

Accelerating systemic change for gender equality and biodiversity conservation through NBSAPs

Nairobi, Kenya
12-16 May 2025



Welcome!



Introductions and checking in

- Name
- Country
- Your main desired outcome from the week



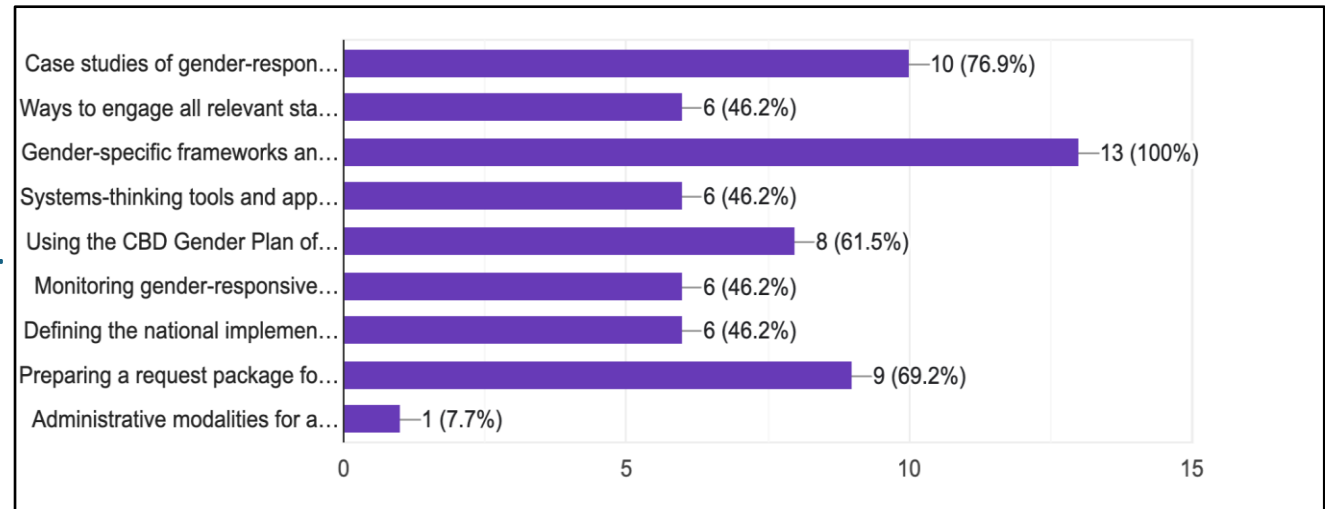
Ground rules we expect from each other



Results of pre-workshop survey

You want to learn more about...

- Gender-specific frameworks and tools to enhance gender-responsive approaches in biodiversity policies and strategies
- Case studies of gender-responsive, nature-positive actions, especially those led by women's groups and Indigenous Peoples and local communities
- Preparing a request package for the NBSAP Accelerator Partnership's MatchMaking Mechanism
- Using the CBD Gender Plan of Action



You are excited to ...

- Share challenges and solutions with other countries in advancing gender equality in biodiversity policies and practices
- Do professional networking and create a community of practice with international colleagues

Agenda

Time*	Monday	Tuesday	Wednesday	Thursday	Friday
8.30am-11am	Introductions Gender in the GBF	Tool: Stakeholders (2) Tool: Causes	FIELD TRIP!	Good practice: Examples of actions	Country planning (2) & feedback
11am	<i>Coffee/Tea</i>	<i>Coffee/Tea</i>		<i>Coffee/Tea</i>	<i>Coffee/Tea</i>
11:30-1pm	Tool: Vision	Tool: Map to framework		Good practice: Engagement	Role of Data Wrap-up / close
1pm-2pm	<i>Lunch</i>	<i>Lunch</i>		<i>Lunch</i>	<i>Lunch</i>
2pm-3:15pm	Tool: Picture the nexus	Tool: Identify entry points		Project implementation	
3:15 pm	<i>Coffee/Tea</i>	<i>Coffee/Tea</i>		<i>Coffee/Tea</i>	
3:30 pm-5 pm	Tool: Stakeholders (1)	What next?		Country planning (1)	

Group dinner Tuesday night
Reception Thursday evening

*Timing is approximate

Overview of the project

Overall objective:

Support seven countries to apply a gender-transformative systems thinking approach to address biodiversity conservation and gender equality

- to increase technical and institutional capacity
- to create awareness and increase outreach to relevant stakeholder (including women from Indigenous Peoples and local communities) by co-creating solutions at country level
- to share learnings in global knowledge exchanges across the seven countries and beyond

Duration:

inception phase October 2024- February 2025, implementation March 2025 to March 2026

Country Partners:

Antigua and Barbuda, Costa Rica, Comoros, Eswatini, Tajikistan, Togo, Thailand

Implementing partners:

UNEP, UNDP and Alliance of Bioversity International and CIAT ("Alliance"), in close collaboration with SCBD

National implementation

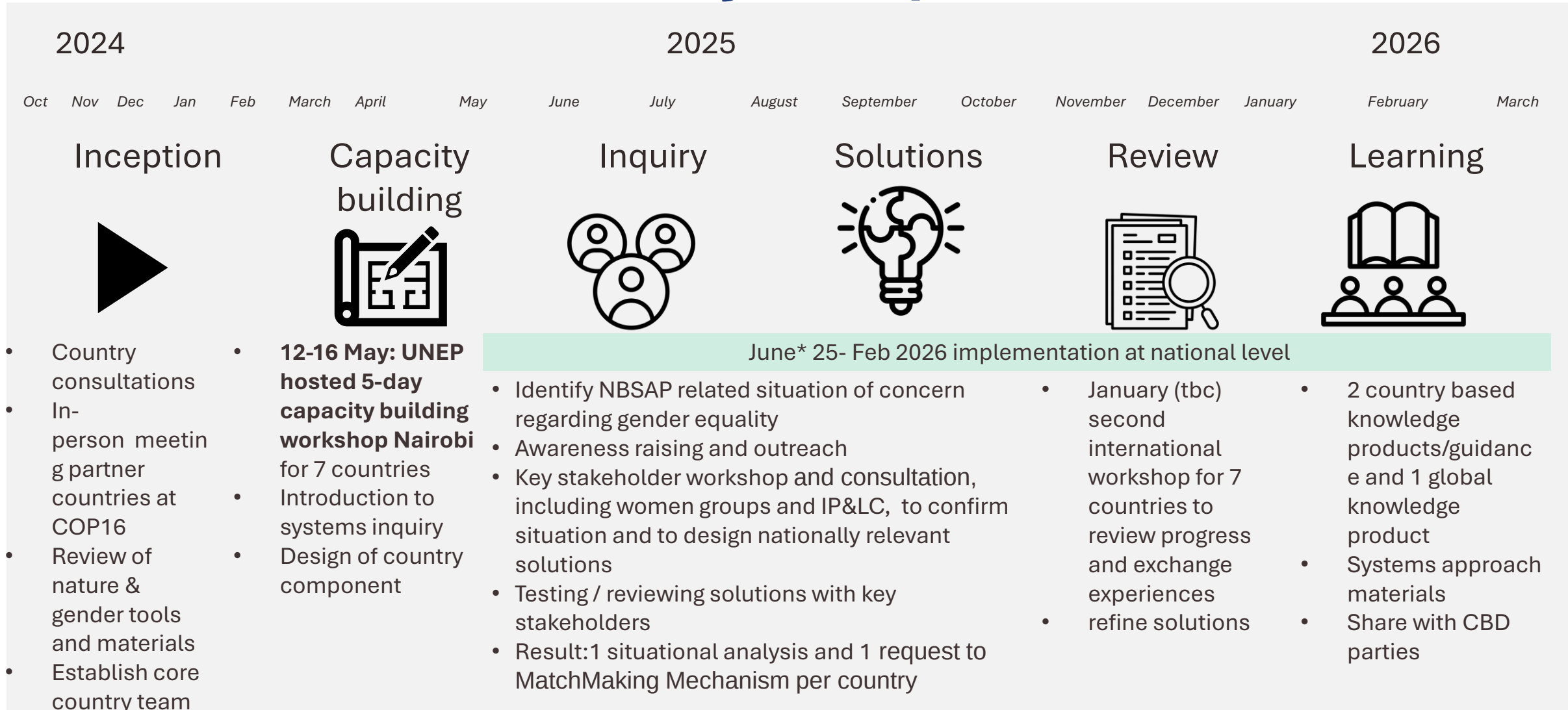
Via Small Scale Funding Agreements (SSFA of 125.130 USD) + support of Global Helpdesk (BRIDGE)

Donor:

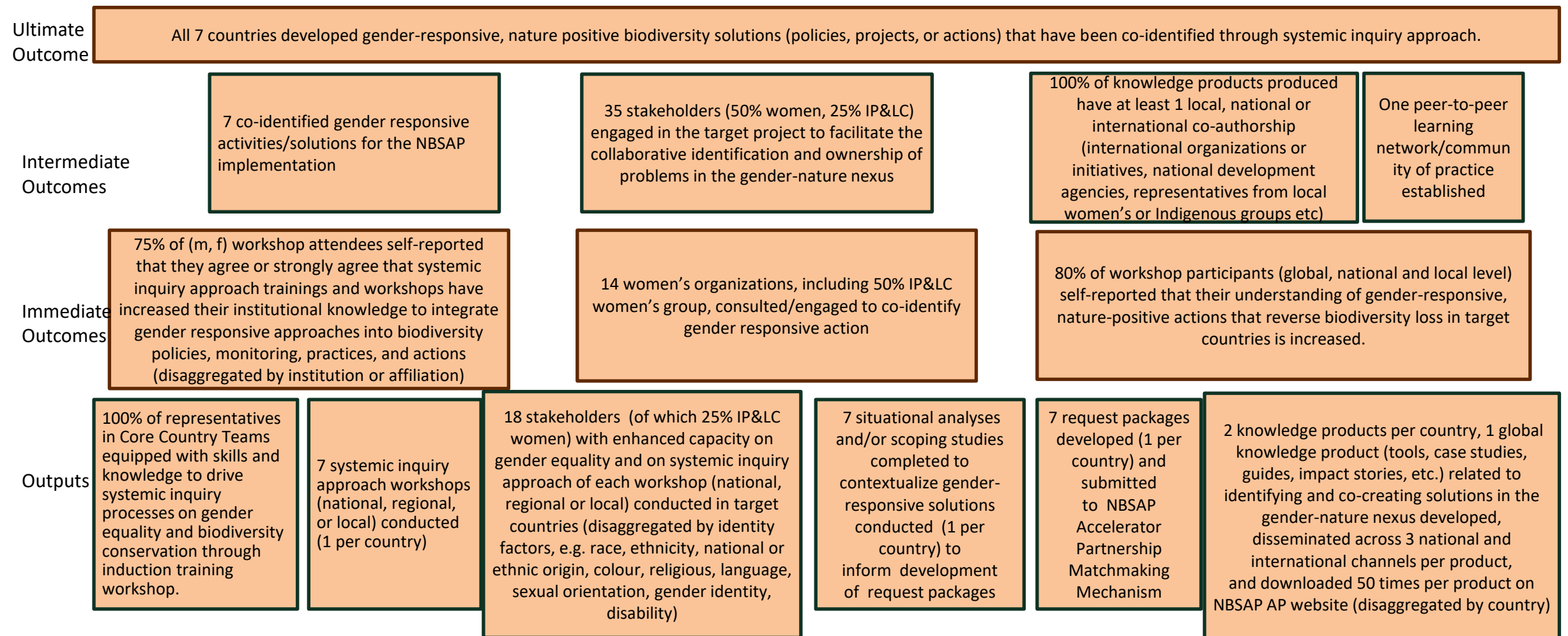
Global Affairs Canada (GAC)



Overview – Project Implementation



Overview - Logframe of the project



Gender in the GBF

Olivier Rukundo

Head, Peoples and Biodiversity Unit, SCBD



Gender considerations- Kunming- Montreal Global Biodiversity Framework

SECTION C : Considerations for the implementation of the Kunming-Montreal Global Biodiversity Framework

- Successful implementation of the Framework will depend on **ensuring gender equality and empowerment of women and girls, and on reducing inequalities;**

TARGET 22

- Ensure the full, equitable, inclusive, effective and **gender-responsive representation and participation in decision-making, and access to justice and information related to biodiversity by indigenous peoples and local communities**, respecting their cultures and their rights over lands, territories, resources, and traditional knowledge, as well as by **women and girls**, children and youth, and persons with disabilities and ensure the full protection of environmental human rights defenders.

TARGET 23

- **Ensure gender equality in the implementation of the Framework through a gender-responsive approach**, where all women and girls have equal opportunity and capacity to contribute to the three objectives of the Convention, including by recognizing their equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action, engagement, policy and decision-making related to biodiversity.



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Gender Plan of Action

- Adopted at COP 15 through COP 15 decision 15/11

The GPA recognizes:

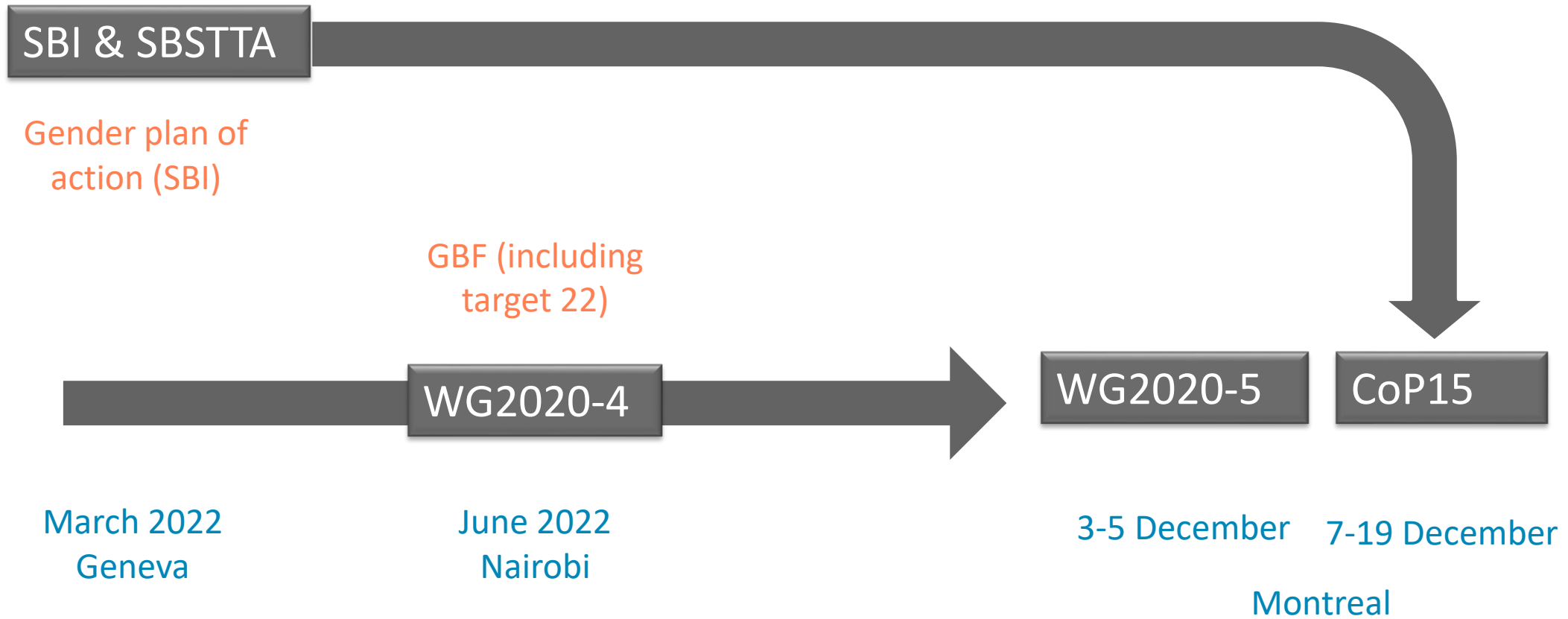
- The importance of advancing efforts to achieve gender equality and women's and girl's empowerment to ensure the effective implementation of the Kunming-Montreal Global Biodiversity Framework (KMGBF)
- That the full and effective participation and leadership of women in all aspects of Convention processes, particularly in policy and action at national and local levels is vital



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Timeline



Structure of the Plan

- Purpose
- Modalities
- Expected Outcomes
- Objectives
- Indicative Actions
- Possible Deliverables
- Proposed Timelines
- Responsible Actors



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Modalities

- Maximizing synergies between gender equality and the conservation, sustainable use and the fair and equitable sharing of benefits arising from the utilization of genetic resources;
- Ensuring coherence and coordination with the 2030 Agenda for Sustainable Development;
- Applying a human rights-based approach;
- Addressing the intersecting ways in which gender inequalities may be amplified;
- **Ensuring meaningful and effective engagement and empowerment of women and girls from indigenous peoples and local communities.**

Outcomes under the GPA

- The Gender Plan of Action contains three expected outcomes.
- Under each outcome there are several specific objectives with associated indicative actions and deliverables, alongside named responsible actors (e.g., Parties, CBD Secretariat, relevant organizations, indigenous peoples and local communities, private sector).

Expected Outcome 1-Objectives

Proposed Objectives:

- **Increase all women and girls' rights to ownership and control over land and access to natural resources and to water, to support the conservation and sustainable use of biodiversity**
- **Ensure equal access for women to resources, services and technologies**
- **Ensure gender equitable access in relation to access and benefit sharing instruments, as appropriate**
- **Promote women's empowerment and entrepreneurial opportunities in biodiversity-based supply chains and sectors**
- **Identify and eliminate, prevent and respond to all forms of gender-based discrimination and violence**

Expected outcome 2-Objectives

Proposed Objectives:

- Increase opportunities and strengthen participation and leadership of women at all levels of action, engagement and decision-making
- Enhance the meaningful and effective participation and leadership of women in Convention processes
- Integrate human rights and gender equality considerations into national biodiversity strategies and action plans (NBSAPs)

Expected Outcome 3 –Objectives

- **Develop national capacity to produce and use gender and biodiversity data, including relevant data disaggregation**
- **Strengthen evidence base, understanding, analysis of gender-related impacts of implementation of post-2020 KMGBF**
- **Support access to information and public participation of women's organizations, networks in implementation and reporting of post-2020 KMGBF**
- **Ensure coherent gender responsive implementation of post-2020 KMGBF**
- **Ensure reporting on gender responsive implementation**
- **Allocate adequate human and financial resources**

Next steps

- Mid-term review to be submitted to the 2nd SBI meeting in August 2026 (subject to Bureau approval)
- In the meantime, process of gather information notably through a call l for a submission of views to inform the review- project findings can contribute to this process
- Organise a technical workshop to discuss the findings
- Provide this information to SBI (second meeting) for its review and recommendation to the COP 17



Convention on
Biological Diversity

Thank you!

