use, biodiversity conservation and ecosystem restoration.
7. The obstacles within international and national processes to advance ambition on gender, women and girls, perhaps using political economy analysis to build a political strategy for change.
8. The amount of finance accessible to women and girls from international and national finance mechanisms, particularly women from Indigenous and local communities. And, the ways in which finance mechanisms should be modified to increase access, as well as effective approaches and methodologies that can support making these changes.
9. The most-effective approaches for providing long-term support to women and girls' capacities (including knowledge and skills) to raise their voice and demand change. This could perhaps inform a strategy on capacity building, which crucially should recognise — and respond to — the negative pushback women and girls experience when they stand up for change.
10. The best approaches to create space for a diversity of women and children's voices in biodiversity-related international, national and local decision-making processes. This may involve piloting different approaches and tracking their impacts on people, policy and process.

## Annex A. IIED Questionnaire

Q1 What is the country you are considering when answering the survey questions?

Q2 What do you think are the key impacts on women's wellbeing from biodiversity loss in your selected country? Please select the three most important impacts. (We understand that there will be impacts across all of the listed domains of wellbeing and that all are relevant. Please think about the diversity of women in your country when answering this question - think about ethnicity, indigeneity, age, for example. You can answer from a particular perspective you represent - eg indigenous women, elderly women - or more broadly using your knowledge, experience and/or expertise.)

- Culture and spirituality - eg cultural, societal and traditional values, spiritual or religious beliefs, sense of home or self/being...
- Economic living standards - eg income, employment, livelihoods, poverty...
- Education
- Health - eg physical health, nutrition, maternal health, mental health...
- Security and safety - eg personal safety and security, human right, vulnerability and resilience...
- Social relations - relationships, conflict, trust...
- Subjective wellbeing - eg happiness, life satisfaction...
  
- Freedom of choice and action
- Not sure, we need more research
- Other (please specify)

Q3 Can you give us one (or more) examples of the specific impacts of biodiversity loss on women in your selected country? For example, we found in our literature review women who rely on resources from forests for household care and income are impacted by deforestation as they have to walk further to find resources which increases their work burden as well as the physical strain of carrying loads for longer.

- Culture and spirituality - eg cultural, societal and traditional values, spiritual or religious beliefs, sense of home or self/being...
- Economic living standards - eg income, employment, livelihoods, poverty...
- Education
- Health - eg physical health, nutrition, maternal health, mental health...
- Security and safety - eg personal safety and security, human right, vulnerability and resilience...
- Social relations - relationships, conflict, trust...
- Subjective wellbeing - eg happiness, life satisfaction...
- Freedom of choice and action
- Not sure, we need more research
- Other (please specify)

Q4 What do you think are the key impacts on girls' wellbeing from biodiversity loss in your selected country? Please select the three most important impacts. (We understand that there will be impacts across all of the listed domains of wellbeing and that all are relevant. Please think about the diversity of girls in your country when answering this question - think about ethnicity, indigeneity, socio-economic status for example. You can answer from a perspective you represent or more broadly using your knowledge, experience and/or expertise.)

- Culture and spirituality - eg cultural, societal and traditional values, spiritual or religious beliefs, sense of home or self/being...
- Economic living standards - eg income, employment, livelihoods, poverty...
- Education
- Health - eg physical health, nutrition, maternal health, mental health...
- Security and safety - eg personal safety and security, human right, vulnerability and resilience...
- Social relations - relationships, conflict, trust...
- Subjective wellbeing - eg happiness, life satisfaction...
- Freedom of choice and action
- Not sure, we need more research
- Other (please specify)

Q5 Can you give us one (or more) example(s) of specific impacts of biodiversity loss on girls in your selected country? For example in our literature review we found that young girls are impacted by logging as are drawn into agricultural work to replace labour shortages from the out- migration of men, overall impacting their time spent in education.

Q6 Would you like to answer 3 further questions about policy and implementation gaps related to women, girls and biodiversity? These questions will take about 10 minutes to complete.

