

Workshop Report

Training on gender equality and systems thinking in NBSAPs

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

Monday 12th – Friday, 16th May 2025, UNEP Headquarters, Nairobi, Kenya

Background

Gender equality and social inclusion are priorities in the implementation of Convention on Biological Diversity’s (CBD) Kunming-Montreal Global Biodiversity Framework (GBF), which countries agreed in December 2022. The GBF highlights that the successful implementation of the Framework will *depend on ensuring gender equality and the empowerment of women and girls and reducing inequalities*. Further, it includes two dedicated targets focused on promoting gender equality and women’s empowerment, Target 22 and 23. Specifically, target 23 invites countries to “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”.

To support these efforts, **the project “Accelerating systemic change for gender equality and biodiversity conservation through NBSAPs”**, funded by the Government of Canada, is being implemented by the NBSAP Accelerator Partnership, together with UNDP, UNEP and the Alliance of Bioversity International and CIAT, in collaboration with the Secretariat of the CBD. The project aims to support seven countries from different regions in accelerating systemic change for gender equality and biodiversity conservation through a country-driven approach. The objectives of the project are to: a) build technical and institutional capacity on gender equality and systems thinking for biodiversity conservation, b) increase the participation and leadership of women through multi-stakeholder workshops and by co-creating country specific solutions for gender-responsive biodiversity actions and c) support global learning and share knowledge. This project provides detailed support to seven countries: Antigua & Barbuda, Costa Rica, Comoros, Eswatini, Tajikistan, Thailand and Togo.

Workshop on gender equality and systems thinking in NBSAPs

One of the main outcomes of the project is to build institutional capacity in target countries to enable key ministries and stakeholders to advance biodiversity conservation and gender-responsive NBSAPs facilitating socially inclusive implementation of the GBF (including gender-responsive monitoring frameworks, as well as budgets, partnerships and other plans).

To achieve this goal, the **first international workshop** was held on May 12-16th 2025, at UNEP headquarters in Nairobi, Kenya, to build technical capacity for implementation at national level. The objective of the workshop was to increase capacity, awareness, and outreach to relevant stakeholders

by identifying problems and co-creating country-led solutions. These will contribute to the implementation of the GBF, especially targets 22 and 23, as well as the CBD Gender Plan of Action 2023-2030, in the seven participating countries.

The workshop was facilitated by the Alliance of Bioversity International and CIAT, with co-facilitation support from UNDP, and logistics support from UNEP and the NBSAP Accelerator Partnership, combined with technical inputs from the Secretariat of the CBD, International Indigenous Forum on Biodiversity (IIFB), Women4Biodiversity, and Kenya Wildlife Conservancies Association (KWCA) as member of CBD Women Caucus.



Participants included two members of the project's 'core country teams' from each of the seven partner countries. The full list of participants and their affiliations are listed in Annex 1. An additional 25 participants joined a networking reception and 12 participants (community leaders and Kenya Wildlife Conservancies Association (KWCA) staff) were part of the study visit.

Objectives of the workshop

- Learn and exchange on challenges and approaches to promote gender equality at the biodiversity nexus.
- Build technical capacity on gender equality and systems thinking to integrate gender-responsive approaches into biodiversity policies and practices.
- Learn from concrete examples of gender-responsive projects or biodiversity projects led by Indigenous Peoples and local communities (IP&LC) and women's groups.
- Design the strategy of country components and refine the implementation plan at national level.
- To be responsive to the specific learning needs and expectations of participants related to gender and biodiversity (as identified in the pre-workshop survey).

Summary of workshop

The workshop started with a session where the CBD Secretariat presented the Convention's Gender Plan of Action and the timeline for its monitoring, evaluating and reporting. After the presentation, the workshop's first two days focused on sharing different tools that could be used in-country to collect and analyze information that will allow countries to better understand the gender and biodiversity nexus. The second half of the workshop was centered on the implementation of the project and the development of the country's implementation plans. The sessions also focused on sharing good practices and lessons learned related to gender-responsive nature-positive actions and strategies to fully and effectively engage different actors in national implementation plans.