Secretariat of the Convention on Biological Diversity



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RESTORATION**
2021-2030

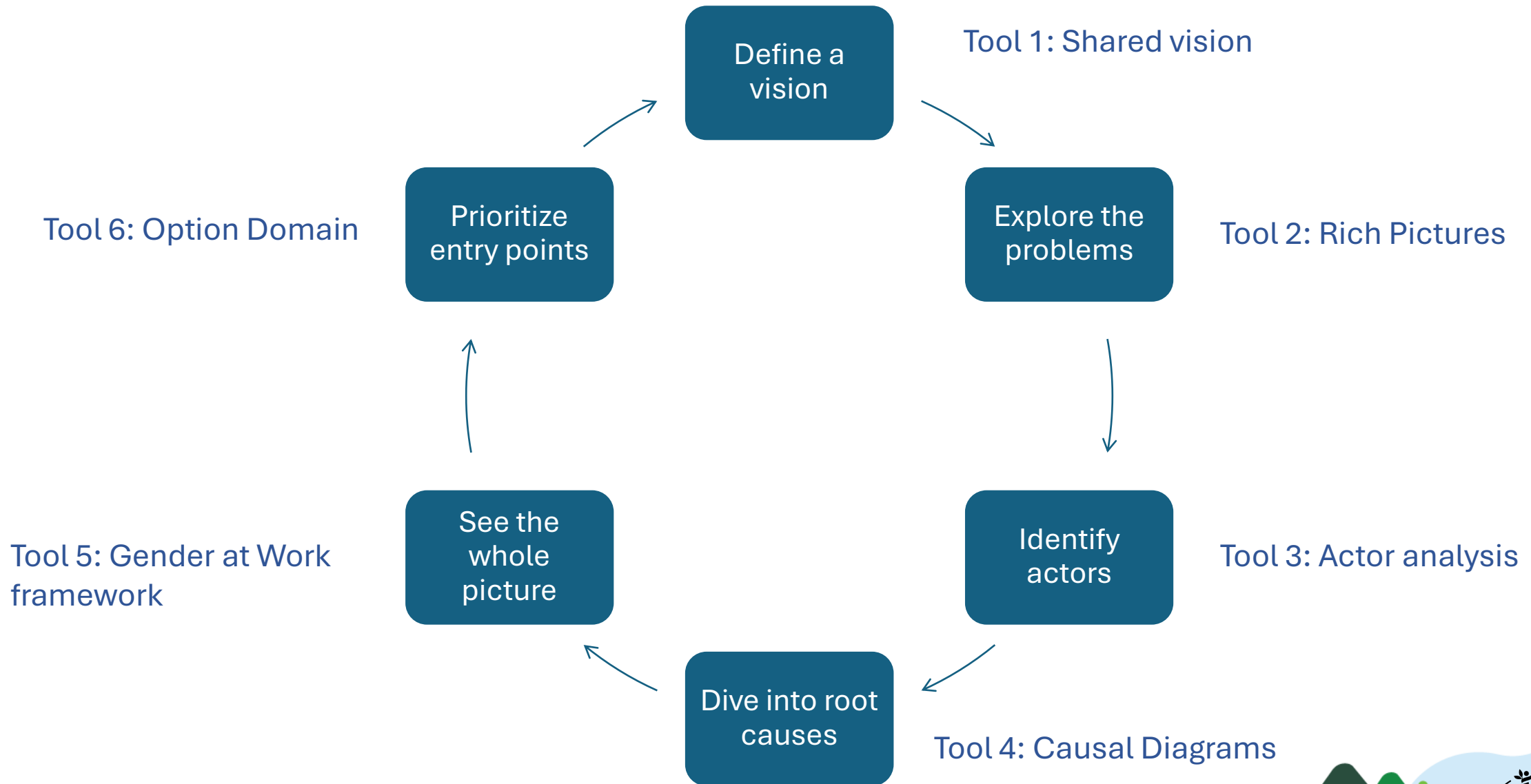


Coffee break



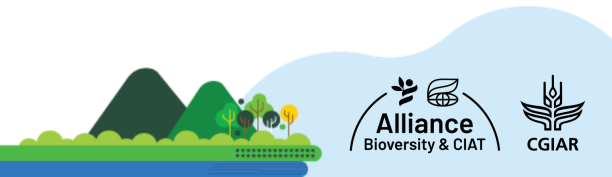
Back to start at 11.30

Journey to co-create a systemic inquiry into gender and biodiversity



Country corners

- What species is emblematic of your country?
- Write or draw this on a card
- We will set up spaces where you will gather your inputs and insights over the week



Defining a shared destination

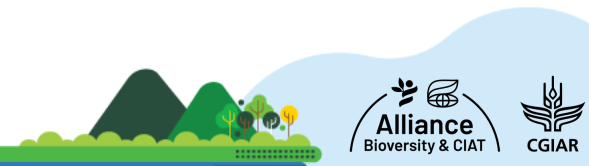
Tool 1: Shared vision



It's 2050!

We're back together and having a party to celebrate!!!

- What are we celebrating on gender-responsive conservation and sustainable use and management of biodiversity?
 - What specific changes or achievements can we observe in 2050?
 - What does success look like?
 - What are signs in your community or country that the changes have been 'transformative'? (i.e. the changes are wide, deep and enduring?)
- Reflect individually (5 mins) and write down **one change per sticky note**.
- Discuss in country teams (15 mins) and continue developing your vision.



Consider ...

- What kind of changes can be observed in individuals?
- For women involved in conserving biodiversity? What types of women?
- What about for their family members? Among family members?
- At a community level? Beyond the community?
- For a range of other stakeholders?
- What kind of changes or impact on biodiversity and the environment?



Reflections

- Are all the levels and types of changes covered?
- What about different groups of people who it may affect?
- Is there anything missing?



Reflections: Using the tool in your country

1. Where/when would this tool be useful?
 2. Was it easy to understand?
 3. Would it be appropriate for use with stakeholders in your country? All or only some?
 4. How would you adapt it for your context?
- On your own: reflect and write notes on these questions
 - Compare with a partner: what is similar? What is different?
 - In plenary: share a key thought from your reflections



Lunch



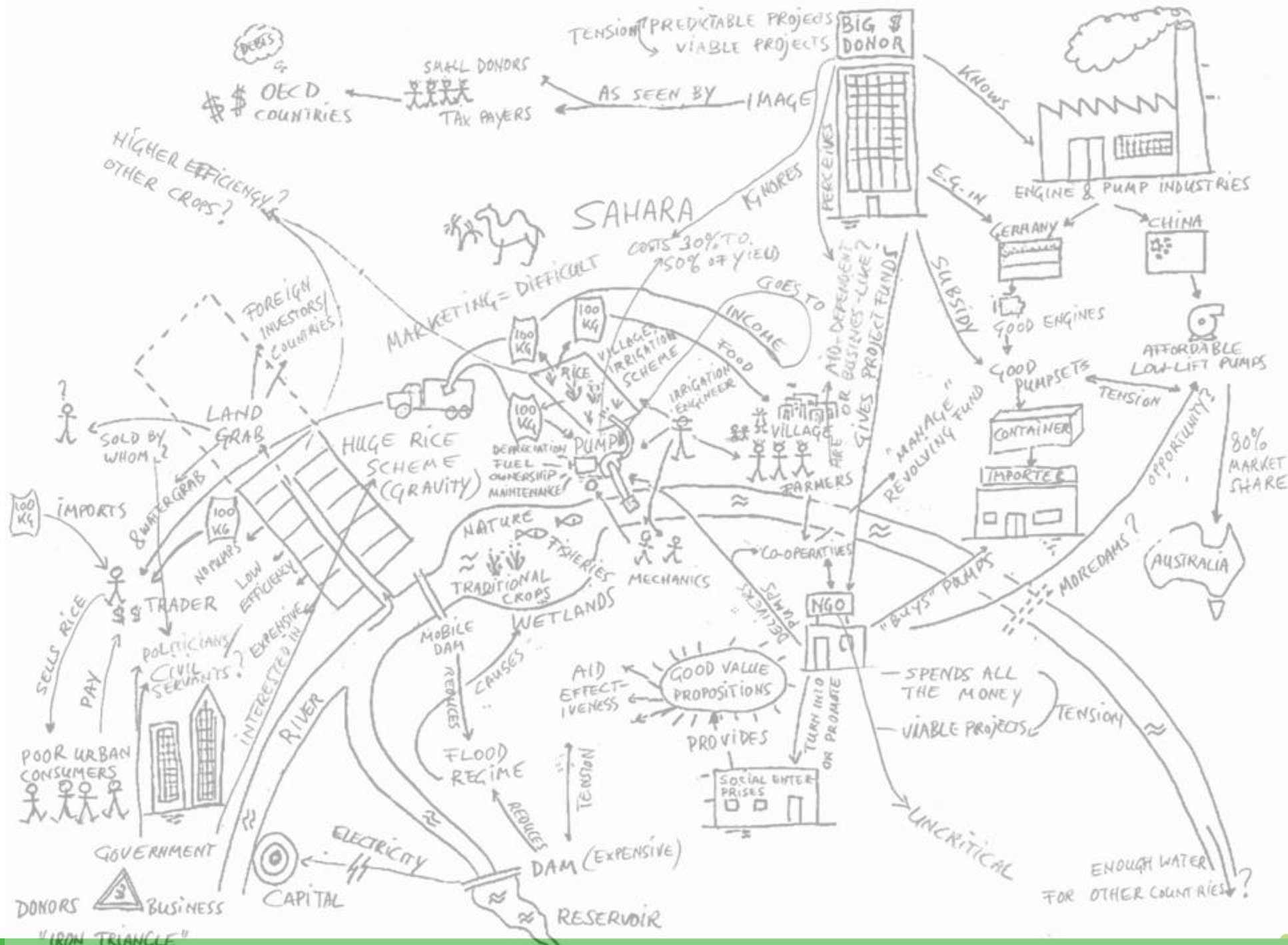
Back here at 2 pm



Exploring the gender – biodiversity nexus in your context

Tool 2: Rich Pictures



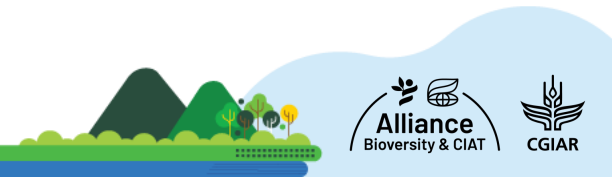


Make a Rich Picture

Sit with the people from your country

Take 2 pieces of flipchart paper stuck together and pens

You have 20 minutes to draw **everything you can** about your situation of biodiversity and gender – everything you know!



Rules

- Write a title. Make it neutral, not predefining a problem or solution. E.g. 'Relations between gender and biodiversity in the Comoros'
- Start drawing. This will feel uncomfortable at the beginning. This is normal.
- Include everything you can think of – the picture needs to be 'rich'
- Describe what you are drawing to others in the group so that it is a conversation
- Do not appoint a 'drawer' but pass the pens around
- Only one person draw at a time so that you can hear the connections being made and not have parallel pictures



Things to consider

Remember:

You are drawing a problem – not doing other types of mapping

Consider putting on a different hat:

- What would the private sector add?
- What would IPLC add?



Halfway through, reflect

Have you included:

- Interrelationships, conflicts, agreements, resources (e.g. people, money, assets, skills)?
- Nature of interrelationships (e.g. strong/weak, conflicted/collaborative, direct/indirect)?
- Non-material aspects affecting how stakeholders, stakes, structures and processes interact (e.g. aspirations, goals, motivations, values and norms)?
- Policies



What about *gender* and biodiversity?

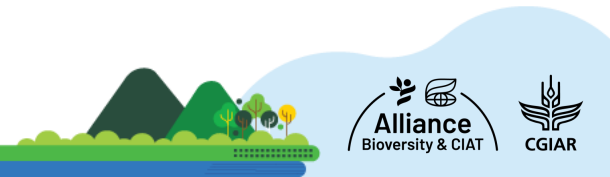
Consider if some of these aspects are reflected or should be, in relation to biodiversity, in your Rich Picture:

- The status of women and their ability to exercise their human rights;
- The gender division of labour and women's work (paid and unpaid);
- Access to and control over resources of women as compared to men (including mobility);
- Influence of women in decision-making at household, community and society levels (as compared to men);
- Self-determination of women over their body, reproduction and sexuality;
- Gender-based violence or violence against women;
- Social beliefs and norms about gender roles: what women and men should and should not do and be;
- Images of women in society;
- Women's organizations and representation of women's interests.



Share with another country

- Please join another country:
 - Antigua and Barbuda, Togo and Comoros
 - Tajikistan and Thailand
 - Costa Rica and Eswatini
- You have 30 minutes to share your Rich Pictures and ask each other questions about them

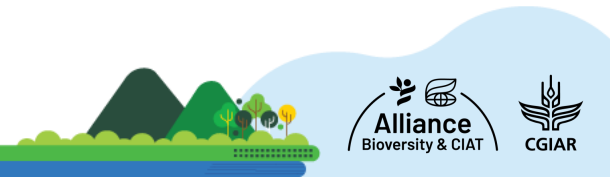


Key emerging themes

Thinking about the 2 or 3 Rich Pictures you looked at....

...What are strong themes you sense? Frame this way:

It's something about [Finance].

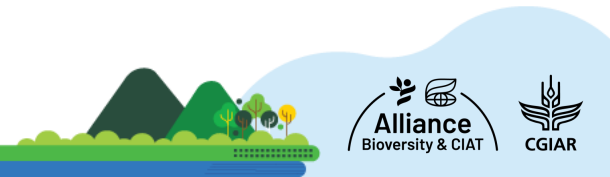


Key emerging themes

Thinking about the 2 or 3 Rich Pictures you looked at....

...What are strong themes you sense? Frame this way:

It's something about [Knowledge].

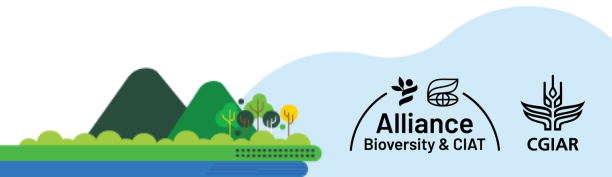


Key emerging themes

Thinking about the 2 or 3 Rich Pictures you looked at....

...What are strong themes you sense? Frame this way:

It's something about [Customs and Norms].



Coffee break



Back to start at 15.35

Lunch



Back here at 2 pm



Reflections: Using the tool in your country

1. Where/when would this tool be useful?
 2. Was it easy to understand?
 3. Would it be appropriate for use with stakeholders in your country? All or only some?
 4. How would you adapt it for your context?
- On your own: reflect and write notes on these questions
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Whole of Society approach



Whole-of-society Approach of the KM- GBF

- **GBF Vision2050:** » ...delivering benefits for **all** people. »
- **Section C (Considerations for implementation)** calls for Whole-of-society approach
- success of GBF “relies on actions and cooperation by all levels of government and by all actors of society”.
- urges governments to foster “ full and effective contributions of
 - Women
 - youth
 - Indigenous Peoples and local communities
 - civil society organizations
 - the private and financial sector
 - and stakeholders from all other sectors.” (including academia)

What does Whole-of-society Approach mean?



- Promote **participatory inclusive and collaborative processes**
 - Continued engagement of actors in NBSAP revision, monitoring, reporting
- Promote **transparency** and **access to information** about NBSAP and related processes
- Promote **non-discrimination and empowerment**
 - ensure equity in actions to address biodiversity loss and in the use of the benefits of biodiversity, especially of marginalized groups (women, IP&LC, youth)
- Consider **those who might be** negatively impacted biodiversity policies and actions
- **Make contributions** of all actors of society visible

Who needs to be at the table for a successful project?

- CBD (gender) Focal Point
- different ministries responsible for biodiversity and/or gender policies
- Women representatives
- IP&LC representatives
 - Civil society organisations
- Others (academia, ...)?

Strong linkages



Legal human rights obligation of countries +
Political commitment (GBF/2030 Agenda) to promote whole-of-society approach to make policies and actions more sustainable and impactful (instrumental value)!

Key Resources: Whole of Society approach

[Taking the pulse: What does a whole-of-society approach of the Global Biodiversity Framework mean in practice?](#)

NBSAP Accelerator Partnership (2024)

Interim Guidance on the whole-of-society approach to implementing the Kunming-Montreal Global Biodiversity Framework (with Checklist)

UNEP, GBF Early Action Support, GEF (2024). Key Resources folder.

[From Agreements to Actions: A guide to applying a human rights-based approach to the Kunming-Montreal Global Biodiversity Framework](#)

Human rights and biodiversity working group (2024). *Available in English & Spanish.*

[On Equal Terms: A Checklist for Decision Makers and Practitioners on a Youth-Inclusive NDC Process](#)

UNDP (2023). *Available in English, French & Spanish.*

[Guidance on integrating human rights in National Biodiversity Strategy and Action Plans \(NBSAPs\)](#)

Office of the United Nations High Commissioner for Human Rights (OHCHR)(2022)

[Adopting a Human Rights-based Approach to Biodiversity and Climate Action](#)

Swedbio (2023)

[Road map for advancing rights and equity in conservation](#)

IUCN, WCPA/CEESP Taskforce on Protected Areas, Equity and Livelihoods, IIED, ICCA Consortium, IMPACT Kenya, IIFB and Forest Peoples Program (2024).). *Available in English, French & Spanish.*

[**Self paced online course:** Indigenous Peoples and Local Communities, Gender and Biodiversity Linkages](#)

IUCN



Identifying and analysing key actors

Tool 3: Actor analysis



Activity: Identify

Work with your group to identify all the actors who should be invited to participate in the NBSAP revision and implementation process, based on your vision, rich picture and scoping study:

- Brainstorm **all groups, entities or individuals** across sectors affected by or capable of affecting gender equality x biodiversity outcomes.
- Use different colours of sticky notes to write down the names of actors within each of these groups:
 - Government
 - IP&LCs
 - Women's representatives
 - NGOs
 - Others (specify)



Consider...

- Who is affected—positively or negatively—by biodiversity loss or restoration and conservation?
 - Who are appropriate representatives of these groups?
- Who is currently involved in biodiversity initiatives, and who is missing?
- How is this entity relevant to gender equality and biodiversity progress in the country and the NBSAP?
- How is the entity engaged in / how can the entity be engaged in the NBSAP process?
- What role is the entity playing / can it play? Should it be included in the Core Country Team?