Q7 Where are the principal gaps in policy frameworks related to women, girls and biodiversity loss?\*

- Global
- National
- Local
- All of these scales

Q8 What are the key gaps in policy frameworks related to women, girls and biodiversity loss? Pick the top one or two gaps that you think should be the priority for action.

- Mainstreaming women and girls' perspectives (interests, needs and human rights) into relevant international and/or national policies
- Policy coherence and synergy across international and/or national policy commitments
- Recognition of the differentiated impacts of biodiversity loss on women and girls
- Recognition of women and girls as agents of change - (eg traditional knowledge holders, environmental defenders)
- Policy differentiation to respond to the diversity of women's interests, needs and rights (considering ethnicity, indigeneity, socio-economic status, age, disability for example)
- Capacities of governments or supporting agencies on gender equity and equality
- Data to be able to monitor progress towards and impact of policy implementation towards gender equity and equality
- Representation of women in policy decision making and implementation
- Other - please state
- Not sure/don't know

Q9 Where are the principal gaps in policy implementation related to women, girls and biodiversity loss?\*

- Global
- National
- Local
- All of these scales

Q10 What are the key gaps in policy implementation related to women, girls and biodiversity loss? Pick the top one or two gaps that you think should be the priority for action.

- Mainstreaming women and girls' perspectives (interests, needs and human rights) into relevant international and/or national policies
- Policy coherence and synergy across international and/or national policy commitments
- Recognition of the differentiated impacts of biodiversity loss on women and girls
- Recognition of women and girls as agents of change - (eg traditional knowledge holders, environmental defenders)
- Policy differentiation to respond to the diversity of women's interests, needs and rights (considering ethnicity, indigeneity, socio-economic status, age, disability for example)
- Capacities of governments or supporting agencies on gender equity and equality
- Data to be able to monitor progress towards and impact of policy implementation towards gender equity and equality
- Representation of women in policy decision making and implementation

- Other - please state
- Not sure/don't know

Q11 Can you share an example(s) of an important policy and/or implementation gap related to women, girls and biodiversity loss in your country (national or local) or internationally?

Q12 Would you like to answer up to 5 further questions about the barriers to the inclusion of women in biodiversity and environmental leadership/decision making roles? These questions will take about ten minutes to complete.

Q13 Would you like to answer questions about barriers related to:

- Your chosen country
- International agreements/policy frameworks
- Both (Please note these are open ended questions so you may prefer to just select one level - country or international agreements - rather than both.

Q14 What are the key barriers to the inclusion of women in biodiversity and environmental leadership/decision making roles in your selected country? Brief bullet points is fine, don't worry about the phrasing of your responses.

Q15 What are the key barriers to the inclusion of marginalised and underrepresented women in biodiversity and environmental leadership/decision making roles in your selected country? Brief bullet points is fine, don't worry about the phrasing of your responses.

Q16 What is one change that could be made to address these barriers? Brief bullet points is fine, don't worry about the phrasing of your responses.

Q17 Would you like to answer these same questions but for international agreements/policy frameworks?

Q18 What are the key barriers to the inclusion of women in biodiversity and environmental leadership/decision making roles in intergovernmental agreements and processes (eg CBD, RAMSAR, UNEA, G7 etc)? Brief bullet points is fine, don't worry about the phrasing of your responses.

Q19 What are the key barriers to the inclusion of marginalised and underrepresented women in biodiversity and environmental leadership/decision making roles in intergovernmental agreements and processes? Brief bullet points is fine, don't worry about the phrasing of your responses.

Q20 What is one change that could be made to address these barriers? Brief bullet points is fine, don't worry about the phrasing of your responses.

Q21 Would you like to share your views further with IIED via a key informant interview?

Q22 Would you like to share anything else with the research team?

Q23 What is your name?

Q24 What organisation do you work for?

Q25 What is your profession?

Q26 What are your email contact details?

Q27 Would you like to receive a copy of the final report?