The **first two days** were an interactive journey to explore different **systems thinking tools**, using participatory methods to define a vision for gender and biodiversity, explore national situations related to gender and biodiversity, map actors, dive deeply into root causes of problems and explore interlinkages among causes, identify entry points, and propose and prioritize actions for each specific

country context. The Secretariat of the CBD set the scene by co ntexualizing gender equality in the GBF and presenting the CBD Gender Plan of Action 2023-2030.



Diverse topics were identified by participants when discussing entry points at the gender-biodiversity nexus, ranging from women’s limited influence over decisions on natural resources, access to finance and to new technologies for rural women, lack of representation of women in decision making processes in local communities, unequal land rights, lack of participation of women in environmental governance, socio-cultural norms and low representation and decision-making power of women in policy processes.

During a **field visit** to Naretunoi Conservancy with KWCA on **Day 3**, participants learnt about how KWCA promotes women’s leadership, women’s economic empowerment, and gender transformative change through gender transformative approaches, gender analysis and actions and institutional gender policies. During the visit to the community led Conservancy, participants exchanged with female Board members and women community leaders and learned about the daily challenges women face regarding human wildlife conflict.



Day 4 was dedicated to the exchange of **good practices and effective engagement strategies** of women and Indigenous Peoples and local communities. UNDP shared its extensive work on gender and biodiversity, showcasing how gender equality and biodiversity conservation are deeply interlinked.

Women4Biodiversity gave insights into women-led restoration practices at community level and emphasized the role of data to advocate for women's leadership and gender considerations in policy making.



IIFB Kenya shared how Indigenous women visualized their contribution to biodiversity conservation at community level, slowly changing socio-cultural norms towards more participation and empowerment of women in decision-making. IIFB Kenya and KWCA enriched the discussion by sharing how to advocate for meaningful participation of IP&LCs and women in NBSAP processes.

"IP&LCs have been living in harmony with nature. Understanding these linkages is so important, also gender roles and approaches to gender and biodiversity."

Quote from country participant



Participants from the seven countries shared inspiring examples, such as women forest firefighters, women led restoration, training of trainers to develop gender-responsive value chains on endemic natural products, and capacity strengthening of local village committees. Key reflections on effective engagement included: engagement needs to be a continued process, building trust and strategic alliances with key actors from women's groups and IP&LCs, the need to bridge the gap between policies and implementation on the ground by creating awareness of how daily practices of Indigenous Peoples and local communities relate to NBSAPs and the GBF.

On **Day 4 and Day 5**, equipped with the tools from the first days and the insights from good practices and engagement strategies, participants applied these learnings to **plan the activities at national level**. Peer to peer feedback strengthened the implementation plans.



At a **networking reception on Day 4**, Janine Cooker, Head of Cooperation for Kenya, Somalia, Uganda and Eritrea at Global Affairs Canada, referred to the project as trail-blazing work. As part of Canada's feminist development policy, she encouraged participants to promote gender equality in biodiversity policies and actions.

Workshop resources

- Final slide deck ([pdf](#))
- Final slide deck ([ppt slides](#))
- Post-workshop [survey report](#)
- [Shared folder](#) with all relevant resources

Key Messages

- The workshop kick-started project implementation to accelerate systemic change for biodiversity and gender equality. Equipped with tools for systemic inquiry of root causes, actors mapping and prioritizing actions, inspired by good practices and methods for engagement of women and IP&LCs, partner countries strengthened national implementation plans.
- Partner countries value the project as a strategic opportunity to highlight and integrate gender equality in the current NBSAP revision, concretize actions on gender equality in NBSAP implementation, strengthen their national Gender Plan of Action, and outreach and strengthen engagement with IP&LCs for NBSAP implementation.
- Besides applying tools to integrate gender systematically in biodiversity policies and actions, the workshop was a transformative experience and unique opportunity for partner countries to learn from each other, discuss how to deal with challenges, identify similarities and get inspiration.
- Results of this project support CBD Parties to deliver their 7th national report to the CBD on [target 22](#) and [target 23](#) and to contribute to the upcoming mid-term review of the [CBD Gender Plan of Action 2023-2030](#).
- While the integration of gender equality into biodiversity policies and actions is often acknowledged in discourse, it rarely translates into direct funding or sustained attention. Efforts in this area are therefore not only pioneering but also a central component of Canada's Feminist International Assistance Policy.