NGOs

Governments

IP and LCs

Women's
representatives

Other

Name of actor	
- , + , ++	- , + , ++

Yes/No

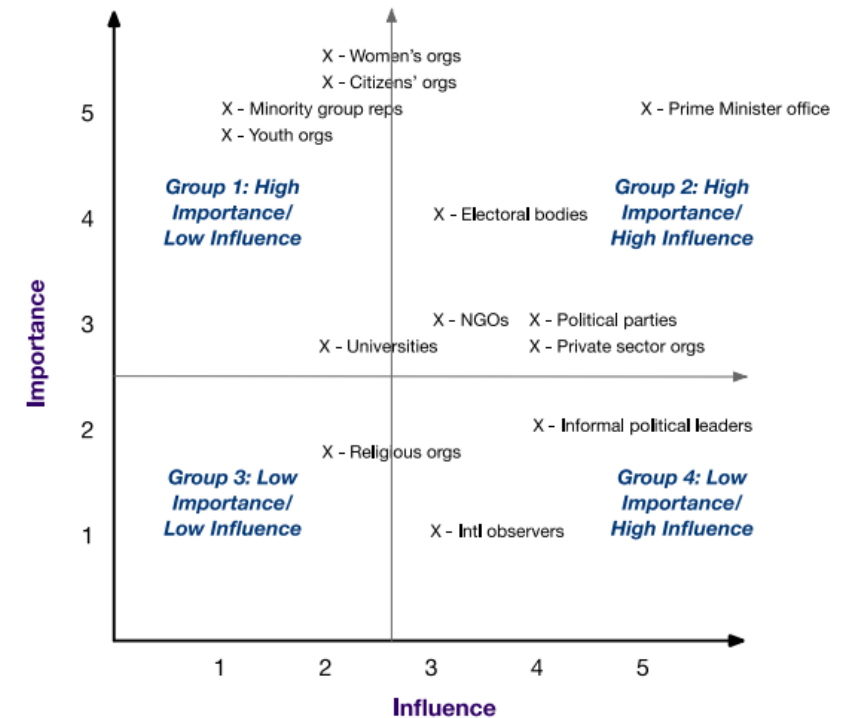
Do you have a relationship with them/a contact with whom to engage? (Yes, No)

How well do they understand and/or address gender equality issues related to biodiversity?
(-, +, ++ = not well, well, very well)

How well do they understand the NBSAP process?
(-, +, ++ = not well, well, very well)

Activity: Mapping and analyzing

- Go back to your set of actors. In each category, select the top 3 who you believe should be involved in the NBSAP revision process.
- Prepare a two-axis grid: Influence (or power) vs. Importance (or interest)
 - ✓ **'Influence' or 'power'** refers to the capacity to influence (gender-responsive) biodiversity decisions and outcomes
 - ✓ **'Importance' or 'interest'** refers to the relevance of the biodiversity decision or outcome to the stakeholder
- Carefully consider the position of each actor along this grid and place the sticky notes at that position.



Consider...

Influence

- Who has the power to influence biodiversity-related decisions or outcomes (as supporters or opponents)?
- Who are relevant veto players (opposing gender equality or biodiversity goals), who are in a position to put the goals at risk?
- What resources can different actors mobilize?

Importance

- How will actors be affected (positively or adversely)? What are the motivations, interests, or concerns of different actor groups?
- Will some face greater risks than others?



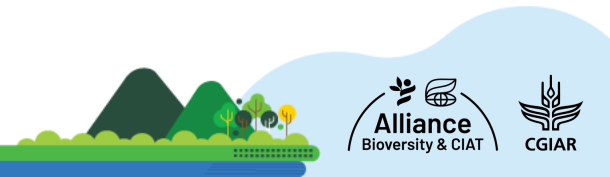
Activity: Mapping and analyzing (cont'd)

- Consider interrelations among actors
- Visually represent these relationships with arrows:
 - Use different types of arrows to represent different types of relationships (collaborative or conflictual, strong or weak) and different directions of flows of resources, information, decision-making power among actors.
 - Vary arrows using colours, thickness, full or hatched lines, etc.

Who to engage? How to engage them?

Considering the relative influence, capacities, importance of the issue, and relationships among actors...

- What do these mean for engaging diverse actor groups, especially women from IP&LCs, in your country?
- What measures – e.g., capacity building, resources, types of spaces, other levelling measures – are needed to enable their meaningful participation and influence?



What I most enjoyed today was...	What I least enjoyed today was...
	
A question I have at the end of today is... 	  How I feel at the end of Day 1 is...



Accelerating systemic change for gender equality and biodiversity conservation through NBSAPs



Day 2
Tuesday 13 May



Today's agenda

When	What
09.10	Continue analysing actors
10.00	Tool 4: Causal Diagrams
11.20	Break
11.50	Tool 5: Gender at Work framework
13.00	Lunch
14.00	Tool 6: Option Domain
15:30	Break
16:00	Wrapping up the systemic inquiry journey
16:15	BRIDGE – supporting your tasks
16:45	Prepare for the field day
16:50	Closing and prepare for Thursday

Recap of yesterday

Sit in the following groups:

Antigua with Tajikistan,
Togo, Comoros and 1
Kenyan

Costa Rica with
Thailand, Eswatini and
2 Kenyans

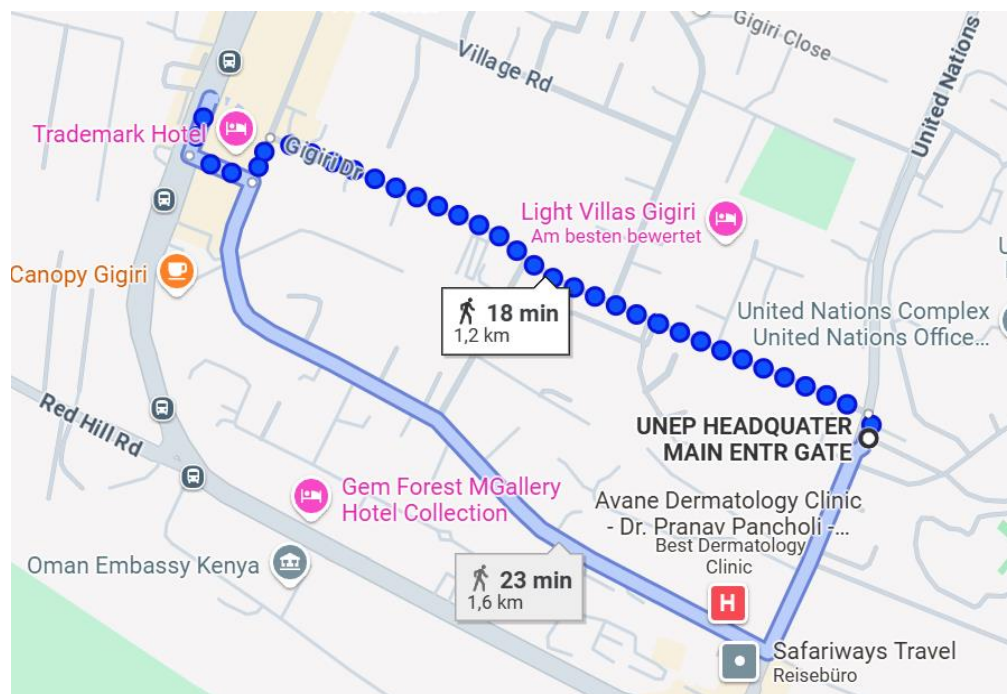
Go through these questions

1. What did we do yesterday?
2. How did you find it?
3. Any thoughts on how this could be useful in your work?

Informal Dinner tonight

6 pm

The Golden Stool Kitchen and Bar



Dive into root causes of problems

Tool 4: Causal diagrams

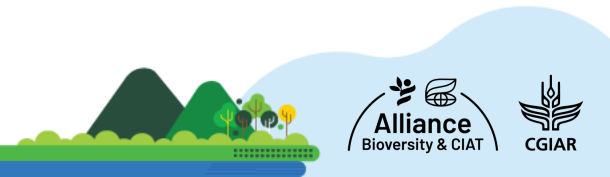


What to do – 30 minutes

1. Get into groups by country
2. Choose a problem focus and write it in the middle of your flipchart
 - Start with your Rich Picture and the themes identified
 - Pull out a problem. E.g. *'Women don't access the benefits from the genetic resources they conserve'*
3. Explore causes – write them on post-its
 - *What causes this?*
 - *What does it cause?*
4. *Add the post-its to the chart with arrows between factors*

Halfway through, reflect

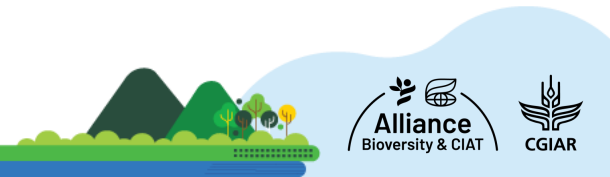
1. Look at each link. Is it a direct link or are there intermediate factors?
2. Are there connections between the factors?
3. Is the same factor repeated in different places?



Sharing and sense making

Get into these groups:

- Antigua, Eswatini and Thailand
- Comoros, Kenya and Togo
- Costa Rica and Tajikistan



Group Sensemaking

In your group (10-15 minutes per country)

1. Tell the story

- walk through the diagram node by node, explaining what is happening.

2. Identify leverage points.

- From your discussions, where are factors which might have a strong influence on improving the problematic situation?
- Powerful intervention points may be where one factor causes several events or states, or where intervention may be able to break a feedback loop.

3. Make revisions

- If no leverage points are apparent, go back to your post-its and consider other factors, and intermediate factors



Plenary reflection

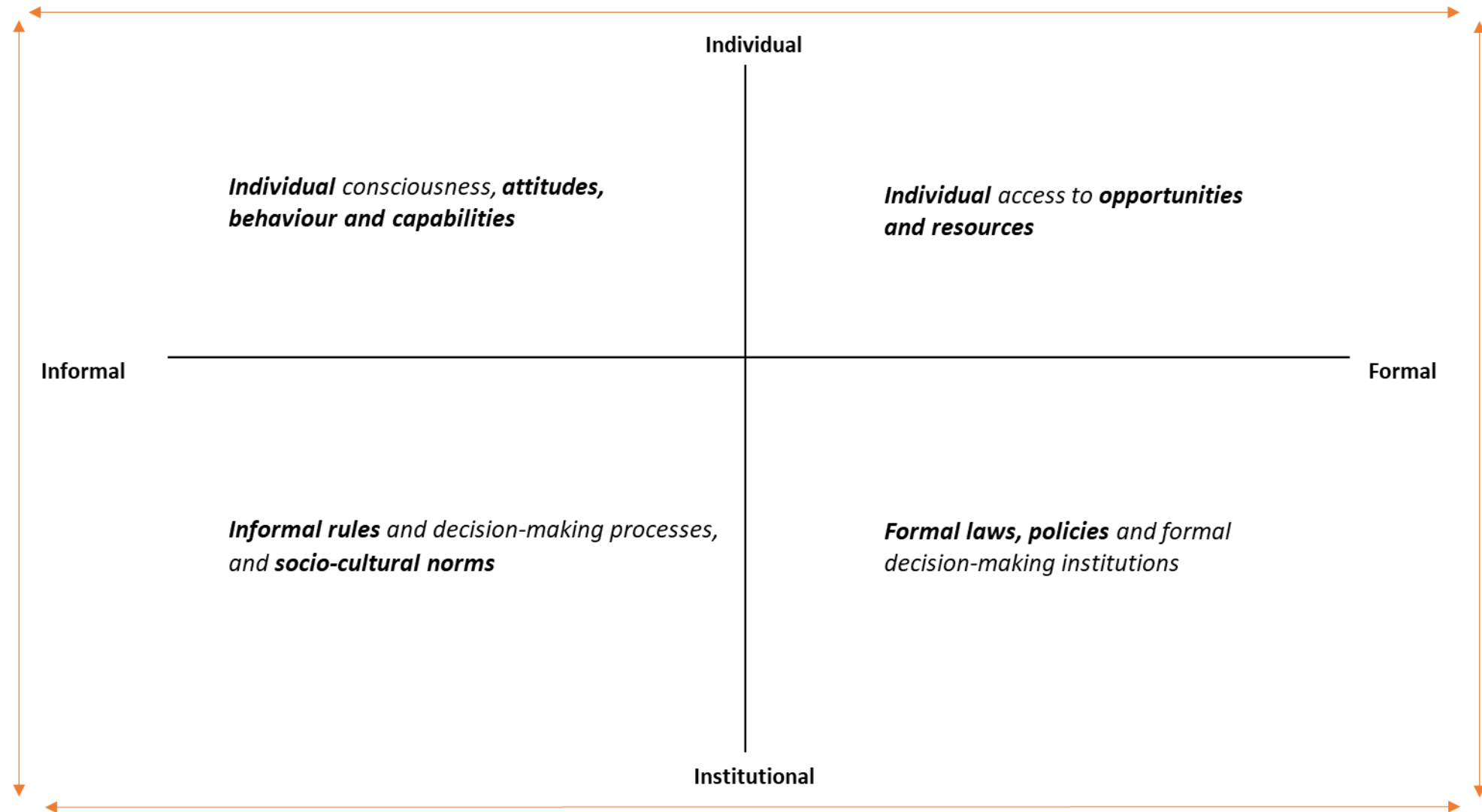


See the whole picture

Tool 5: Gender at Work framework



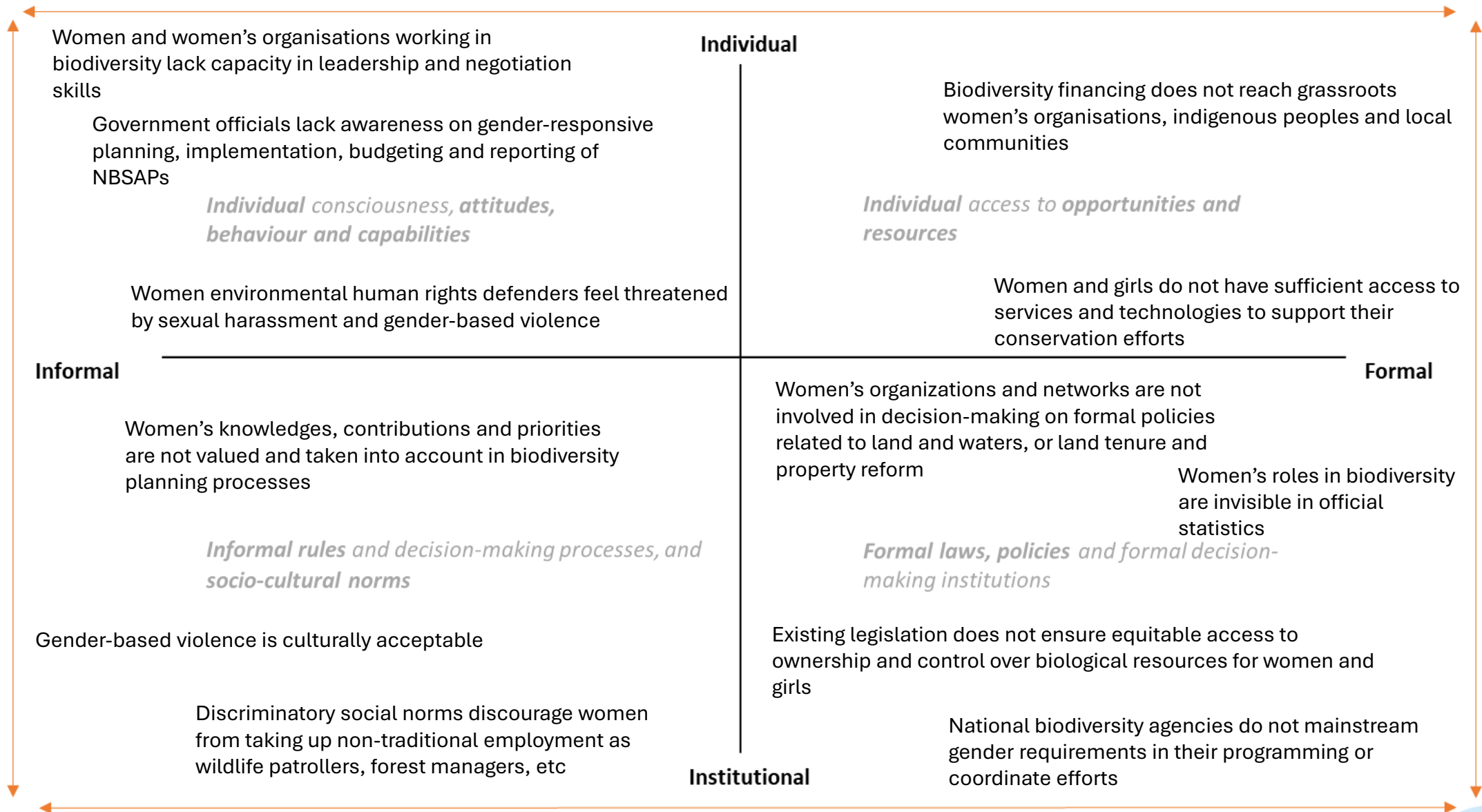
Mapping root causes



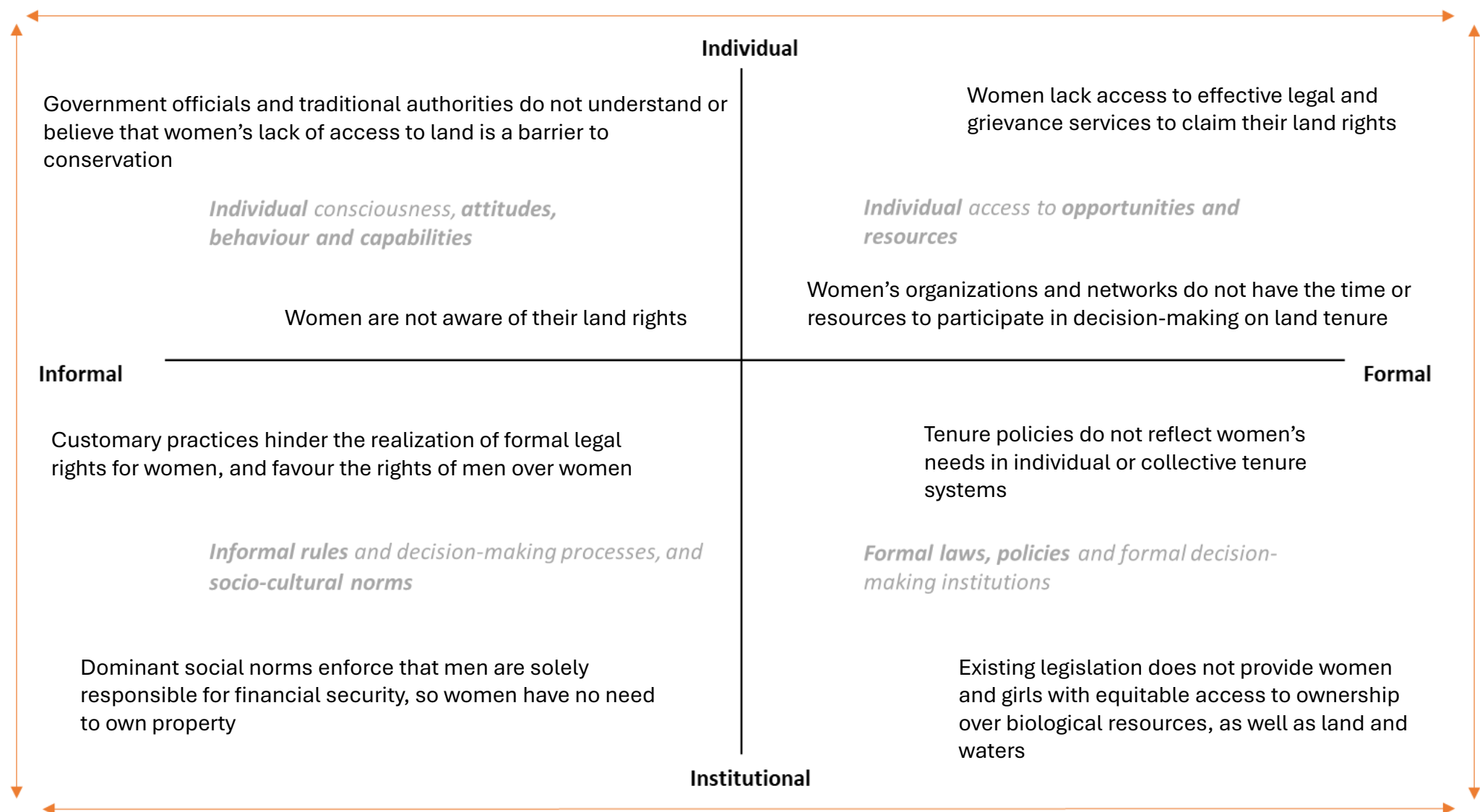
Activity

- In your country team: write out the causes identified in diagrams (previous exercise). Write one cause per sticky note.
- **Map each cause to the Gender At Work framework template.**
- Come back to plenary to share the causes and where they were mapped. All causes will be combined on a central Gender at Work framework (on flipchart).