## Annex B. Additional documents related to the evidence review

**Table 1. Search strings for the rapid evidence review - biodiversity**

<b>Search String</b>	<b>Search Results</b>	<b>No. included on title or abstract basis</b>	<b>No. included on full text basis</b>
gender OR wom?n OR girl* AND *biodiversity	885	83	1
gender OR wom?n OR girl* AND *biodiversity AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	3	0	0
gender OR wom?n OR girl* AND *biodiversity w/5 loss OR *biodiversity w/5 cris* OR *biodiversity w/5 destruct* OR *biodiversity w/5 degrad* OR *biodiversity w/5 decline	68	9	0
gender OR wom?n OR girl* AND defaunation	166	7	0

**Table 2. Search strings for the rapid evidence review - environmental degradation**

<b>Search String</b>	<b>Search Results</b>	<b>No. included on title or abstract basis</b>	<b>No. included on full text basis</b>
gender OR wom?n OR girl* AND environmental w/5 degrad* OR environmental w/5 loss OR environmental w/5 destruction OR environmental w/5 cris* OR environmental w/5 depletion	605	14	0
gender OR wom?n OR girl* AND desertification OR land degradation	123	17	5
gender OR wom?n OR girl* AND desertification OR land degradation AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	0	0	0
gender OR wom?n OR girl* AND environmental change	370	35	3
gender OR wom?n OR girl* AND environmental change AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	0	0	0

**Table 3. Search strings for the rapid evidence review - ecosystem services**

<b>Search String</b>	<b>Search Results</b>	<b>No. included on title or abstract basis</b>	<b>No. included on full text basis</b>
gender OR wom?n OR girl* AND ecosystem service*	320	16	1
gender OR wom?n OR girl* AND ecosystem service* AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	1	0	0

**Table 4. Search strings for the rapid evidence review - environmental/ecological stress**

<b>Search String</b>	<b>Search Results</b>	<b>No. included on title or abstract basis</b>	<b>No. included on full text basis</b>
gender OR wom?n OR girl* AND environment* w/5 stress*	643	5	0
gender OR wom?n OR girl* AND environment* w/5 stress* AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	2	0	0
gender OR wom?n OR girl* AND *ecological system	262	12	0

gender OR wom?n OR girl* AND *ecological system AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	0	0	0
gender OR wom?n OR girl* AND *ecological w/5 change OR *ecological w/5 cris* OR *ecoloigcal w/5 decline OR *ecological w/5 destruction	232	14	1
gender OR wom?n OR girl* AND *ecological w/5 change OR *ecological w/5 cris* OR *ecoloigcal w/5 decline OR *ecological w/5 destruction AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	2	1	0

**Table 5. Search strings for the rapid evidence review - resource depletion/degradation**

<b>Search String</b>	<b>Search Results</b>	<b>No. included on title or abstract basis</b>	<b>No. included on full text basis</b>
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gender OR wom?n OR girl* AND resource w/5 deplet* OR resource w/5 *exploit* OR resource w/5 scarc*	697	16	1
gender OR wom?n OR girl* AND resource w/5 deplet* OR resource w/5 *exploit* OR resource w/5 scarc* AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	7	0	0
gender OR wom?n OR girl* AND natural resource* AND overexploit* OR overharvest* OR unsustainable w/5 use OR unsustainable w/5 trade	13	2	0

**Table 6. Search strings for the rapid evidence review - specific resources probing**

<b>Search String</b>	<b>Search Results</b>	<b>No. included on title or abstract basis</b>	<b>No. included on full text basis</b>
<b>Fisheries</b>			
gender OR wom?n OR girl* AND illegal OR unregulat* AND fish*	44	6	0
gender OR wom?n OR girl* AND illegal OR unregulat* AND fish* AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR	0	0	0

rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)			
gender OR wom?n OR girl* AND fish* AND decline OR loss OR deplet*OR reduc* AND impact OR outcome OR ?ffect	206	16	1
gender OR wom?n OR girl* AND fish* AND overuse* OR *exploit* OR *harvest* AND impact OR outcome OR ?ffect	112	26	2
gender OR wom?n OR girl* AND coral reef AND decline OR loss OR deplet* OR reduc* OR destruct* AND impact OR outcome OR ?ffect	11	2	0
gender OR wom?n OR girl* AND coast* AND decline OR destruct* AND impact OR outcome OR ?ffect	52	3	0
gender OR wom?n OR girl* AND marine AND overuse* OR *exploit* OR *harvest* OR destruct* AND impact OR outcome OR ?ffect	38	10	0
<b>Wildlife Or Species</b>			
gender OR wom?n OR girl* AND illegal AND wildlife AND trade OR use OR consump*	15	5	0
gender OR wom?n OR girl* AND illegal AND wildlife AND trade OR use OR consump* AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	0	0	0
<b>Forests</b>			
gender OR wom?n OR girl* AND deforestation OR forest w/5 degrad*	343	31	8

gender OR wom?n OR girl* AND deforestation OR forest w/5 degrad* AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	0	0	0
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**Table 7. Search strings for the rapid evidence review - Emerging themes** (iteratively added to, where helpful)

<b>Search String</b>	<b>Search Results</b>	<b>No. included on title or abstract basis</b>	<b>No. included on full text basis</b>
gender OR wom?n OR girl* AND gender based violence AND environment OR natural resource* OR *biodiversity	15	1	1
gender OR wom?n OR girl* AND gender based violence AND environment OR natural resource* OR *biodiversity AND (intersectional* OR refugee OR migrant OR ability OR disabil* OR youth OR child* OR adult* OR older OR elderly OR young* OR teenager OR ethnicit* OR race OR wom?n of colour OR indigen* OR spiritual* OR religio* OR tribal* OR traditional OR health OR marital status OR head of household OR single OR mother OR caregiver OR widow OR poor OR rich OR wealthy* OR socio economic status OR poverty OR caste OR marginal* OR class OR identity OR expression)	0	0	0

## Full literature extraction results from Scopus searches

**Table 8. Literature review extraction results from Scopus searches**

*\* italics indicates hypothesized impacts - for example impacts that are suggested by the author, but are not supported by evidence in the paper*

*\*Gender key: W=women, W&M = women and men, W&G&M = women and girls and men*

*\*GBV: Gender based violence*

*\*terms used to describe diversity are taken directly from the studies*

<b>ID no</b>	<b>Country(ies)</b>	<b>Habitat</b>	<b>Gender focus</b>	<b>Diversity focus</b>	<b>Study design</b>	<b>Methods and analysis</b>	<b>Sample selection</b>	<b>Sample size</b>	<b>Impacts</b>
1	Bangladesh	Forest	W	Indigenous women in the Chittagong Hill Tracts	Qualitative	Field survey, interviews, semi-structured questionnaire Textual/narrative analysis	Purposive	25 interviews and questionnaire respondents	Higher domestic work burden, decline in health, decline in income, heightened exposure to GBV
2	Bangladesh	Forest	W	Garos	Qualitative	Semi-	Random	50	Higher domestic work

				indigenous group		structured questionnaire, qualitative secondary data Textual/narrative analysis		indigenous Garo 30 Bengali questionnaire respondents	burden, heightened exposure to GBV, <i>decline in health</i> , decline in income
3	Bangladesh	Wetland	W&M	n/a	Qualitative	Interviews, focus group discussions Textual/narrative analysis	Purposive	26 interviews (17 were women) 4 focus group discussions (2 with men and 2 with women)	Decline in income
4	Ecuador	Forest	W&M	n/a	Mixed methods	Ethnography, interviews, survey, GPS data Textual/narrative analysis Descriptive statistical analysis	Sample selection not given	49 interviews 113 households surveys 24 mangrove users collecting GPS data	Heightened exposure to GBV
5	Honduras	Forest	W&M	n/a	Mixed methods	Pre liminary survey, household survey, interviews, workshops Textual/narrative	Purposive	179 household survey respondents 27 interviews 9	Higher domestic work burden

						e analysis Descriptive statistical analysis		workshops (7 workshop with a total of 25 women and men, 2 workshops with a total of 30 women and men)	
6	India	Forest	W	n/a	Mixed methods	Questionnaire using recall method, focus groups discussions Textual/narrativ e analysis Descriptive statistical analysis	Random and purposive	166 households surveyed (332)	Higher domestic work burden, <i>decline in income, decline in health</i>
7	India	Forest	W	Peasant women and tribal populations	Mixed methods	Survey Textual/narrativ e analysis Descriptive statistical analysis	Purposiv e	200 survey respondents	Higher domestic work burden, health
8	India	Forest	W&M	n/a	Mixed methods	Survey Textual/narrativ e analysis Descriptive statistical analysis	Purposiv e	Sample size not stated	Higher domestic work burden