“Wonderful learning experience and knowledge sharing.”

“I have really gained very insightful ideas and skills from this engagement.”

Quotes from country participants

Annex 1: Workshop participants

In first-name alphabetical order

1. **Amah Atutonu**, CBD FP, Directeur, Direction des ressources forestières Ministère de l'Environnement et des Ressources forestières, Togo
2. **Andrea Quesada Aguilar**, UNDP gender and environment specialist
3. **Arwen Bailey**, Alliance of Bioversity International and CIAT
4. **Calsile Mhlanga**, CBD gender FP, Clearing House Mechanism (CHM) FP, The Acting Biosafety Registrar, Eswatini Environment Authority
5. **Daisy Chepkopus**, IIFB Kenya
6. **David Githaiga**, NBSAP AP Facilitator Kenya
7. **Firuz Raufi**, Institute of Economics and Demography of the National Academy of Sciences of the Republic of Tajikistan
8. **Fred Kibelio Ngeywo**, International Indigenous Forum on Biodiversity (IIFB), Project Officer, Chepkitale Indigenous People Development Project (CIPDP), Mt Elgon, Kenya
9. **Joyce Peshu**, Gender Officer at Kenya Wildlife Conservancies Association (KWCA)
10. **June Jackson**, Executive Director, Gilberts Agricultural and Rural Development Center (GUARD), Antigua and Barbuda
11. **Katherine Madden**, UNEP, General Coordinator NBSAP Accelerator Partnership
12. **Laura Elena Díaz Hernández**, CBD Gender FP, Functionaria, Unidad de Género, Sistema Nacional de Areas de Conservacion (SINAC), Ministerio de Ambiente y Energía (MINAE), Costa Rica
13. **Mabuza Nandipha Mbali Mbaliyakhe**, Project Manager- Gbf Early Action Support Eswatini National Trust Commission
14. **Maren Kraushaar**, lead on gender and social inclusion, NBSAP Accelerator Partnership
15. **Marlène Elias**, lead on gender, Alliance of Bioversity International and CIAT
16. **Meatchi-Albada Hawa**, Chef du projet, réseau des femmes africaines pour la gestion communautaire des forêts (REFACOF- Togo)
17. **Mohamed Abderemane Abdouchakour**, CBD FP, Ministère de l'Agriculture, de la Pêche, de l'Environnement, du Tourisme et de l'Artisanat, Comoros
18. **Nozanin Rasulova**, Head | Department of Sectoral and Intersectoral Cooperation for the CBD and its Protocols Implementation, National Biodiversity and Biosafety Center of the Committee for Environmental Protection, Tajikistan
19. **Olivier Rukundo**, Head of the Peoples and Biodiversity Unit at the Secretariat of the Convention on Biological Diversity, David Githaiga, NBSAP AP Facilitator Kenya
20. **Patcharasorn Karatna**, Environmentalist, Senior Professional Level Biodiversity Management Division, ONEP, Thailand
21. **Romain Segouin**, UNEP, Programme Management Associate NBSAP Accelerator Partnership
22. **Rungthiwa Tatichara**, Environmentalist, Professional Level Biodiversity Management Division Office of Natural Resources and Environmental Policy and Planning, Thailand
23. **Supanee Jay Pongruengphant**, UNDP gender specialist
24. **Tricia Lovell**, Deputy Chief Fisheries Officer, Fisheries Division, Antigua and Barbuda
25. **Yocelyn Ríos Montero**, Coordinator of Gender Committee, Sistema Nacional de Areas de Conservacion (SINAC), Costa Rica
26. **Youssef Hamadi Zalhata**, CBD Gender Focal Point (FP) Ministère de l'Agriculture, de la Pêche, de l'Environnement, du Tourisme et de l'Artisanat, Comoros