Mapping root causes: Common examples in biodiversity



Mapping root causes: Unequal access to land and biological resources



Reflections

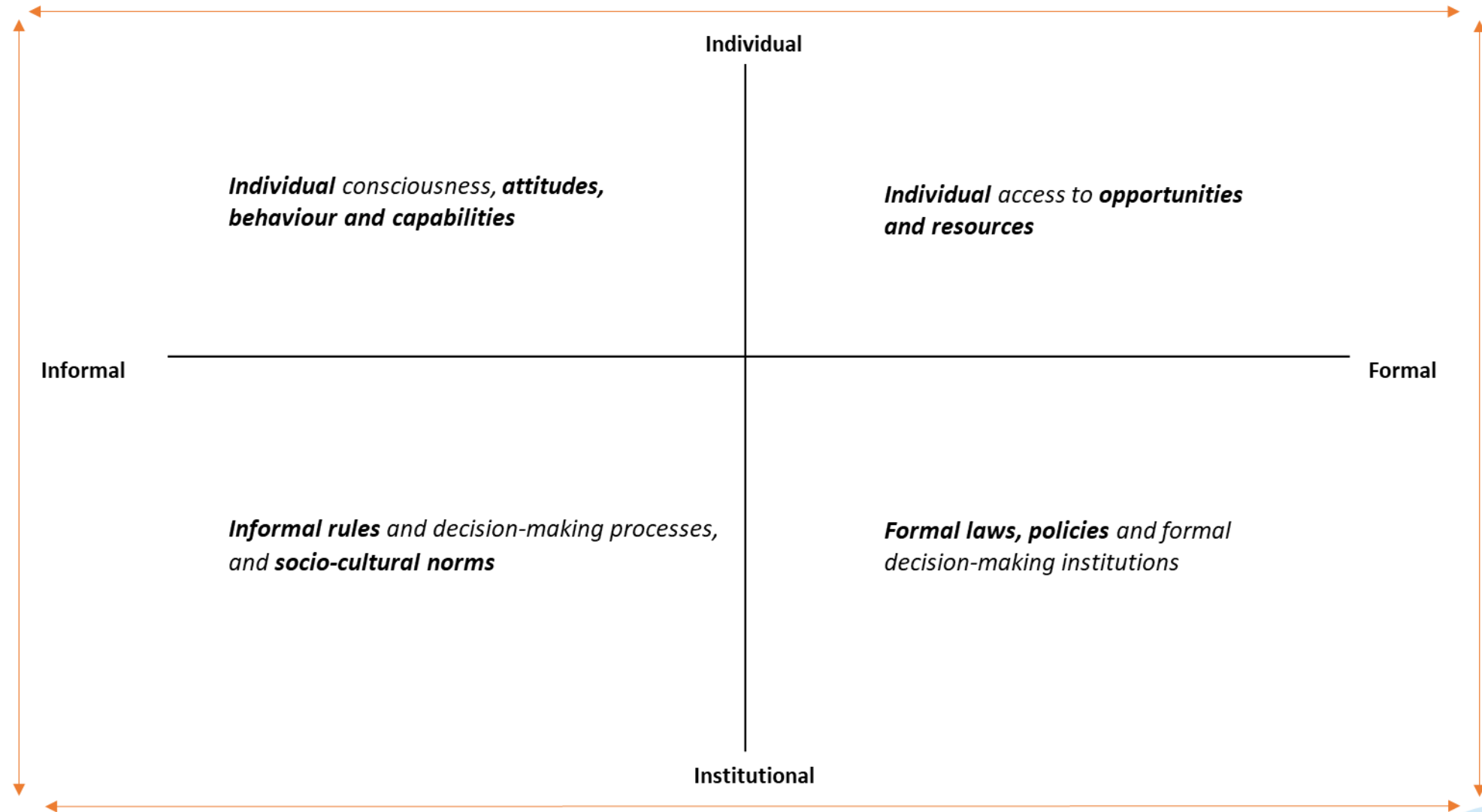
- What do you observe on the large Framework? What are the similarities or differences across problems / across countries?
- Are some quadrants fuller or busier than others? Why could that be?
- Are the causes in some of the quadrants easier to change than others? Why?
- Do 'solutions' tend to focus on one quadrant more than others? What is the consequence of taking action in only one or two quadrants, and not all?

Prioritize entry points for gender-responsive biodiversity action

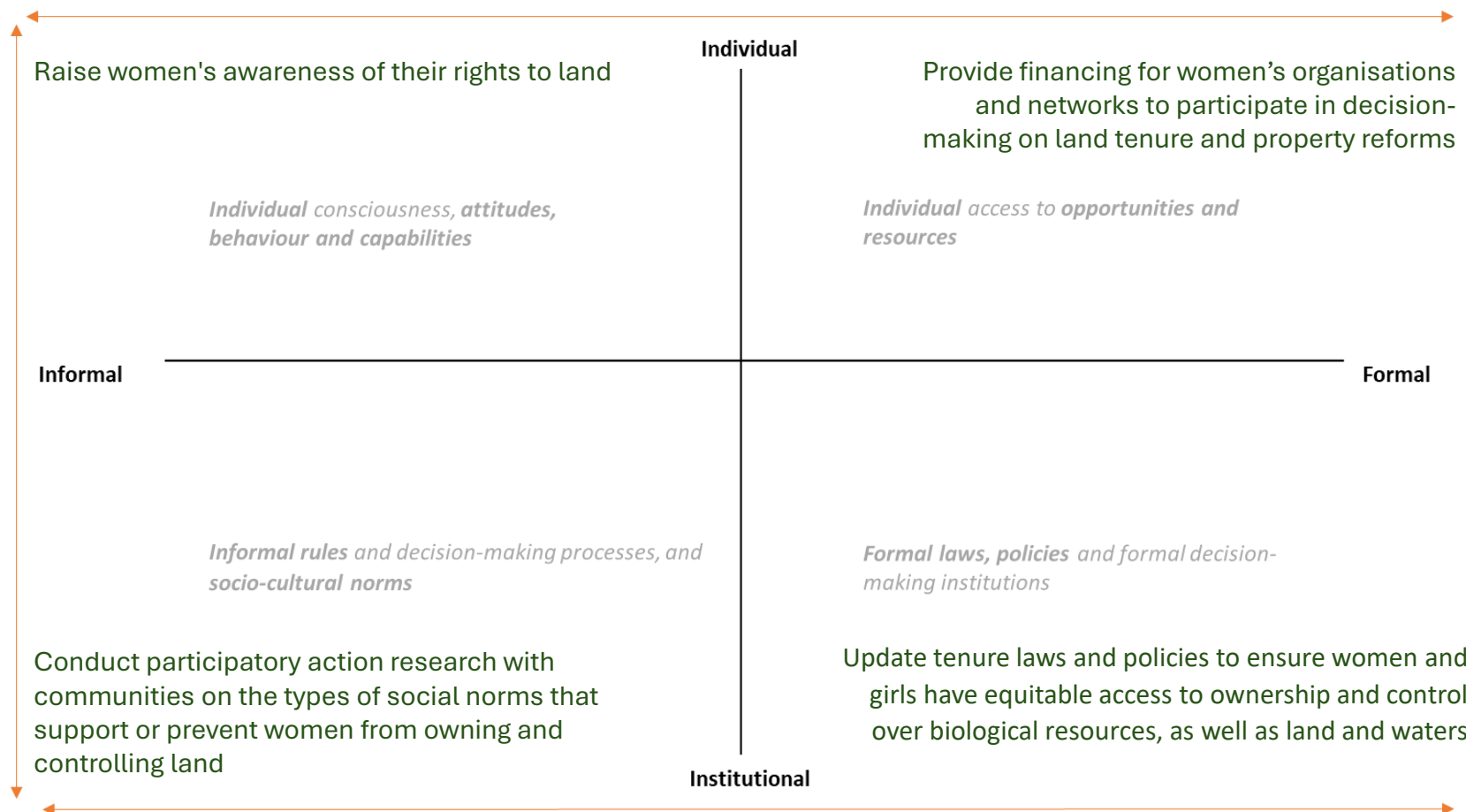
Tool 6: Option Domain



Identify entry points



Identify entry points: Unequal access to land and biological resources



Gender Plan of Action: Indicative actions related to unequal access to land and biological resources

- Compile baseline data and research on the relationship between conservation interventions, sustainable use and all women and girls' rights to ownership and control over land and access to natural resources and to water, and prepare guidance for national-level action
- Take measures to update national legislation so that all women and girls have equitable access to ownership and control over biological resources, as well as land and waters
- Support women's organizations and networks to have equal opportunities to lead or participate in decision-making on policies relating to the three objectives of the Convention, including related to land and waters, land tenure and property reforms through inter alia, consultation of women, in accordance with national law, and the provision of financial support
- Conduct participatory assessments with baselines to identify gender gaps and effective measures to enable equal access to resources, services and technologies relevant for the governance, conservation and sustainable use of biodiversity



Activity: Identify a range of actions

- **Identify a wide range of potential gender-responsive actions** on biodiversity.
- Refer to your:
 - Causal diagrams to identify leverage points
 - CBD Gender Plan of Action
 - Gender at Work framework
- Write each action on a sticky note (one per note).
- Consider 'solutions' across quadrants of the Gender @ Work Framework.

CBD Gender Plan of Action: Indicative actions

OUTCOME 1: ALL PEOPLE (ESP ALL WOMEN AND GIRLS) HAVE **EQUAL OPPORTUNITY AND CAPACITY** TO CONTRIBUTE

- **Update national legislation** for equitable access to ownership and control over biological resources
- Facilitate women's **equal access to financial services, credit, education, training, services, technologies**, etc
- Take measures to **preserve and maintain the traditional knowledge, innovations and practices of all women and girls** from IP&LCs
- **Mainstream gender perspectives in access and benefit-sharing** instruments
- Support **women's entrepreneurial opportunities in biodiversity-based supply chains** and sectors
- **Eliminate all forms of gender-based discrimination and violence**, including protecting women environmental human rights defenders

OUTCOME 2: BIODIVERSITY-RELATED **DECISIONS ADDRESS EQUALLY THE NEEDS, INTERESTS AND HUMAN RIGHTS OF ALL PEOPLE**, ESP. ALL WOMEN AND GIRLS

- **Eliminate gender disparities in the participation and leadership of women** and decision-making related to the Convention
- Support **capacity development in leadership, negotiation, and facilitation** for women delegates
- Appoint national gender-biodiversity focal points to support knowledge exchange, peer-to-peer learning, mentoring and coaching
- **Engage women's groups, gender institutions and gender experts and IP&LCs in developing and updating NBSAPs** and related strategies

OUTCOME 3: **ENABLING CONDITIONS ENSURE GENDER RESPONSIVE IMPLEMENTATION OF THE GBF**

- **Build capacity of national statistical offices** to ensure the systematic collection of sex disaggregated biodiversity
- Collect & apply **data on gender-differentiated knowledge and impacts of GBF implementation** and on women and girls as agents of change
- **Enhance capacity** of women and girls' organizations and networks to support gender integration into biodiversity planning and programming
- **Establish coordination mechanisms** among institutions responsible for gender and those responsible for environment
- Use **gender-specific indicators and sex-disaggregated data in reporting** on progress towards GBF targets
- Establish **targeted funding programmes or budget lines** to support gender-responsive implementation

CBD Gender Plan of Action (2022)

Available in all UN official languages: <https://digitallibrary.un.org/record/4067611?ln=ru&v=pdf>



Activity: Assess and prioritize the actions

- Assess each action along 4 domains
 - **Desirability** – How socially/culturally acceptable is the option?
 - **Feasibility** – How technically/ politically/ economically feasible is it to implement?
 - **Effectiveness** – To what extent does it promote biodiversity and gender equality?
 - **Sustainability** – Will the action produce long-term results?
- Attribute a score for each domain per action (Low -1, Medium-2, High-3)
- Aggregate scores to identify top-priority actions

Example: Scoring an Option Using the Option Domain Matrix

Proposed Action: Support women's cooperatives in sustainable harvesting of medicinal plants			
Domain	Criteria	Score (1-3)	Rationale
Desirability	Social and cultural acceptability	3	Aligns with local traditions and builds on women's existing roles
Feasibility	Political, financial, and technical	2	Requires some investment in training and support structures
Effectiveness	Contribution to biodiversity goals	3	Promotes conservation and strengthens women's economy
Sustainability	Likelihood of long-term impact	3	Generates lasting income and incentives for sustainable resource use
Total Score		11	Indicates a strong, actionable entry point for a gender-responsive NBSAP



Consider...

Desirability

- What institutional or cultural barriers could impact implementation?
- How did/do women and relevant stakeholders for gender equality participate in design/planning? Were there specific concerns raised by them?

Feasibility

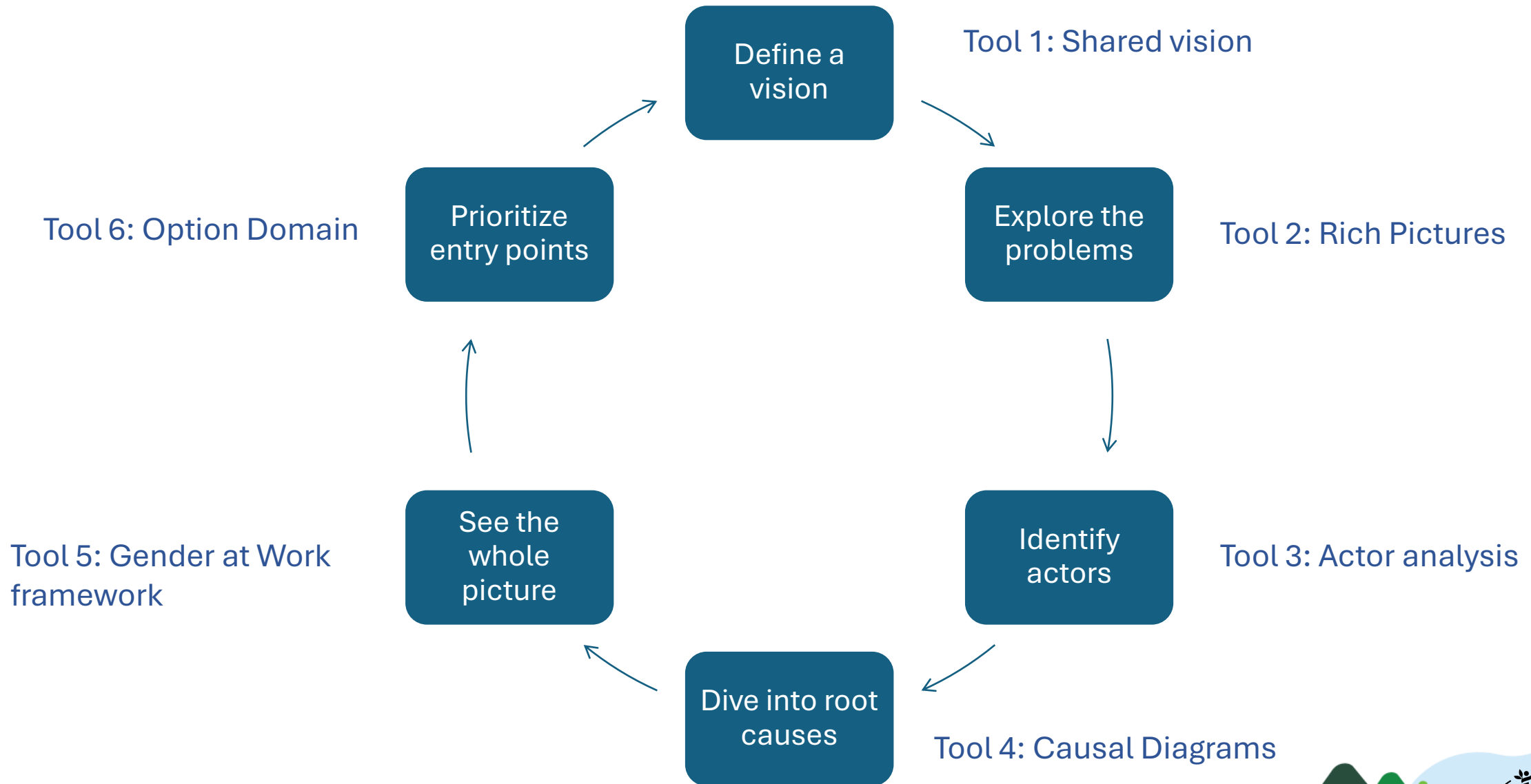
- What local knowledge or practices can support gender-responsive actions?
- What additional resources (financial, human and technical) will be required to implement these actions?

Effectiveness & Sustainability

- Where does coordination exist among relevant ministries and what gaps exist (e.g. has the women's ministry been involved in the NBSAP or NDC process)?
- Are there existing gender mechanisms or policies that can be built upon?
- Do these actions offer synergistic opportunities to pursue the (gender-responsive) goals of the other Rio Conventions?
- Are the proposed (NBSAP) actions aligned with the CBD Gender Plan of Action and national development objectives?
- Which GBF targets are most relevant to gender equality in your context; and hence, which gender-responsive actions should be prioritized for impact?