9	Indonesia	Forest	W	Women from the indigenous group (Enggros) tribe in Enggros Village Jayapura City, Papua Province, Indonesia	Qualitative	Secondary data, interviews Textual/narrative analysis	Purposive	Sample size not stated	Decline in income, heightened exposure to GBV, other
10	Kenya	Savannah	W&M	Pokot community	Qualitative	Interviews, focus group discussions, semi-structured questionnaire Textual/narrative analysis	Purposive	10 household interviews 8 focus group discussions 8 key informant interviews 40 questionnaire respondents	Higher domestic work burden
11	Kenya	Wetland	W&M	n/a	Mixed methods	Interviews, cross sectional survey, participant observation Textual/narrative analysis Statistical analysis Descriptive statistical	Purposive	30 interviews (16 women and 14 men) 303 cross-sectional survey respondents	Decline in health

						analysis			
12	Malaysia	Forest	W&M	Indigenous Penan, Kelabits Murats, Lun Bawang, and Thans indigenous communities	Mixed methods	Survey Textual/narrative analysis Descriptive statistical analysis	Sample selection not given	Sample size not given (only information given was: survey was conducted in four communities, covering between 25-50 per cent of the households, depending on the population size)	<i>Heightened exposure to GBV</i>
13	Nepal	Forest	W	n/a	Quantitative	Secondary data from secondary sources including the APROSC in Nepal and the FAO Textual/narrative analysis Descriptive statistical analysis	Sample selection not given	120 household survey respondents	Higher domestic work burden, decline in health
14	South Africa	Forest	W&M	n/a	Quantitative	Secondary	Sample	3,332 rural	<i>Decline in health</i>

					e	data from sources including the South African Integrated Household Survey, community questionnaire Statistical analysis Descriptive statistical analysis	selection not given	and 3,383 urban household respondents	
15	Sri Lanka	Marine	W	Poor women	Qualitative	Questionnaires, interviews, and informal discussions Textual/narrative analysis	Purposive	250 interviews (100 poor rural women involved in prawn farming from Puttalam, 150 women involved in handicrafts from Matara district)	Decline in income
16	Sri Lanka	Forest	W&M	n/a	Design not clear	Case study approach, though specific methods are not stated	Sample selection not given	Sample size not stated	Higher domestic work burden, <i>decline in health</i> , heightened exposure to GBV

17	Zambia	Shrubland	W&G&M	n/a	Mixed methods	Remote sensor imagery, seasonal resource survey and mapping, interviews, homestead labor survey, participant observation Textual/narrative analysis Descriptive statistical analysis	Purposive	20 households surveys and seasonal mapping 101 interviews, 38 homestead labor surveys	Higher domestic work burden
18	Canada, Ethiopia, Iran, Mali, Niger, Netherlands, Togo	Unclear - mixed habitats related to dry lands	W	Women from marginalized rural areas	Opinion piece	n/a	Sample selection not given	9 view points	<i>Higher domestic work burden, decline in health, decline in income, other</i>
19	Global	Forest	W	n/a	Opinion piece	n/a	Sample selection not given	Sample size not stated	<i>Higher domestic work burden, decline in health, other</i>
20	Kenya, Tanzania and Uganda,	Wetland	W&M	n/a	Mixed methods	Interviews, focus group discussions using participatory research methods, survey	Sample selection not given	Sample size not stated	Decline in health

						Textual/narrative analysis Descriptive statistical analysis			
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**Table 9. Literature review extraction results references**