Annex 2: Workshop Agenda

Mon 12	Tues 13	Wed 14	Thurs 15	Fri 16
<i>9 am - 1 pm</i> - Welcome - Gender in the GBF and CBD - Understanding the gender-biodiversity nexus	<i>9 am - 12.30 pm</i> - Identifying underlying causes - Identifying entry points and strategies	<i>8 am - 5 pm</i> Field trip To Naretunoi Conservancy Site with Kenya Wildlife Conservancies Association (KWCA)	<i>9 am - 1 pm</i> - Good practices on gender-responsive actions and policies - Methods/tools for inclusive engagement	<i>9 am – 1 pm</i> - Peer to peer feedback on national implementation plans - Gender-responsive data collection and analysis - Wrap up and closing
Lunch	Lunch		Lunch	Lunch
<i>2 – 5 pm</i> - Gender-biodiversity nexus in national contexts - Identifying actors	<i>2 - 5 pm</i> - Prioritizing entry points and strategies - Link analysis to country planning		<i>2 - 5 pm</i> - Next steps of project (MatchMaking Mechanism, Bridge Help desk, SSFA) - Planning national project implementation	
	Informal dinner		Networking reception	

Annex 3: Description of the Sessions

DAY 1

Setting the scene: Gender in the CBD and GBF

Olivier Rukundo, Head of Peoples and Biodiversity Unit, SCBD, provided a brief overview of the GBF, and particularly its Targets 22 and 23; presented the Gender Plan of Action and the mid-term review of the GPA; briefly discussed monitoring of Targets 22 and 23; and offered relevant insights on plans in the lead-up to COP17.

Slides can be found in the following link: <https://www.sparkblue.org/system/files/2025-07/20250512%20CBD%20Presentation%20%20%20-%20%20Read-Only%20%20-%20%20Read-Only.pdf>



Participants asked the following questions:

- How to measure progress on implementation of gender in NBSAPs?

In the Gender Plan of Action (GPA), Obj 1 is on awareness of issues related to gender and the participation of women and girls in the implementation of the GPA, so level of awareness can be an indicator. For example, for capacity strengthening activities, you can measure the intake of activities: how many policymakers/decision makers have been sensitized and how is this reflected in documents? You can also measure behaviour change and awareness in terms of those implementing biodiversity policies - e.g., at the government level, how many people understand what the GPA is?

- Are there parallel initiatives at SCBD to support Parties to implement GPA? Are there dedicated funds or internal guidelines?

A dedicated staff will soon be hired to follow the gender and biodiversity portfolio. The SCBD has small gender-related funds that it is drawing on to participate in this workshop. The SCBD

can provide relevant resources to Parties, and can review Party documents. Some donor countries are discussing funding the implementation of gender-related actions linked to the objectives of the GPA. The SCBD has called for countries to nominate national gender focal points - go-to teams in countries. Once we have a critical mass of gender focal points, there is a plan to do capacity building for gender focal points (e.g., regionally).

The SCBD is supporting the revision of NBSAPs: through several initiatives, including regional dialogues, which are about the process of updating NBSAPs but also about specific issues (e.g., integration of traditional knowledge, gender considerations, ABS, role of specific actors (women, etc.)) - to provide technical guidance to representatives from all sectors. The team that works on NBSAPs is also open to receiving questions - e.g., on how to mainstream gender.

In countries, you also have a facilitator or resource person working with you from UNDP, UNEP, etc.

A review of the previous GPA related to the Strategic plan (and Aichi Targets) showed a lack of integration of gender considerations. The previous GPA intended to mainstream gender dimensions across the Strategic plan. In the GBF, there are dedicated gender and inclusion targets but also an overarching obligation (in Section C: successful implementation of Framework) to consider gender equality and the empowerment of women and girls.