Wrap-up: End/beginning of journey to co-create a systemic inquiry into gender and biodiversity



Key Resources: Gender and biodiversity

[Gender Guidance for Early Action to Fast Track Implementation of the Kunming-Montreal Global Biodiversity Framework](#)
UNDP and GEF (2025)

[Integrated Actions for Accelerated Impact: Putting Gender Equality and Social Inclusion at the Heart of NBSAPs and NDCs](#)
UNDP (2024)

[Gender Equality, Women's Empowerment, and Leadership in National Biodiversity Planning, Monitoring and Reporting](#)
UNDP & GEF (2024). *Available in English, French & Spanish.*

[Nature for Gender Equality: Nature For Development Action Kits](#)
UNDP (2024)

[Placing Gender Equality at the heart of the implementation of the Kunming-Montreal Global Biodiversity Framework](#)
Multiple authors (2024). *Available in English, French & Spanish.*

[Gender-based violence and environment linkages](#)
IUCN (2020)

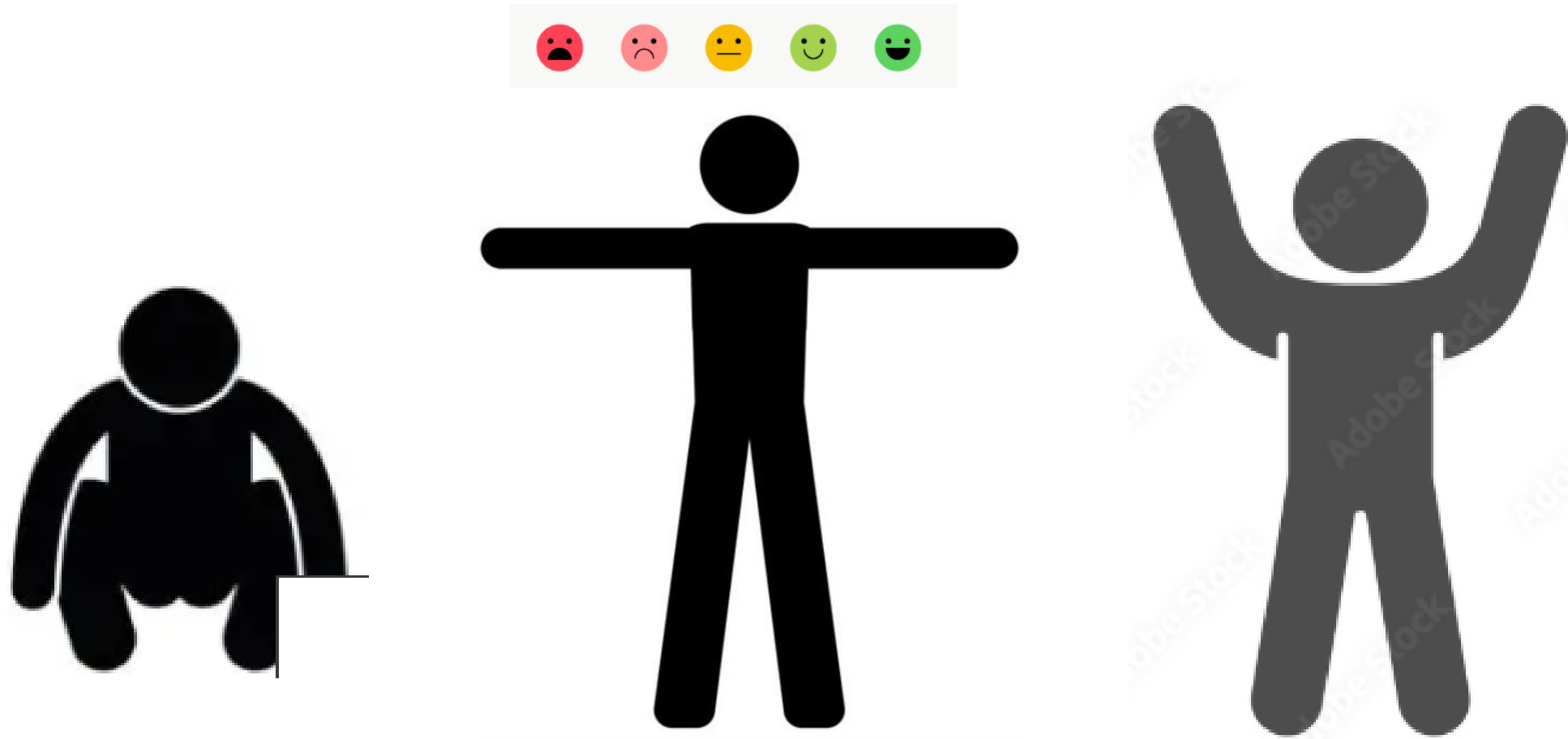
Webinar: [Integrating Human Rights and Gender Considerations into NBSAPs](#)
GEF Early Action Support (2024). *Available in English, French & Spanish.*

Training module: [Advancing Women's Rights & Gender Equality in the Implementation of the Kunming Montreal Global Biodiversity Framework](#)
Women4Biodiversity (2024)

Self-paced course: [Gender and Biodiversity Decision-Making](#)
UNDP. *Available in English, French & Spanish.*

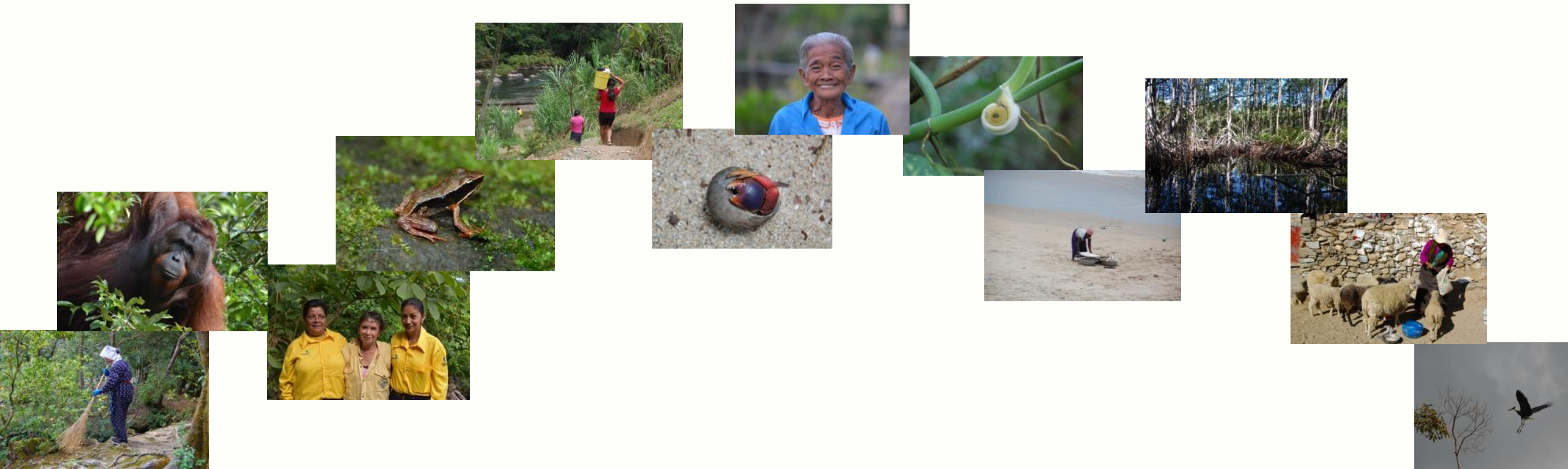


How did you find the tools? The Dance Off



BRIDGE Global Help Desk

Bridging opportunities for gender equality and nature



Updating and implementing a new generation of NBSAPs presents unique opportunities to:

- > **Strengthen capacities and coordination** for gender equality and biodiversity of all relevant stakeholders involved in the NBSAP revision, updating, and implementation.
- > **Review gaps and strengths** of actions taken to promote gender equality and women's empowerment related to the country's biodiversity agenda.
- > **Conduct multistakeholder participatory processes** to identify high-ambition options to strengthen gender equality and women's empowerment outcomes in the biodiversity agenda.
- > **Identify gender equality-focused actions and indicators** relevant to the country's NBSAPs.
- > **Propose innovative transformative actions** for nature that recognize and promote women's environmental stewardship and leadership, reduce prevalent gender inequalities and contribute to the national diversity objectives included in the NBSAP.



What is UNDP's role?

Spearhead global technical support, through a dedicated gender equality help desk

- Co-facilitate international workshops
- Spearhead gender-biodiversity capacity building and technical support
- Provide on-demand advice to countries
- Backstop and advise CO and regional teams
- Collect and curate resources
- Identify and spearhead capacity building & knowledge sharing across relevant teams, units & networks

Provide localized technical support to national implementation (COs/ reg'l hubs)

- Provide direct technical support on gender equality to countries
- Liaise directly with CO BD teams, find synergies
- Provide support on country deliverables, e.g., review gender analyses, advise and review knowledge products, stakeholder mapping, draft solutions package

Generate & promote new and shared knowledge, strategies & results of the project (*global; all*)

- Develop insight briefs from workshops and national implementation experiences, e.g. especially featuring new info and data
- With CIAT, develop case studies of national experiences
- Create dedicated knowledge library
- Curate country-to-country exchange





As part of the NBSAP Accelerator Project, UNDP builds on existing efforts to host a dedicated global gender equality help desk focused on supporting countries' Biodiversity Resilience and Innovation Delivering for Gender Equality (BRIDGE)

The **BRIDGE Help Desk** provides technical support and fosters learning exchange with countries working to ensure gender equality is at the center of their NBSAPs review, update and implementation processes – helping to bridge national women's empowerment objectives with those on biodiversity.





What is the BRIDGE Help Desk?

Dynamic, dedicated online-based help desk for capacity building, knowledge exchange, and technical support to accelerate systemic change for gender equality and biodiversity conservation through NBSAPs.

The Help Desk serves as both a **technical service center** and **community of practice** that promotes **South-South exchange**.



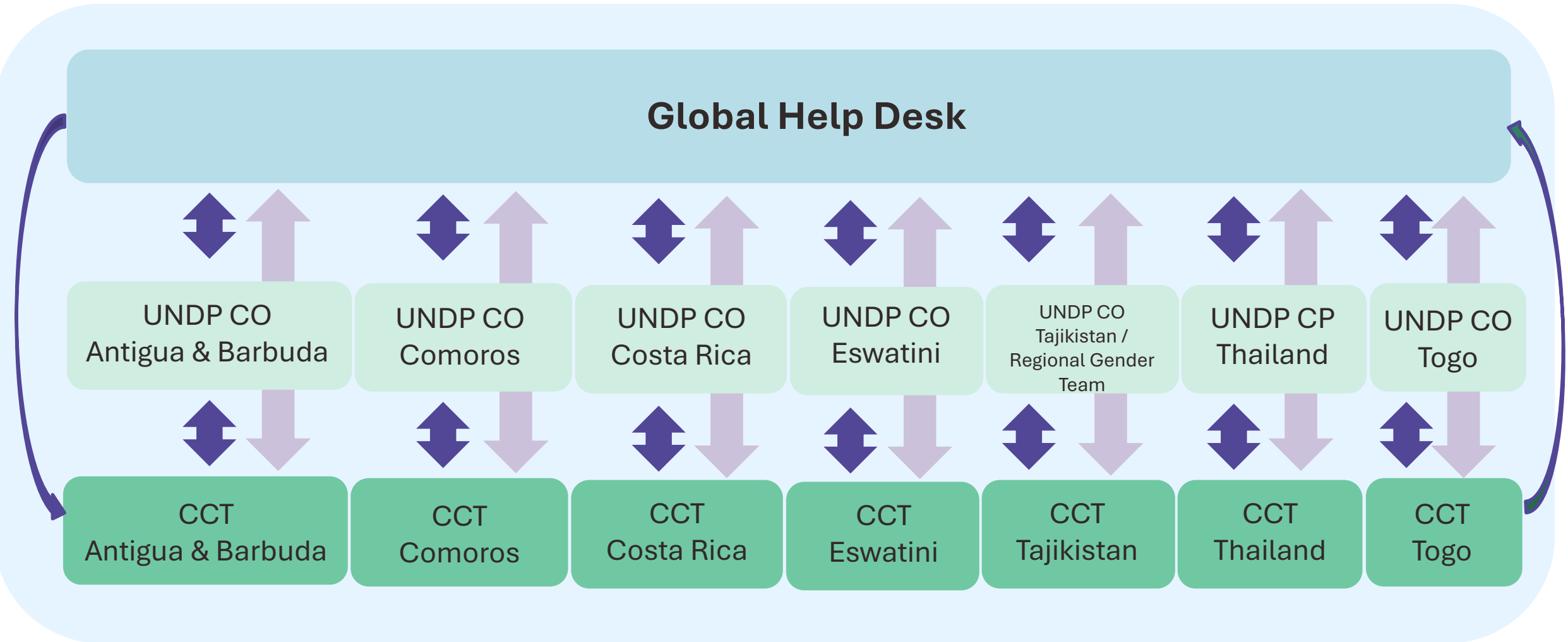


What is the BRIDGE Help Desk?

- > **A one-stop shop** where countries can access gender and biodiversity resources and guidelines
- > **A dedicated ‘help line’** to ask general or specific question on gender-biodiversity linkages
- > **A place to connect** with and identify local expertise, e.g., regional or national gender-biodiversity experts and networks
- > **A dedicated learning agenda** with thematic sessions, fostering country-to-country experience exchange
- > **An opportunity to request detailed work sessions**, e.g. to develop specific products to accelerate systemic exchange for gender equality and biodiversity or to review working drafts



How would the BRIDGE Help Desk work?





Why should I join the BRIDGE Desk and community?

- Gender and environment experts will be available to provide support to country teams
- Opportunity to learn from the experiences and advances of other countries through South-South exchange and collaboration
- Have an ongoing group to discuss challenges to promote gender in the biodiversity agendas and receive feedback to overcome them
- Identify and share good practices to accelerate gender equality in biodiversity conservation that can be scaled up and adapted to different national circumstances
- Raise any questions and concerns related to the NBSAP and Gender project and troubleshoot issues together
- Participate in theme-specific work clinics related to gender and NBSAPS
- Engage in the development of new tools and resources, like the Gender and NBSAP Tracker



What would the ideal BRIDGE Global Help Desk look like?



Thank you! Merci! Gracias!
Спасибо! ขอบคุณ!

BRIDGE Global Help Desk

For more information or support please contact:

- **Cate Owren** Senior Gender Advisor Global Gender Team
cate.owren1@undp.org
- **Ciara Daniels** Gender and Environment Specialist, Nature Hub
ciara.daniels@undp.org
- **Andrea Quesada-Aguilar** Gender and Environment Specialist
andrea.quesada@undp.org

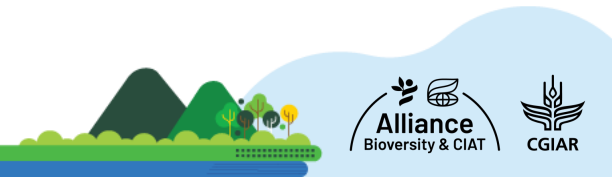


Field Visit

with Kenya Wildlife Conservancies Association (KWCA)

Visit to Naretunoi Conservancy and exchange with community members

Bus leaves at **7.45 am UNEP** compound



Accelerating systemic change for gender equality and biodiversity conservation through NBSAPs



Day 4
Thursday 15 May



Today's agenda

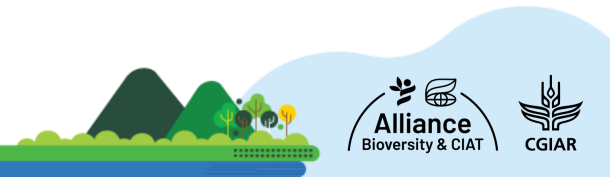
When	What
Now	Reflection on yesterday
09.30	Sharing good practices on gender-responsive biodiversity action plans and policies
11.00	Break
11.30	Sharing good practices for full and effective participation
13.00	Lunch
14.00	Project implementation
15:00	Break
15.30	Country planning
17.00	Reception and networking

Reflections on the Field Trip



Reflections on the Field Trip

1. What did you observe yesterday in the two parts of the trip?
2. Was there anything that got you enthused or concerned?
3. Anything that inspired you in your own work?



TRANSFORMATIVE ACTIONS FOR GENDER EQUALITY AND NATURE

Good Practices and lessons learned
designing and implementing
gender-transformative policies and actions
in different biodiversity sectors





What is a Gender Transformative Action for Nature?

How do we know if a nature-positive action contributes to GEWE?



NATIONAL CONTEXT

Nature Positive Action, Action for Nature
or Nature-based Solution

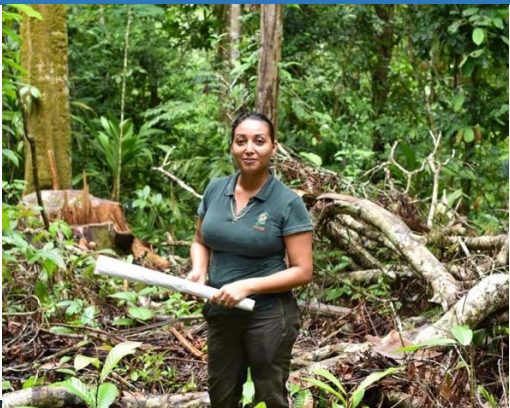
Recognizes
Stewardship

Addresses
Inequalities

Generates
Opportunities



Characteristics of Gender Transformative Actions



- Recognizes that both women and men are environmental stewards
- Recognizes that there are no 'gender neutral' nature positive actions; prevents increasing gender inequalities intentionally and works to address the root causes of and then overcome gender-based barriers
- Generates innovative opportunities that benefit both women and men
- Promotes nature-based solutions that address both women and men's needs and priorities
- Promotes the active participation of both women and men in decision-making, leadership and jobs related to nature-based solutions
- Promotes actions with multiple social and environmental impacts, such as healthy ecosystems, food security, more sustainable work and entrepreneurial opportunities for women.
- Reduces gender inequalities, strengthens women's autonomy and recognize

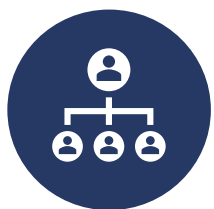


Go beyond the data and participation comfort zone....