\*ID. no corresponds with ID no. used in main report

ID no.	Reference
1	Dhali, H (2008) Deforestation and its impacts on indigenous women: A case from the Chittagong Hill tracts in Bangladesh <i>Gender, technology and development</i> 12(2) 229-246
2	Dey, S (2008) Deforestation and the Garo women of Modhupur Garh, Bangladesh <i>Asian women</i> 24(3) 57-81
3	Evertsen, K and van der Geest, K (2020) Gender, environment and migration in Bangladesh. <i>Climate and development</i> 12(1) 12-22
4	Trevino, M and Murillo-Sandoval, P (2021) Uneven consequences: Gendered impacts of shrimp aquaculture development on mangrove dependent communities. <i>Ocean and coastal management</i> 210
5	Paolisso, M, Gammage, S and Casey, L (1999) Gender and household-level responses to soil degradation in Honduras. <i>Human organization</i> 58(3) 261-273
6	Mishra, A and Mishra, D (2012) Deforestation and Women's Work Burden in the Eastern Himalayas, India: Insights from a Field Survey. <i>Gender, technology and development</i> 16(3) 299-328
7	Rawat, A (1995) Deforestation and forest policy in the Lesser Himalayana Kumaun: Impacts on peasant women and tribal populations. <i>Mountain research and development</i> 15(4) 311-322
8	Mishra, D (2007) Gender, forests and livelihoods: A note on the political economy of transition in north-east India. <i>Social change</i> 37(7) 65-90
9	Tijjani, S, Mizuno, K and Herdiansyah H (2021) The Loss of Ecosystem Services in Women's Forest at Youtefa Bay, Jayapura, Papua, Indonesia. <i>Earth and environmental science</i> 940(1)

10	Karmebäck V, Wairore J, Jirström, M et al. (2015) Assessing gender roles in a changing landscape: diversified agro-pastoralism in drylands of West Pokot, Kenya. <i>Pastoralism</i> 5(21)
11	Fiorella, K, Camlin, C, Salmen, C et al. (2015) Transactional Fish-for-Sex Relationships Amid Declining Fish Access in Kenya <i>World development</i> 74 323-332
12	Heyzer, N (1995) Gender population and the environment in the context of deforestation: a Malaysian case study <i>IDS bulletin</i> 26(1) 40-46
13	Kumar, S and Hotchkiss, D (1988) Consequences of deforestation for women's time allocation, agricultural production, and nutrition in hill areas of Nepal. <i>International Food Policy Research Institute</i> 69
14	Aggarwal, R, Netanyahu, S and Romano, C (2001) Access to natural resources and the fertility decision of women: The case of South Africa. <i>Environment and development economics</i> 6(2) 209-236
15	Rasanayagam, Y (1999) Womens as users and victims of marine and coastal resources in the south and west of Sri Lanka. <i>GeoJournal</i> 48(3) 231-236
16	Awumbila, M and Momsen, J (1995) Gender and the environment. Women's time use as a measure of environmental change. <i>Global environmental change</i> 5(4) 337-346
17	Harnish, A (2014) Extractive workload: A mixed-method approach for investigating the socially differentiated effects of land-use/land-cover changes in a southern Zambian frontier. <i>Population and environment</i> 35 455-476
18	Gebremariam, EB, Yembilah, R, Kowsar, SA et al. (2008) Experts address the question: "Are women more severely affected by desertification, ... and if so, how?". <i>Natural resources forum</i> 32(4) 343-346
19	Davidson, J (1993) Women's relationship with the environment. <i>Focus gend</i> 1(1) 5-10
20	Nunan, F (2010) Mobility and fisherfolk livelihoods on Lake Victoria: Implications for vulnerability and risk. <i>Geoforum</i> 41 776-785