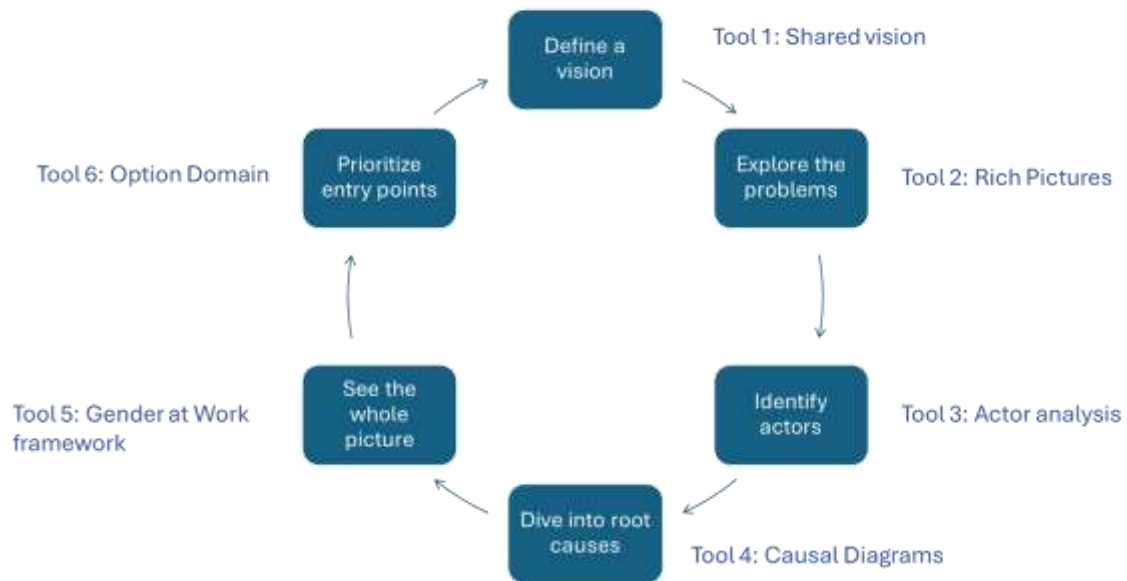
- What does meaningful engagement mean?

There is no definition of 'meaningful' under the Convention, and Parties have a sovereign right to decide on the most appropriate actions. NBSAPs are at the helm at the national level. There is no one size fits all. Some countries are building in space in language in their NBSAPs to see what happens on the ground, and there are opportunities to define and report on national targets on gender that are beyond NBSAPs. We need meaningful indicators, but there are limitations with the type of data that we have. The CBD Women's Caucus and IIFB have guidance and lessons learned on approaches that can work. There is also guidance within national legislation and international human rights instruments on how to consult Indigenous Peoples.

Starting a journey

The workshop took participants along a systemic inquiry journey that they could conduct in their own countries to actively engage women from/and IP&LCs in the revision and implementation of their NBSAPs. Workshop sessions focused on a six-step journey and six corresponding gender-responsive, participatory tools for systemic inquiry that core country teams could use in their countries to stimulate reflection and establish national biodiversity priorities informed by the voices of women from/and IP&LCs.

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



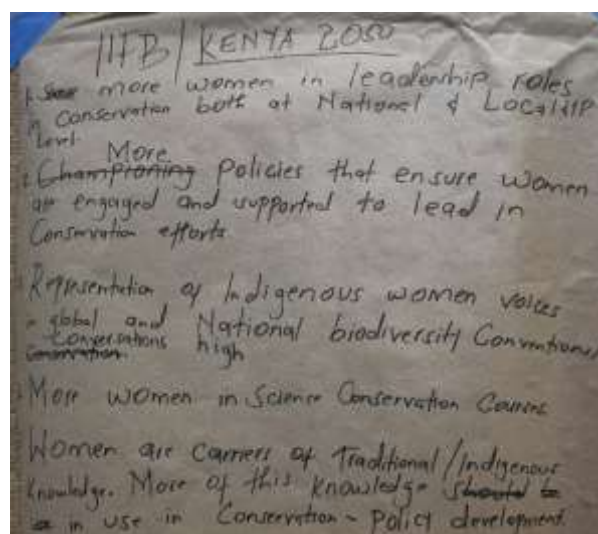
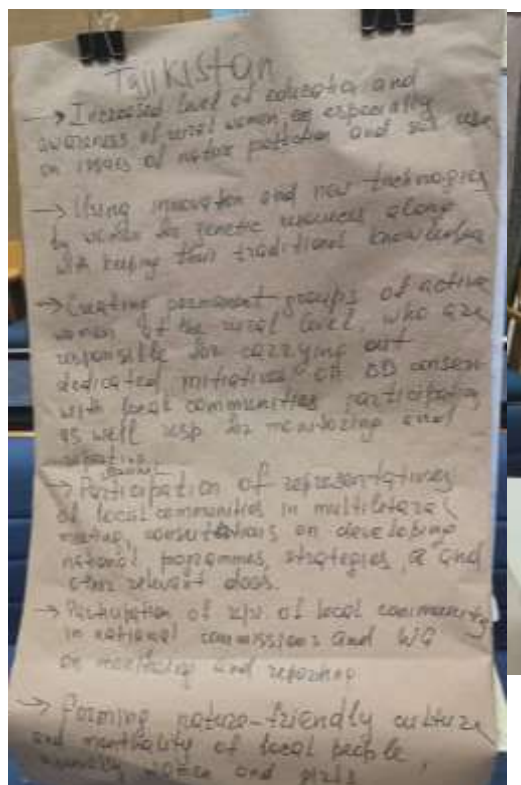
1. Defining a shared vision (*Tool 1: Shared vision*)