Actions to address gender inequalities

Actions to promote women's empowerment



Structural Inequalities: Access education, information, new technology, land ownership, and financial resources



Care Responsibilities and Needs



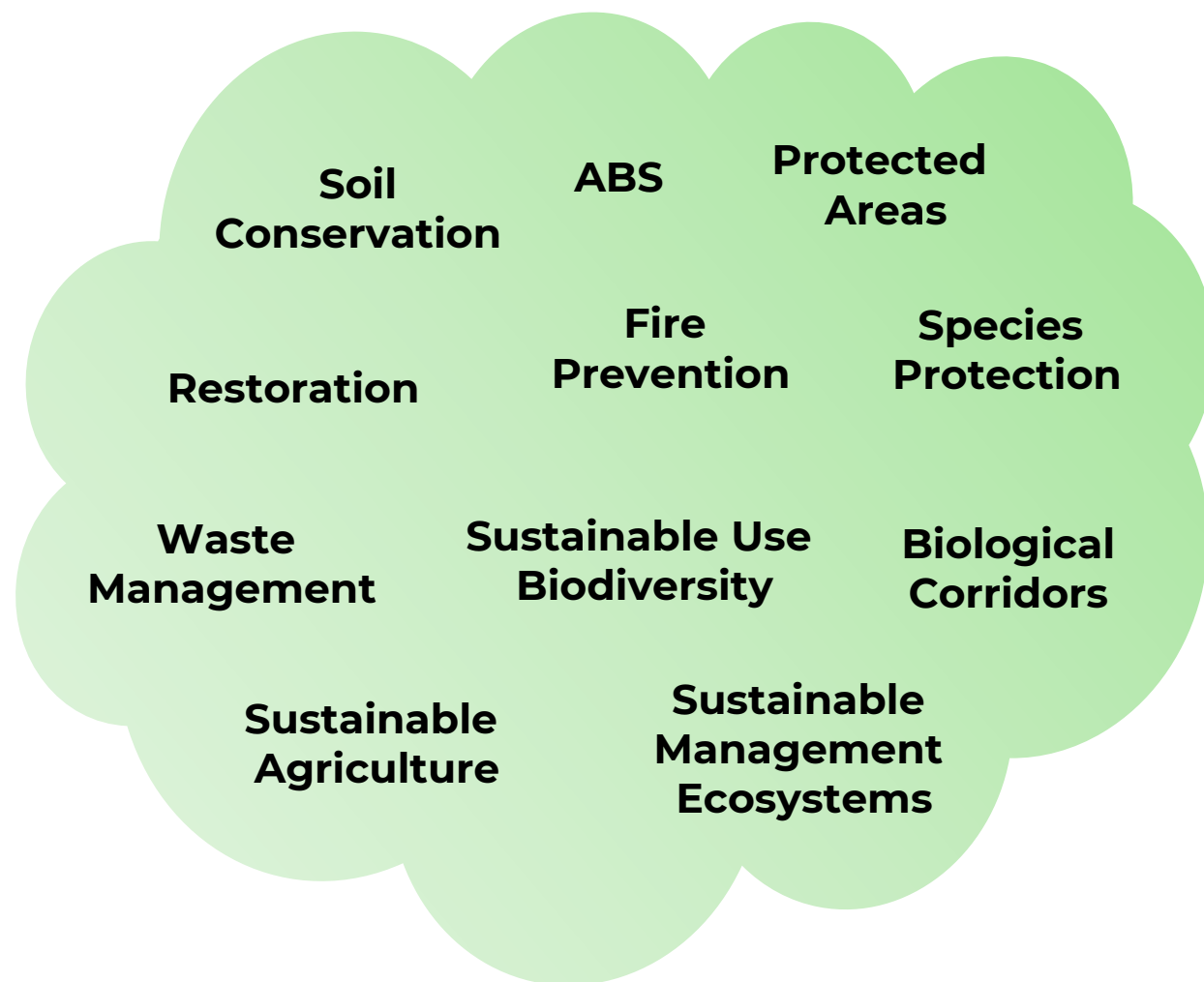
Gender-Based Violence



Strengthening Women's Economic Empowerment and Autonomy

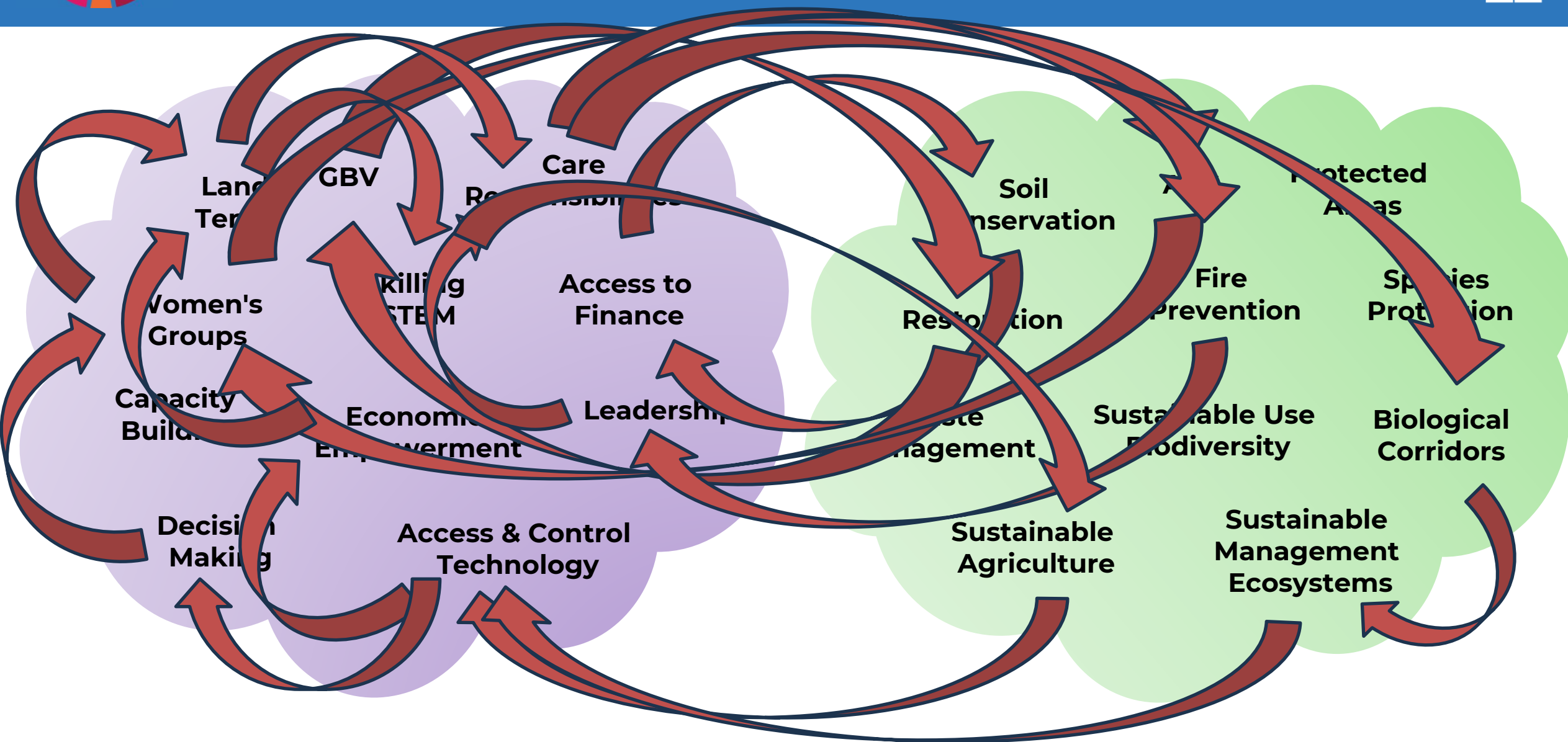


Connect the Gender and Biodiversity Actions and Impacts





Connect the Gender and Biodiversity Actions and Impacts





Bridging WEGE and Nature Outcomes in ARMENIA



Berd Berry SGP project involved women in the conservation of valuable plant genetic resources through sustainable practices for harvesting plants in the wild and to preserve three species of concern and cultivating wild berry plants from the local forests.



Capacity Building & Economic Empowerment

- 25 women as direct beneficiaries, who have land available for berry cultivation and are engaged in jam and herbal tea assortment production
- Increase of US\$300-400 in annual income for the participants

Species Conservation & Sustainable Use

- Around 2,000 young shrubs (900 wild and 1,100 cultivated scions) were planted on 3,600m² in 25 household backyards
- Preserve 3 species of concern: *Vaccinium uliginosum*, *Crataegus microphylla* and *Berberis vulgaris*.



Bridging WEGE and Nature Outcomes in COLOMBIA



Conserving mollusks and mangroves SGP project involved a group of local women *piangüeras* from five communities in the Naya River area to implement sustainable harvesting of *piangüa* and the conservation of the mangroves it inhabit

.

Capacity Building & Economic Empowerment

- 100 women have benefited from the project, learning business management, negotiation, and accounting skills
- The \$66 monthly generated from *piangüa* harvesting can now be earned in just three days of work per week per woman.

Conservation Agreement & Mangrove Restoration

- Women conserve and sustainably manage 1,000 ha of mangrove
- Five species of mollusks under sustainable management and conservation
- Five alternative sustainable production activities to engage in during harvesting closures



Bridging WEGE and Nature Outcomes in ECUADOR



PROAMAZONIA project made visible the indispensable roles women play in REDD+ and associated sustainable agriculture and livelihoods practices and raised awareness of the importance of preventing Gender-Based Violence through the Violet Boots initiative.

GBV & Access to Credit

- 1,437 pairs of boots were distributed across the 6 provinces of the Amazon
- A total of 228 women have accessed the credit line, of which 98 (44%) are from local communities and Indigenous peoples

Forest Restoration & Conservation

- 779 ha (33%) under women's leadership.
- 2,326.5 ha in transition to sustainable production systems under women's leadership





Bridging WEGE and Nature Outcomes in INDIA



The SECURE Himalayas project enhances conservation, sustainable livelihoods, and gender equality in high-altitude Himalayan ecosystems and promoted Women-led Self-Help Groups (SHGs) that have been instrumental in eco-tourism and sustainable value chain development

Associativity & Economic Empowerment

- 48% of the 2,502 beneficiary households include women, engaging them in livelihood enhancement activities
- Women-led Self-Help Groups (SHGs) implemented sea buckthorn processing, mushroom cultivation, and wool production

Species Conservation & Land Management

- 3,424,500 hectares under participatory conservation, surpassing its target by 114%
- Women are actively engaged in wildlife monitoring, sustainable harvesting of medicinal plants, and climate-resilient agricultural practices





Bridging WEGE and Nature Outcomes in INDONESIA



The SGP has played a key role in strengthening women's leadership in environmental governance across four key landscapes: Bodri and Balangtieng watersheds, Sabu and Raijua small islands, Nantu Wildlife Reserve, and BJ Habibie Forest Par



Decision Making & Leadership

- Women now hold key governance roles in natural resource management, including in water governance committees (50%)
- Women farmers play a leading role in land restoration and climate-resilient agriculture

Sustainable Agriculture

- 50% female participation in organic farming, microfinance, and sustainable conservation
- 27 female-led projects approved related to protected area management
- Women have co-developed local conservation agreements in Sabu Raijua Islands,



Bridging WEGE and Nature Outcomes in MALI



The GEF financed project involved both women and men in strengthening community-based natural resource management (CBNRM) to protect Gourma's endangered elephants, improve local livelihoods, and mitigate human-elephant conflicts



Decision Making & Technical Capacities

- 57% of 9,427 association members are women, ensuring their active participation in conservation and governance.
- 83 of 1,399 eco-guards are women, supporting anti-poaching, elephant monitoring, and community mobilization

Species Conservation & Land Management

- Women contribute to 366,596.96 hectares of managed land, including 18,296.96 hectares for grazing and 348,300 hectares of firebreaks.
- 521,000 hectares of tree-covered land and Gourma elephant population of 316 (target 259)



Bridging WEGE and Nature Outcomes in MEXICO



The Capacity Building for the Implementation of the Nagoya Protocol Project increase the capacities of national authorities and women's groups regarding genetic resources, associated traditional knowledge, and benefit-sharing in accordance with institutional conditions for implementing the Nagoya Protocol

STEM Skilling & Economic Empowerment

- Women and Environment" groups involved in "Sustainable Rural Housing."
- Partnerships were established with scientists, to identify the chemical and molecular constituents of biodiversity that need to be preserved, honored, or commercialized

Access & Benefit Sharing

- Women signed a permit between Mexico and Spain, granting access to genetic resources from plants aiming for fair compensation for their work and knowledge
- Exporting "Toronjil" (Agastache mexicana) or "lemon balm" to the Spanish company Provital



Bridging WEGE and Nature Outcomes in RWANDA



The GEF financed project Supporting a Green Economy - Decoupling Hazardous Waste Generation has made significant strides in gender-inclusive waste management and green job creation, as it has helped women with informal jobs transitioned to stable jobs, improving their livelihoods and economic independence

Capacity Building & Green Jobs

- Creation of 50 new green jobs in plastic waste collection, increasing total employment to 350 beneficiaries (60% women)
- Benefited 118,280 individuals, with 51.5% women and 48.5% men, through skills enhancement, and waste reduction initiatives



Waste Management

- Women's leadership in plastic and hazardous waste collection has played a vital role in environmental impact, with 775 women employed in waste recovery, leading to the removal of 780 metric tons of plastic waste from the environment



Bridging WEGE and Nature Outcomes in TURKEY



The SGP in Turkey aimed to tackle issues of overfishing and over-capacity fishing fleets by establishing no take fish zones in the Gökova Bay marine protected area by recognizing and mapping the numbers of women fishers in the Datça-Bozburun Peninsula and training them in sustainable fisheries, entrepreneurship and personal finance

Capacity Building & Decision Making

- 125 women were trained in sustainable fisheries and 70 through direct communication with local authorities
- 450 local fishing cooperatives changed their typical practices, to recognize the work of the women, empower them, give them voice in decision-making meetings

Protected Areas & Species Conservation

- Implemented the first SMART-marine software for women marine ranger patrols
- Fish stocks have increased by 800 percent and Average fish biomass is four times higher
- Monk seals are now present in the area



Why do we need Actions for Nature that promote Gender Equality and Women's Empowerment ?



Gender Equality is a catalyst for improved conservation and sustainable management of natural resources

Inclusive and gender transformative biodiversity policies and initiatives contribute to a more efficient, effective, and equitable response to biodiversity loss

The differentiated experiences, ideas and knowledge of women and men are essential to enhance nature positive actions



Added Value of Gender Transformative Actions for Nature



Encourages the analysis of social dynamics in specific ecosystems



More effective actions
enhance differentiated contributions and does not increase inequalities

Promotes an integral view about the challenges of conservation and sustainable use of biodiversity



More equitable actions
Complete vision that identifies opportunities and reduces inequalities

Promotes the design comprehensive and multidimensional initiatives



More sustainable actions
promotes involvement, ownership and risk anticipation and aversion

Promotes more inclusive decision-making and implementation



More innovative actions
that promote a more effective, manageable and inclusive biodiversity sector

Ensures compliance with environmental objectives and their sustainability over time



Actions with greater impact
that reduce biodiversity loss and result in co-benefits



GRACIAS!

W4B

Women4Biodiversity

Good Practices on gender-responsive policies & actions

Training on gender equality and systemic thinking

Project "Accelerating systemic change for gender equality and biodiversity conservation through NBSAPs"

Mrinalini Rai
Women4Biodiversity

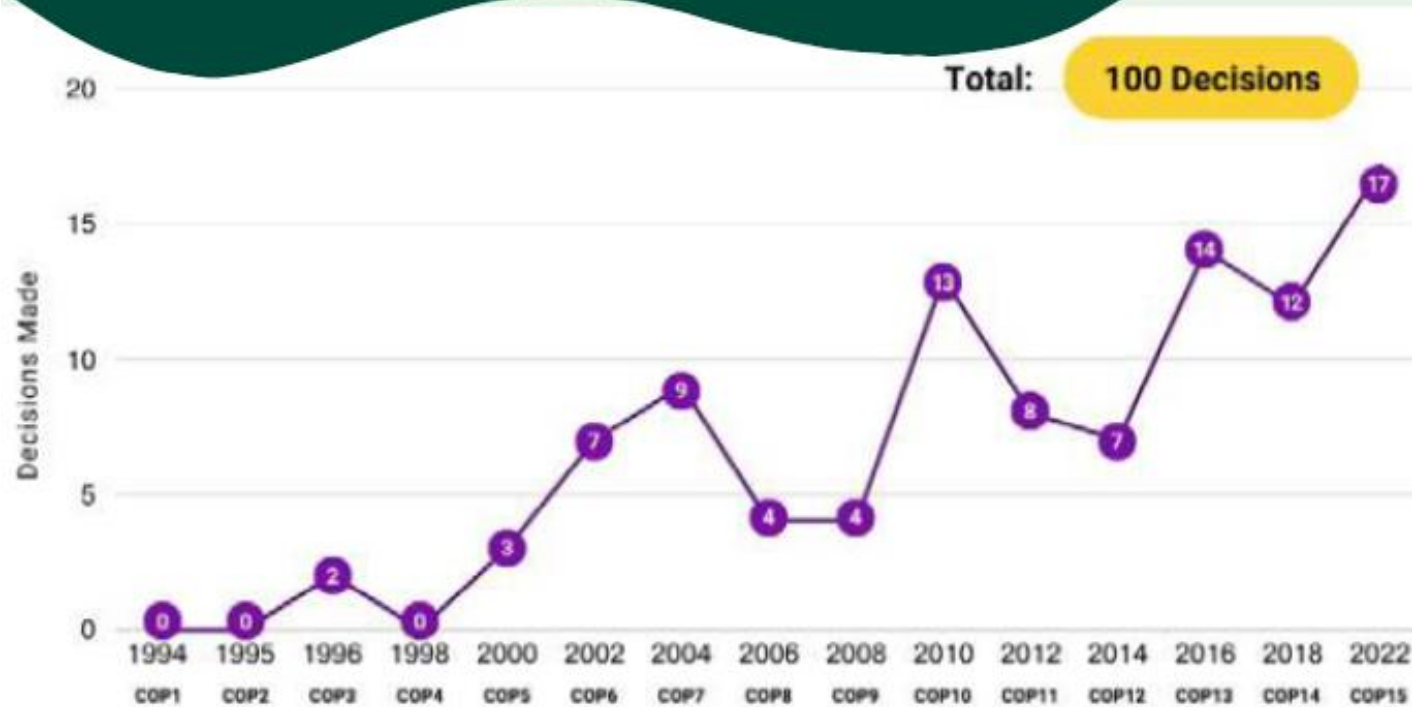
15 May 2025

mrinalini.raï@women4biodiversity.org



www.women4biodiversity.org

CBD COP Decisions on Gender



Available in all 6
UN Languages

Gender & Restoration





RESTORATION SITE PARTNERS



ARGENTINA

FARN- NATIONAL LEVEL

FUNDACION CAUCE- 1ST SITE

3 LONGITUDINAL KM

FUNDACION INAFQUALEN- 2ND SITE

7 HECTARES



SOLOMON ISLANDS

NETWORK FOR THE
INDIGENOUS PEOPLES,

SOLOMON

4 HECTARES



KENYA

PASTORAL COMMUNITIES
EMPOWERMENT PROGRAMME
(PACEP)

2.02 HECTARES



COSTA RICA

COOPESOLIDAR R.L

100 HECTARES



CAMEROON

THE AFRICAN WOMEN'S
NETWORK FOR COMMUNITY
MANAGEMENT OF FORESTS
(REFACOF)

1 HECTARE

Solomon Islands NIPS



Writeshop to reflection on progress and identifying pathways, Kenya 2024



Photo credit: Edward Manuga (NIPS), W4B



NIPS signs MoU with local government of Isabela province in 2022



"This is the first project of its kind in our area," expressed a community leader, reflecting the local sentiment of joy and appreciation



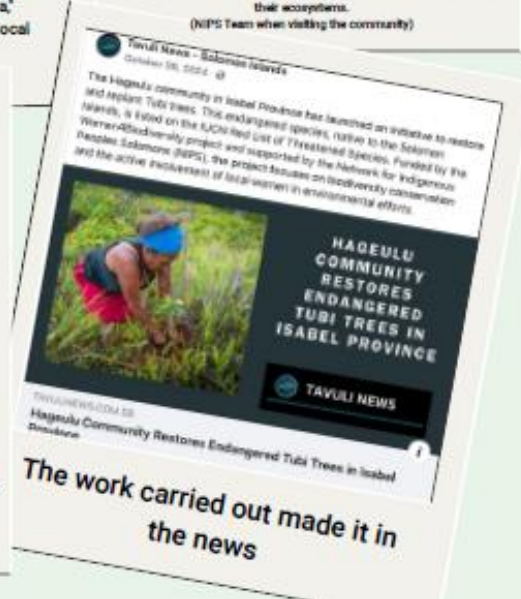
With the success of this endeavour, Hageulu hopes to serve as a model for other communities aiming to harmonize gender equity with environmental stewardship, ultimately contributing to the biodiversity and resilience of their ecosystems.
(NIPS Team when visiting the community)



Regina, NIPS at a side event at CBD COP16, Cali 2024



Rapid Biodiversity Assessment together with Hageulu community & Govt of Isabela Province



The work carried out made it in the news



In West Pokot, Kenya, women are restoring the Kamatira Forest. By replanting indigenous plants, creating seed banks for food security, mobilising the community and creating energy-saving gas stoves *Jikos* that are non-reliant on forest wood. The women are leading and inspiring the next generation. ➔



In the Salween Peace Park in Myanmar, the Women Research Group is identifying and documenting ethnobotanical species that have biological and cultural importance, and guiding community-based conservation efforts. When women lead research, restoration is rooted in tradition, care and resilience. ➔





Promote Rights

Advocate for policies, programs, and initiatives that restore women's access to rights in restoration initiatives.