## Annex C. SDG targets relevant to women and biodiversity

**Table 1. SDG targets relevant to women and biodiversity<sup>122</sup>**

Recognitional equity	1.4: By 2030, ensure that all men and <b>women</b> , in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.
	5.a: Undertake reforms to give <b>women</b> equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
	8.5: By 2030, achieve full and productive employment and decent work for all <b>women</b> and men, including for young people and persons with disabilities, and equal pay for work of equal value
	10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, <b>sex</b> , disability, race, ethnicity, origin, religion or economic or other status
Procedural equity	4.7: By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including among others, through education for sustainable development and sustainable lifestyles, human rights, <b>gender equality</b> , promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.
	5.5: Ensure <b>women's</b> full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
	5.b: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of <b>women</b>
	5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all <b>women and girls</b> at all levels
Distributational equity	1.b: Create sound policy frameworks at the national, regional and international levels, based on pro-poor and <b>gender-sensitive</b> development strategies, to support accelerated investment in poverty eradication actions.
	2.3: By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular <b>women</b> , indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.
	11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, particularly for <b>women and children</b> , older persons and persons with disabilities
	14.b Provide access for <b>small-scale artisanal fishers</b> to marine resources and markets

<sup>122</sup> Adapted from CBD, 2021 'Gender and Biodiversity in South East Asia and the Pacific: TRAINING MATERIALS': <https://www.cbd.int/gender/doc/cbd-gender-training-materials-seap-en.pdf>

	15.6: Promote fair and <b>equitable sharing</b> of the benefits arising from the utilization of genetic resources and promote appropriate access to such resources, as internationally agreed
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## Annex D. Methodology for post-2016 NBSAP analysis

Our aims in this rapid analysis were to a) provide a snapshot of the status of recent National Biodiversity Strategies and Action Plans (NBSAPs); and b) capture any trends of change or progress between mid-2016, when IUCN conducted their analysis on NBSAPs, and present day. Since IUCN's analysis was limited to NBSAPs uploaded to the CBD portal until June 2016, our analysis only included NBSAPs uploaded to the CBD portal after June 2016.

Note that there were sometimes discrepancies between the year the NBSAP was uploaded to CBD's NBSAP search portal, and the year it was produced as per the NBSAP document itself. For the purposes of data collection, we used a cut-off point of mid-2016. In the write-up of the report, however, we refer to NBSAPs using the year specified in the NBSAP document itself. We are confident that no NBSAP reviewed in IUCN's report has been included in this analysis.

Our methodology was roughly analogous to the methodology employed in IUCN's analysis of NBSAPs and NBSAP documents in their report *Gender and biodiversity: Analysis of women and gender equality considerations in National Biodiversity Strategies and Action Plans*<sup>123</sup>. However, as this was a rapid assessment, we were unable to repeat IUCN's methods precisely.

Using CBD's NBSAP search portal, we initially identified a possible 76 new or updated NBSAPs uploaded to the portal since IUCN conducted their research in 2016. Of those 76, 50 were ultimately included as within this analysis; any in a language other than English, or which were not accessible via the CBD website, were not included. We only included primary NBSAPs, and not reports or other documentation pertaining to NBSAPs.

A keyword search was conducted on those 50 NBSAPs. Keywords were grouped into eight broad categories: *gender, sex, female, woman, women, girl, equity, and equality*. Associated words such as 'girls', 'gendered', 'inequality' etc were captured in this keyword search. We did not include gender keywords grouped into the additional four categories of *male, men, man and boy*, as per IUCN's original methodology. By-country quantitative data on keyword occurrence was tabulated in spreadsheet form.

References to women and gender were then identified within the NBSAP document and analysed in context. Following IUCN's approach, we examined (among other things): how women are characterised (e.g. as vulnerable, agents of change, knowledge holders, a diverse group etc); acknowledgement of gendered differences in access to and experiences of biodiversity and natural resources; participation of women and/or women or gender agencies in NBSAP process (women or women's organisations included in development, implementation, steering committees); reference to/integration of international goals or strategies relevant to women/gender (SDG 5, Aichi Target 14); reference to/integration of other nationally relevant policy, regulations or strategies; use of sex-disaggregated data; inclusion of targets or activities aimed at including or empowering women, and whether they are funded and/or monitored; inclusion of sex-disaggregated and/or gender responsive indicators.

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<sup>123</sup> Please refer to <https://genderandenvironment.org/report-gender-and-biodiversity-analysis-of-women-and-gender-equality-considerations-in-national-biodiversity-strategies-and-action-plans-nbsaps/>