01



Celebrate

Highlight and amplify the impact of women in driving social, cultural, and economic progress globally.

02



Collaborate

1. space for learning, dialogue, and knowledge exchange among activists, scholars, organizations, and communities.

03



Empower

Provide tools, resources, and capacity-building initiatives to empower women and their allies to advocate for their rights and contribute to collective progress.

04

JOIN NOW



Gender & Restoration

RESTORE HER RIGHTS

RESTORATION OF TUBI TREES BY
HAGEULU COMMUNITY IN
ISABEL PROVINCE IN
SOLOMON ISLANDS

RESTORE HER RIGHTS

WOMEN-LED COMMUNITY
RESTORATION OF BIODIVERSITY IN
KAWTHOOLEI,
MYANMAR

RESTORE HER RIGHTS

KAMATIRA COMMUNITY FOREST
RESTORATION BY WOMEN IN
WEST POKOT,
KENYA

RESTORE HER RIGHTS

PARTICIPATORY SYSTEMIZATION:
EXPERIENCES FROM
THE RESTORATION PROCESS IN
CHOMES,
COSTA RICA

RESTORE HER RIGHTS

WOMEN LED RESTORATION OF
MANGROVE IN
LONDJI 1,
CAMEROON

RESTORE HER RIGHTS

DEVELOPMENT OF COLLABORATIVE
AND INCLUSIVE RESTORATION
PLAN FOR LA MAR GRANDE,
SAN ANTONIO OESTE, IN
ARGENTINA

RESTORE HER RIGHTS

GENDER RESPONSIVE APPROACHES
TO ECOSYSTEM RESTORATION:
A GLOBAL SUMMARY

September 2024

Restoration University

SwedBio

Available [HERE](#)



Advancing gender equitable policies & actions



Rights Recognition and
Tenorial Rights

Access to information
& justice

Research &
Documentation

Livelihood Security

Full, Meaningful, and
Informed Participation

Capacity and Technical
support & transfer

Flexible, adequate &
continued Sources of
Funding

Recognition of women's
roles & contributions

Quantitative and
Qualitative Data



www.women4biodiversity.org





Addressing Gender Issues and Actions in Biodiversity Objectives



BEST PRACTICES IN GENDER AND BIODIVERSITY

Pathways for multiple benefits



Convention on Biological Diversity

Distr.
GENERAL

CBD/COP/DEC/15/11*
19 December 2022

ORIGINAL: ENGLISH

CONFERENCE OF THE PARTIES TO THE
CONVENTION ON BIOLOGICAL DIVERSITY
Fifteenth meeting – Part II
Montreal, Canada, 7-19 December 2022
Agenda item 9D

DECISION ADOPTED BY THE CONFERENCE OF THE PARTIES TO THE CONVENTION ON BIOLOGICAL DIVERSITY

15/11. Gender Plan of Action

The Conference of the Parties,

Recalling decisions XII/7 and IX/24, welcoming earlier versions of a gender plan of action for the Convention,

Recognizing the importance of advancing efforts to achieve gender equality and women's and girl's empowerment to ensure the effective implementation of the Kunming-Montreal Global Biodiversity Framework,¹

Recognizing also that the full and effective participation and leadership of women in all aspects of Convention processes, particularly in policy and action at national and local levels, is vital for achieving long-term biodiversity goals and the 2050 Vision of living in harmony with nature,

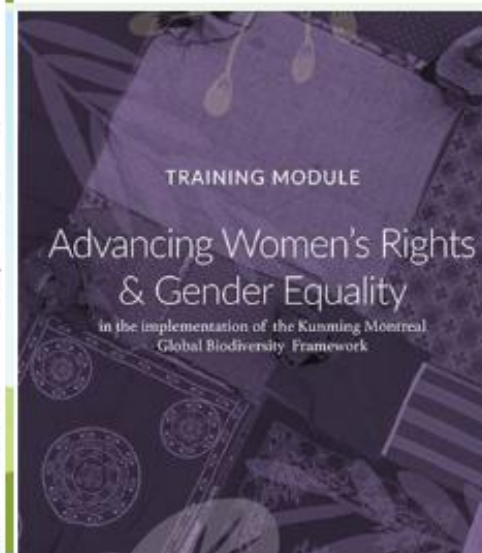
1. *Adopts* the Gender Plan of Action contained in the annex to the present decision;
2. *Urges* Parties, and invites other Governments, subnational governments, cities and other local authorities, and relevant organizations to implement the Gender Plan of Action to support and advance gender mainstreaming and gender responsive implementation of the Kunming-Montreal Global Biodiversity Framework;
3. *Invites* relevant organizations of the United Nations family and other international organizations and initiatives to support coherent gender responsive implementation of the

CBD

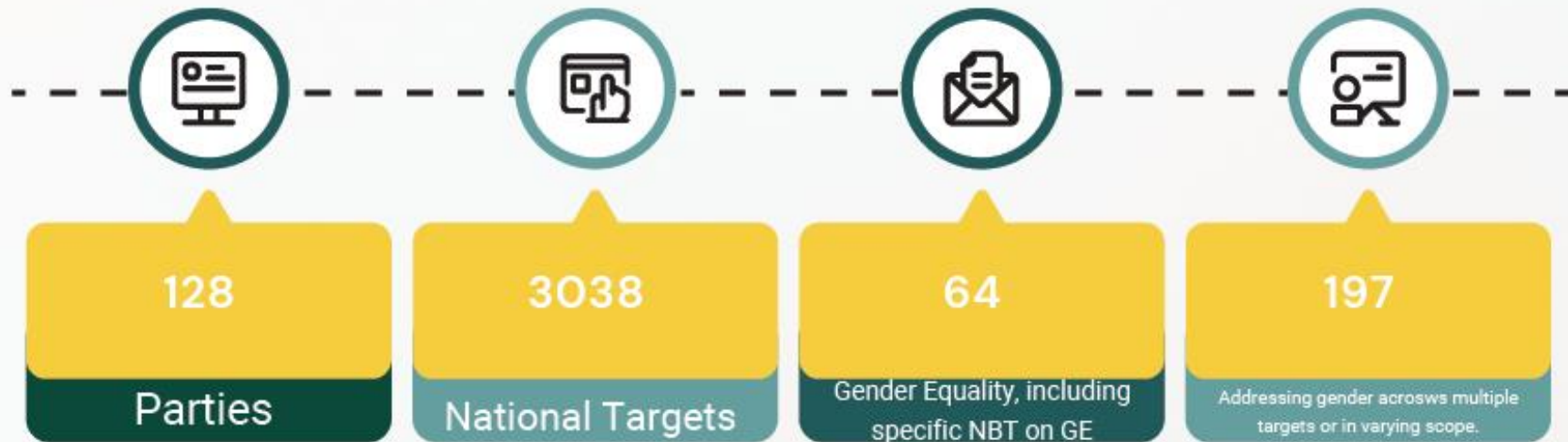


Gender and Biodiversity in South East Asia and the Pacific

TRAINING MATERIALS



NBSAPS POST CBD COP15 ACCESSED ORT DASHBOARD APRIL 2025



Thank You ~~~~~



www.women4biodiversity.org

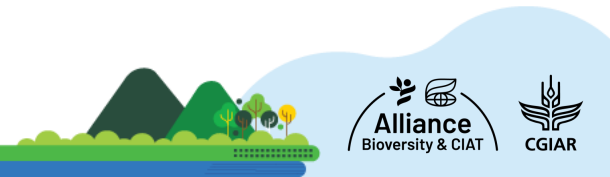
Key Resources: Examples of actions

[Best practices on gender and biodiversity](#)

UNEP & CBD (2022). *Includes country case studies.*

[Addressing Gender Issues and Actions in Biodiversity Objectives](#)

CBD (2019). *Includes proposal of concrete actions.*

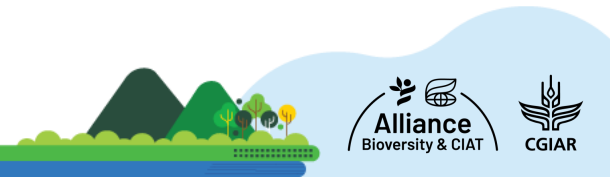


Supporting Active Engagement In biodiversity actions



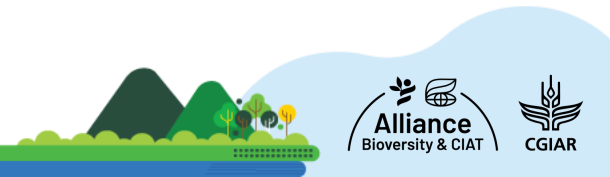
groups

- Antigua and Barbuda, Eswatini, Thailand
- Comoros, Togo, IIFB
- Costa Rica, Tajikistan



Sharing good practices for full, equitable, inclusive, effective and gender-responsive engagement

1. What are your take aways from the 'fireside chat'? What practice, techniques and tools did they discuss that you could use in your own situation?
2. What practices, techniques and tools do you already use that others may find useful? *Write on a card with a Sharpie (put your country)*



Key Resources: Supporting active engagement

How are we doing? A tool to reflect on the process, progress and priorities of your multi-stakeholder forum

CIFOR-ICRAF (2020). *Available in English, French, Spanish & Indonesian.*

Inclusive participatory approaches: A facilitator's guide

Alliance of Bioversity International and CIAT (2021)

Checklist for Gender Responsive, Socially Inclusive Stakeholder Consultations

UNDP (2022)

Inclusive event planning (GBA Plus) (includes checklist)

Government of Canada. *Available in English & French.*



Lunch



Back here at 2 pm



What's next?

Project implementation



Coffee break



Back to start at 15.30

Accelerating systemic change for gender equality and biodiversity conservation through NBSAPs



Day 5
Friday 16 May



Recap and check in



Today's agenda

When	What
Now	Finalise country plans
10.00	Group wisdom: Peer feedback on country plans
11.00	Break
11.30	Final questions
11.45	The role of data
12.15	Knowledge products
12.30	Feedback
12.55	Check out and closing

Finish or check your plan

- Have you included all relevant actors for the different stages of the project (think about your Rich Picture and Actor Analysis and your own analysis)?
- Do your proposed activities use tools to bring in
 - different perspectives? (e.g. Rich Picture, actors, visioning)
 - ways of identifying powerful entry points (e.g. causal diagrams)
 - Ways of prioritizing actions (e.g. Gender@Work framework, Option Domains, causal diagrams)
- Does your plan align with the updating process of the NBSAP?

Constructive feedback on country plans



Shared wisdom

- Identify a part of your plan where you would like feedback
 - E.g. Something that is particularly important for your success
 - E.g. Something that you are doing for the first time
 - E.g. Something you are having difficulty with

Pair up with another country

- Share in the group:
 - Brief summary of whole plan for context
 - What you would like feedback on
- Discuss potential ways of improving the plan



Coffee break



Back to start at 11.30

Questions



The critical role of data



W4B

Women4Biodiversity

MONITORING & REPORTING INTEGRATING GENDER INTO BIODIVERSITY DATA

Training on gender equality and systemic thinking

Project “Accelerating systemic change for gender equality and biodiversity conservation through NBSAPs”

*NBSAP Accelerator Partnership
16 May 2025, Nairobi, Kenya (virtual)*

Mrinalini Rai

Director, Women4Biodiversity
mrinalini.raï@women4biodiversity.org

www.women4biodiversity.org



BASELINE

- **Gender-disaggregated data** is essential for understanding how biodiversity is managed, highlighting how women and men interact with and rely on natural resources.
- **Data gaps remain**, limiting the ability of policymakers to develop effective, gender-responsive biodiversity strategies.
- Many gender-environment issues are **not reflected** in existing global frameworks (SDGs), and gender-disaggregated data is **rarely available** for **environmental indicators** related to biodiversity.



HOW GENDER-DISAGGREGATED DATA IMPROVES POLICY, PLANNING, AND IMPLEMENTATION

Enhances Policy Relevance and Equity

- Gender-disaggregated data enables the identification of **differentiated roles, needs, and impacts** on men and women in biodiversity use and conservation.
- This leads to more **inclusive, targeted, and effective** policies that address the specific needs and capacities of all genders.

In **Nepal**, gender-disaggregated data on forest user groups revealed that women had limited access to decision-making. Policy reforms then required quotas for women's representation in forest committees, increasing women's participation and improving forest outcomes.



PC. RSS/Kathmandu



HOW GENDER-DISAGGREGATED DATA IMPROVES POLICY, PLANNING, AND IMPLEMENTATION

Improves Resource Allocation and Program Design

- It helps allocate **resources** more **equitably** by understanding who uses or depends on what resources.
- Ensures that conservation programs benefit both **men and women**, especially those disproportionately dependent on biodiversity (e.g., rural women collecting fuelwood or medicinal plants).

In **Uganda**, data showed that women disproportionately relied on wetlands for household water and materials. This informed gender-sensitive wetland management programs that balanced conservation with women's livelihood needs.



Photo: Denis Onyodi/URCS-Climate Centre



HOW GENDER-DISAGGREGATED DATA IMPROVES POLICY, PLANNING, AND IMPLEMENTATION

Women's Traditional Knowledge in Forest Resource Management

- Biodiversity conservation outcomes improved, as more sustainable harvesting practices were adopted based on women's knowledge of seasonal cycles and regeneration rates.
- Women gained recognition and increased participation in forest governance structures.
- Policies were adjusted at the community level to protect culturally and ecologically important species identified by women

In **Indonesia's** Dayak communities, women hold valuable knowledge of non-timber forest products, often overlooked due to limited data and representation. Gender-sensitive mapping helped document and include their insights in forest management plans.

Source: Niko, N., Widianingsih, I., Sulaeman, M., & Fedryansyah, M. (2024). Indigenous women's connection to forest: Colonialism, lack of land ownership and livelihood deprivations of Dayak Benawan in Indonesia. *Feminist Encounters: A Journal of Critical Studies in Culture and Politics*, 8(1), Article 22. Source: UN Women, UNEP, UNDP, & IUCN (2015). The Environment and Gender Information (EGI) Platform.

Photo: Mongabay



DATA MATTERS

“Evidence through **data** and **information** increasingly shows that women's **leadership** in environmental decision-making—and the integration of gender equality into conservation, climate action, and sustainable development—is vital.

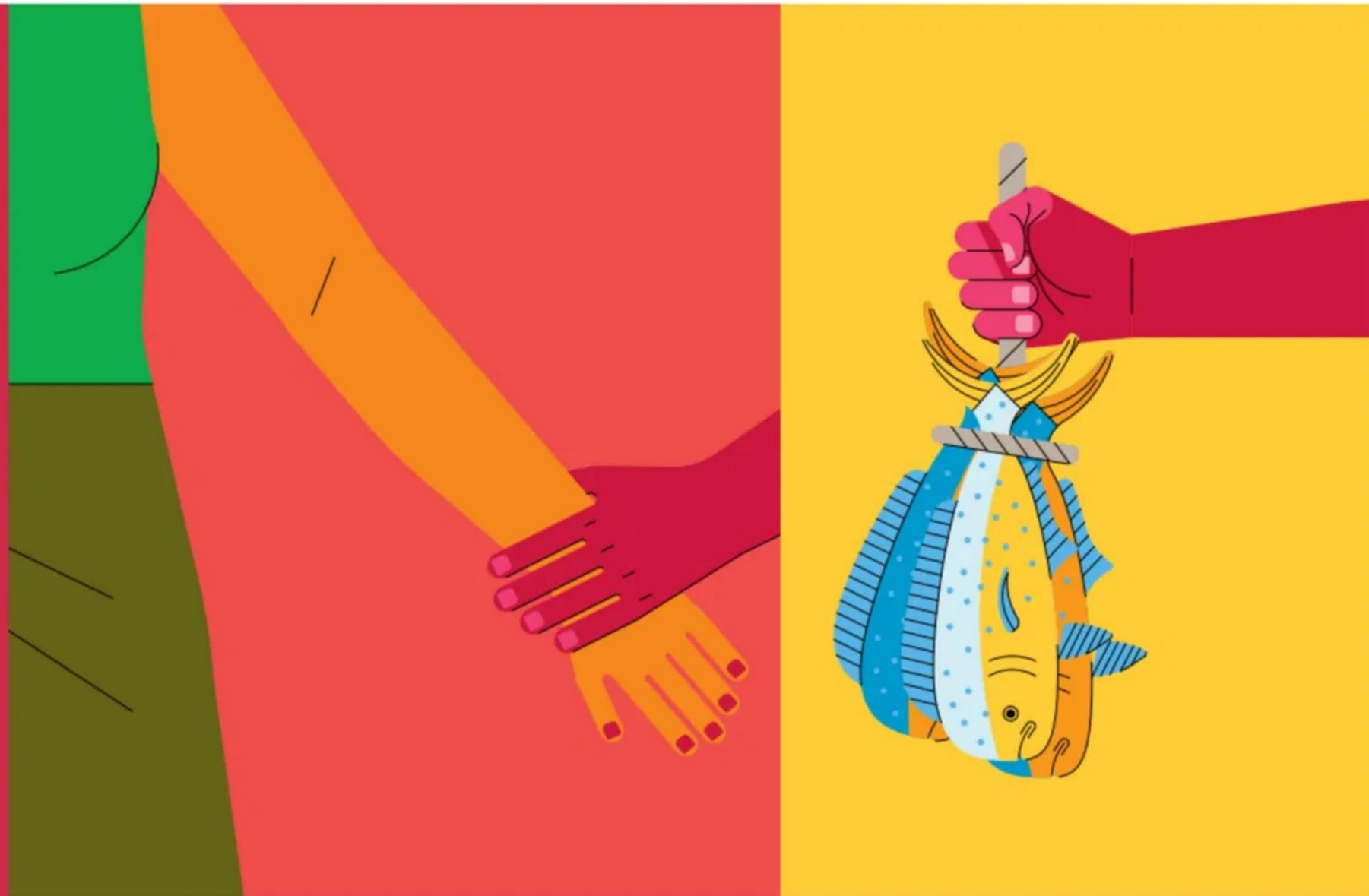
It not only **empowers** women as agents of change, but also **enriches** environmental policies and programs with diverse perspectives, leading to stronger environmental, health, and socioeconomic outcomes.

Data also is crucial to **identify** challenges and gaps and **respond** appropriately.”



Source. Julia Gunther for NPR

Transactional sex to obtain fish, also known as 'sex-for-fish', is used in small-scale fishing with 97% of documented cases taking place in Africa

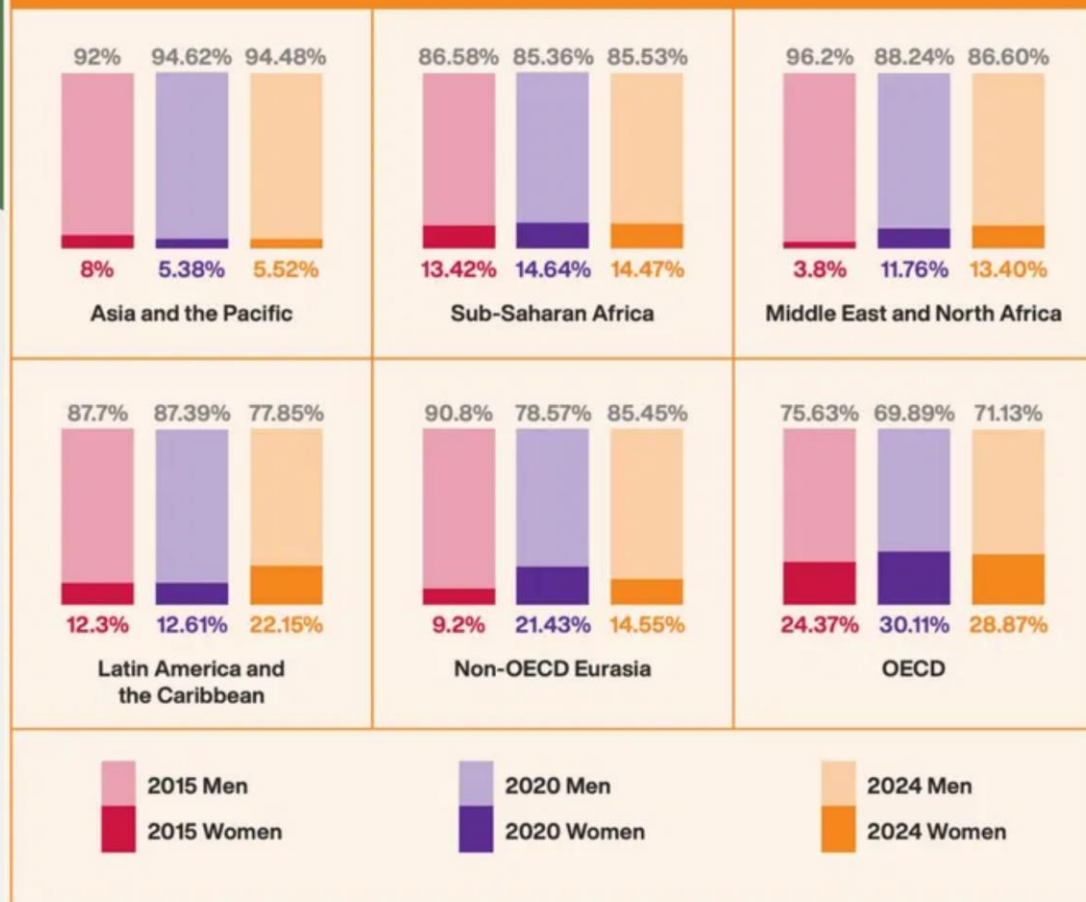


Data from: Béné & Merten (2018).

Infographic source: Estudio Relativo for IUCN.

Source. Castañeda Camey, I., Sabater, L., Owren, C. and Boyer, A.E. (2020). Gender-based violence and environment linkages: The violence of inequality. Wen, J. (ed.). Gland, Switzerland: IUCN. 272pp. ([LINK](#)).

Trends in women heading environment-related ministries across regions



Regional breakdown of women and men heads of environment-related ministries in 2015, 2020 and 2024 (Source: IUCN, March 2024)

Note: Environment and environment-related ministries include ministries of environment, forestry, fisheries, water, oceans, agriculture, land, energy, climate, transportation, infrastructure, works, housing and development.



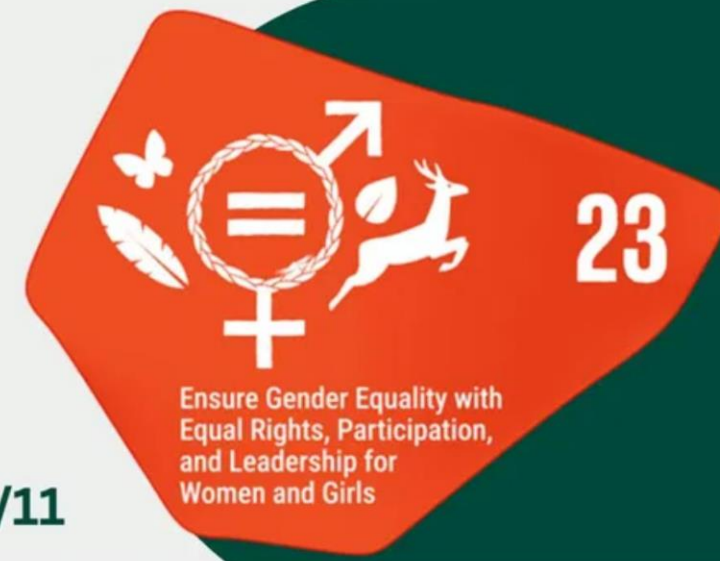
Data-driven insights help

- refine your budget allocation, policies and action.
- monitoring and planning

MONITORING & KMGBF

Target 23 Decision 15/11

“Ensure gender equality in the **implementation** of the Framework through a **gender-responsive** approach, where all women and girls have equal opportunity and capacity to **contribute** to the three objectives of the Convention, including by recognizing their **equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels** of action, engagement, policy and decision-making related to biodiversity”.



Decision 15/11



CBD



Convention on
Biological Diversity

Distr.
GENERAL

CBD/COP/DEC/15/11*
19 December 2022

ORIGINAL: ENGLISH

CONFERENCE OF THE PARTIES TO THE
CONVENTION ON BIOLOGICAL DIVERSITY
Fifteenth meeting – Part II
Montreal, Canada, 7-19 December 2022
Agenda item 9D

DECISION ADOPTED BY THE CONFERENCE OF THE PARTIES TO THE CONVENTION ON
BIOLOGICAL DIVERSITY

15/11. Gender Plan of Action

The Conference of the Parties,

Recalling decisions XII/7 and IX/24, welcoming earlier versions of a gender plan of action for the Convention,

Recognizing the importance of advancing efforts to achieve gender equality and women's and girl's empowerment to ensure the effective implementation of the Kunming-Montreal Global Biodiversity Framework,¹

Recognizing also that the full and effective participation and leadership of women in all aspects of Convention processes, particularly in policy and action at national and local levels, is vital for achieving long-term biodiversity goals and the 2050 Vision of living in harmony with nature,

1. *Adopts* the Gender Plan of Action contained in the annex to the present decision;

2. *Urges* Parties, and invites other Governments, subnational governments, cities and other

Component indicator for Target 23 in the Monitoring Framework (Decision 15/5), COP 15

23 ^b	23.b Number of countries with legal, administrative or policy frameworks, <i>inter alia</i> , the Gender Plan of Action, to ensure that all women and girls have equal opportunity and capacity to contribute to the three objectives of the Convention, including by ensuring women's equal rights and access to land and natural resources.	Disaggregations by gender, age and governance for other indicators are relevant	• <u>Proportion of seats held by women in (a) national parliaments and (b) local governments</u> • <u>Indicator on national implementation of the Gender Plan of Action</u> • <u>Proportion of total adult population with secure tenure rights to land, (a) with legally recognized documentation; and (b) who perceive their rights to land as secure, by sex and type of tenure</u>	• <u>Percentage of positions in national and local institutions, including: (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups</u> • <u>Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and share of women among owners or rights-bearers of agricultural land, by type of tenure</u> • <u>Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group (Sustainable Development Goal indicator 16.7.2)</u> • <u>Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership</u>
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SBSTTA-26 (CBD/SBSTTA/26/L.10)
 Nairobi, May 2024

A binary indicator has been proposed to measure progress towards Target 23

Monitoring framework for the Kunming-Montreal Global Biodiversity Framework (Decision 16/31).

Recognizing that an indicator for the Gender Plan of Action (2023–2030)¹⁰ was developed in response to the adoption of the Framework,¹¹

Recognizing also that the capacities for the collection and generation of data, maintenance of databases and processing of biodiversity-relevant data are uneven and that developing countries require support in terms of means of implementation in that regard, including through international cooperation, resource mobilization, information infrastructure, capacity-building and development, technical and scientific cooperation and technology transfer,

Recognizing further the importance of strengthening national monitoring, reporting, review and information systems and that those systems are the primary source of information for monitoring

⁸ See www.unep.org/events/conference/bern-iii-conference-cooperation-among-biodiversity-related-conventions.

⁹ See also decisions 16/20 and 16/19, respectively.

¹⁰ Decision 15/11, annex.

¹¹ Women4Biodiversity and the United Nations Environment Programme World Conservation Monitoring Centre have collaborated in supporting the co-development of a methodology (see www.gbif-indicators.org/metadata/other/23-1-C).

2/32

Supported



Co-developed





Consultations and Peer Review by: Parties (19 Bilaterals); Submissions, Major Stakeholder Groups (IIFB, CBD WC, CBD Alliance, GYBN), UN and others

INDICATOR METHODOLOGY TO MEASURE PROGRESS TOWARDS TARGET 23 OF KM-GBF



Key contribution: The draft proposed indicator methodology aims to support Parties to the CBD to measure progress towards the national implementation of the Gender Plan of Action (2023-2030). The GPA provides a set of **indicative actions** that if implemented, will ensure the gender-responsive implementation of the GBF.

Method: The methodology includes a set of questions (with multiple choice answers) which will be summarised as a quantitative measure (index) to provide a value to measure progress over time.

Gender Plan of Action 2023 - 2030

GENDER PLAN OF ACTION: OBJECTIVES, ACTIONS, DELIVERABLES, TIMELINES AND ACTORS

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
Expected outcome 1: All people in particular all women and girls, have equal opportunity and capacity to contribute to the three objectives of the Convention				
1.1 Increase all women and girls' rights to ownership and control over land and access to natural resources and to water, to support the conservation and sustainable use of biodiversity	1.1.1 Compile baseline data and research on the relationship between conservation interventions, sustainable use and all women and girls' rights to ownership and control over land and access to natural resources and to water, and prepare guidance for national-level action	Baseline data, research and guidance on all women and girls' rights to ownership and control over land and access to natural resources and to water in the context of biodiversity conservation and sustainable use made available to Parties for SBI-4	<i>Timeframe:</i> 2024	<i>Leading:</i> Secretariat, relevant organizations <i>Contributing:</i> Parties
	1.1.2 Take measures to update national legislation so that all women and girls have equitable access to ownership and control over biological resources, as well as land and waters	Created or updated legislation that provides equal rights of access, ownership and control of land and waters for women and men	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations
	1.1.3 Support women's organizations and networks to have equal opportunities to lead or participate in decision-making on policies relating to the three objectives of the Convention, including related to land and waters, land tenure and property reforms through inter alia, consultation of women, in accordance with national law, and the	Consultations that included effective engagement of women and girls' organizations/networks; Financial and other relevant support provided to women and girls' organizations/networks to strengthen their capacity	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations

WHAT DOES THE INDICATOR METHODOLOGY CONSIST OF?

- **Survey questions** based on the indicative actions listed in the Gender Plan of Action
- Focusing on those **indicative actions** for whom Parties are the leading responsible actor (**18 out of 30 actions**)
- Calculating an index for translating survey responses into a **numerical value to measure progress over time**



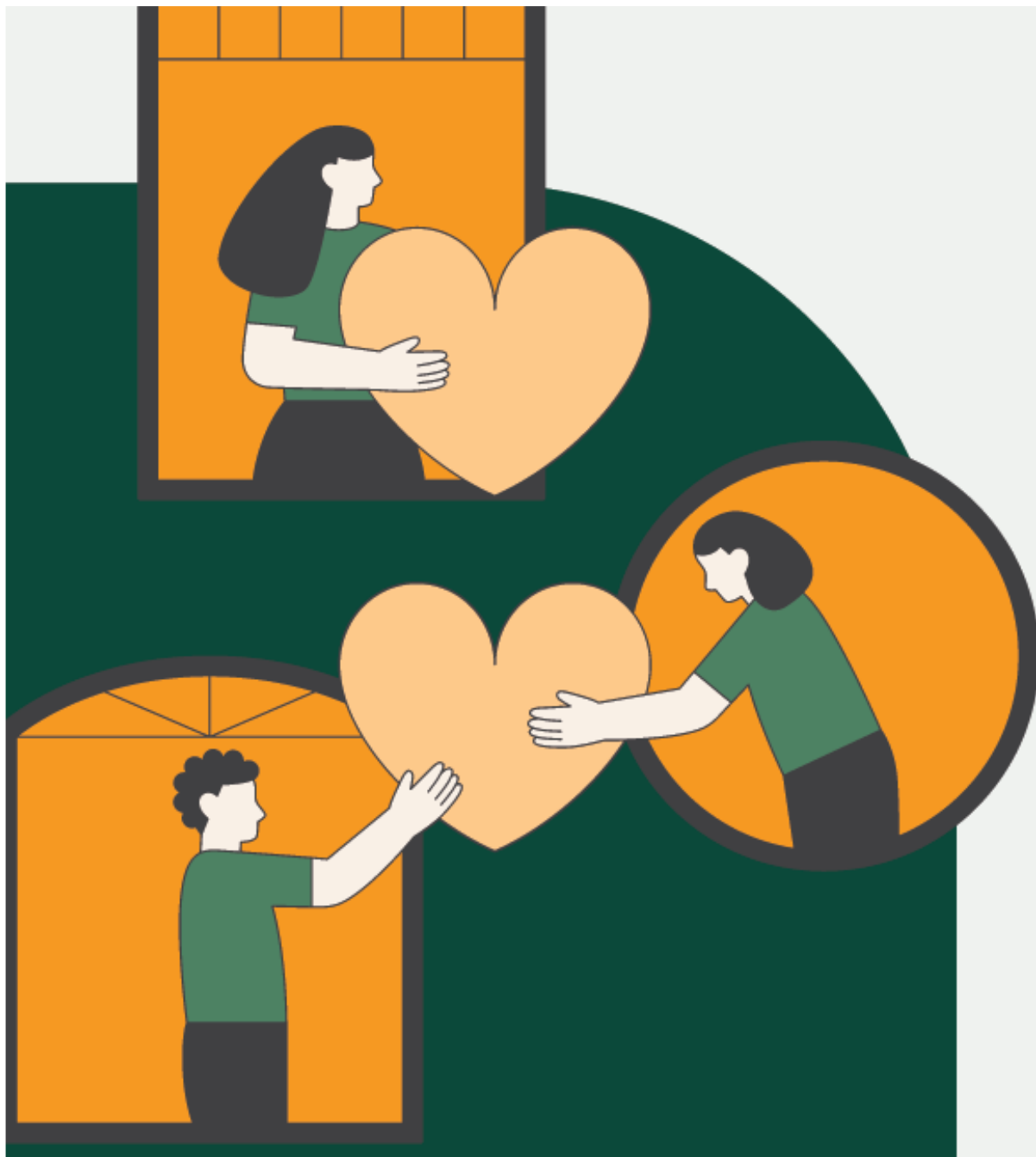
METHOD OF COMPUTATION: CALCULATING THE INDEX

Interpretation(s):

- i) Country A has an index of **46%** regarding progress on national implementation of the Gender Plan of Action.
- ii) Results can also be presented as 3 ranges: Requires further progress/ Some progress toward target/ On track to achieve target.

Index smaller than 33%	Further progress needed
Index between 33 and 66%	Some progress toward target
Index greater than 66%	On track to achieve target





TENTATIVE PROCESS FOR DATA COLLECTION

National level

- Methodology was made **available** for Parties at COP 16. The data collection process could be done by the relevant national institution or responsible focal point to track progress for the period 2025-2030

Global level

- Indicator **remains** in the monitoring framework, perhaps GPA index scores could be provided by Parties in the relevant section of their national report (via the reporting platform). The national scores could be compiled by SCBD to provide regional and global trends.



Testing the methodology

Providing feedback -

Submit your **comments and feedback** to
Ayesha Wijesekera at:
Ayesha.wijesekera@unep-wcmc.org

Draft methodology available
<https://gbf-indicators.org/metadata/other/23-1-C>

Or download a word copy here:
http://wcmc.io/GPA_T23_indicator

For 15-min training or information
Meenal Tatpati at:
meenal.tatpati@women4biodiversity.org

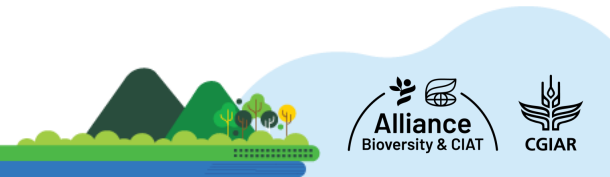


Knowledge Products

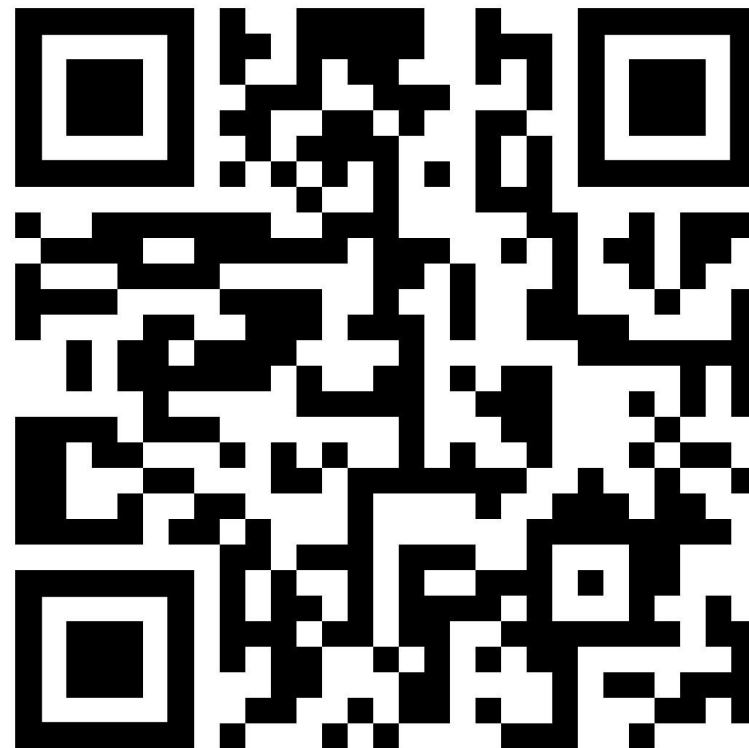


Knowledge products

- What are they?
- What to deliver?



Feedback



Thanks!



alliancebioversityciat.org