Overview: Participatory exercise to co-create a shared *gender-specific* vision that complements the 2050 vision of the KM-GBF of 'Living in Harmony with Nature'. Participants started by setting the scene for a future party in 2050: 'What are we celebrating on gender-responsive conservation and sustainable use of biodiversity?'

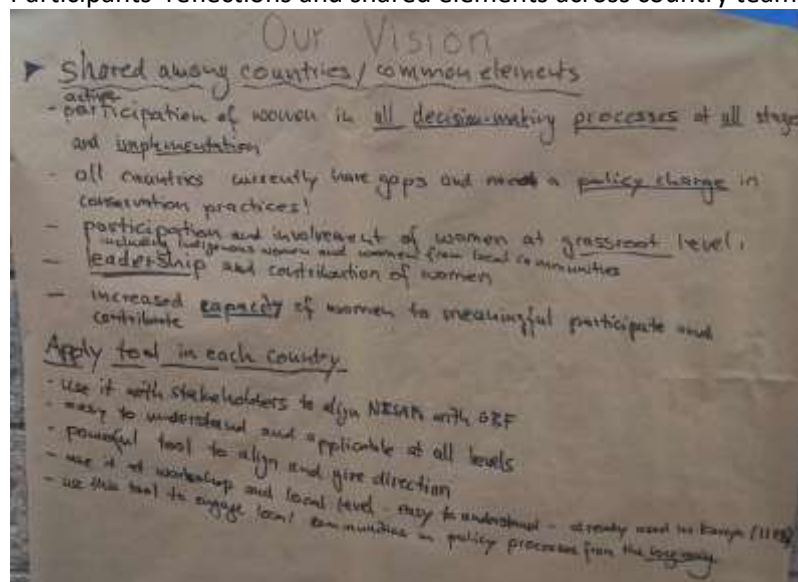
More detailed explanation of how to use the tool here:

<https://www.sparkblue.org/group/539/stream/content/facilitation-toolkit-co-creating-gender-responsive-approaches-national>

Workshop examples from Eswatini, IIFB Kenya, and Tajikistan:



Participants' reflections and shared elements across country teams:



- The tool is useful for identifying priorities and actions.
- It is important to use the tool with different groups and stakeholders, and to include local communities.
- Should be translated / simplified / adapted for use with IP&LCs.

2. Exploring problems (*Tool 2 - Rich Pictures*)

Overview: Participatory exercise where individuals or groups draw pictures and images that reflect their own perceptions and experiences of a given situation. This is usually done to support thinking about a particular problem, such as challenges at the nexus of gender and biodiversity. Participants start with a neutral title such as 'Gender and biodiversity nexus in XX country, or YY community'.

More detailed explanation of how to use the tool here:

<https://www.sparkblue.org/group/539/stream/content/facilitation-toolkit-co-creating-gender-responsive-approaches-national>

Examples from Tajikistan and Eswatini:



Participants' Reflections:

- The tool can be effective in opening up minds to new ideas and creating an entry point for conversations, which can lead to concrete proposals and recommendations for action.
- Important tool when involving multiple stakeholders, especially IP&LCs. The more people who contribute, the fuller/richer the picture will be.

- Emphasize the specificity of the tool: this is from the perspective of those drawing the picture, at one point in time. Context matters.

DAY 2

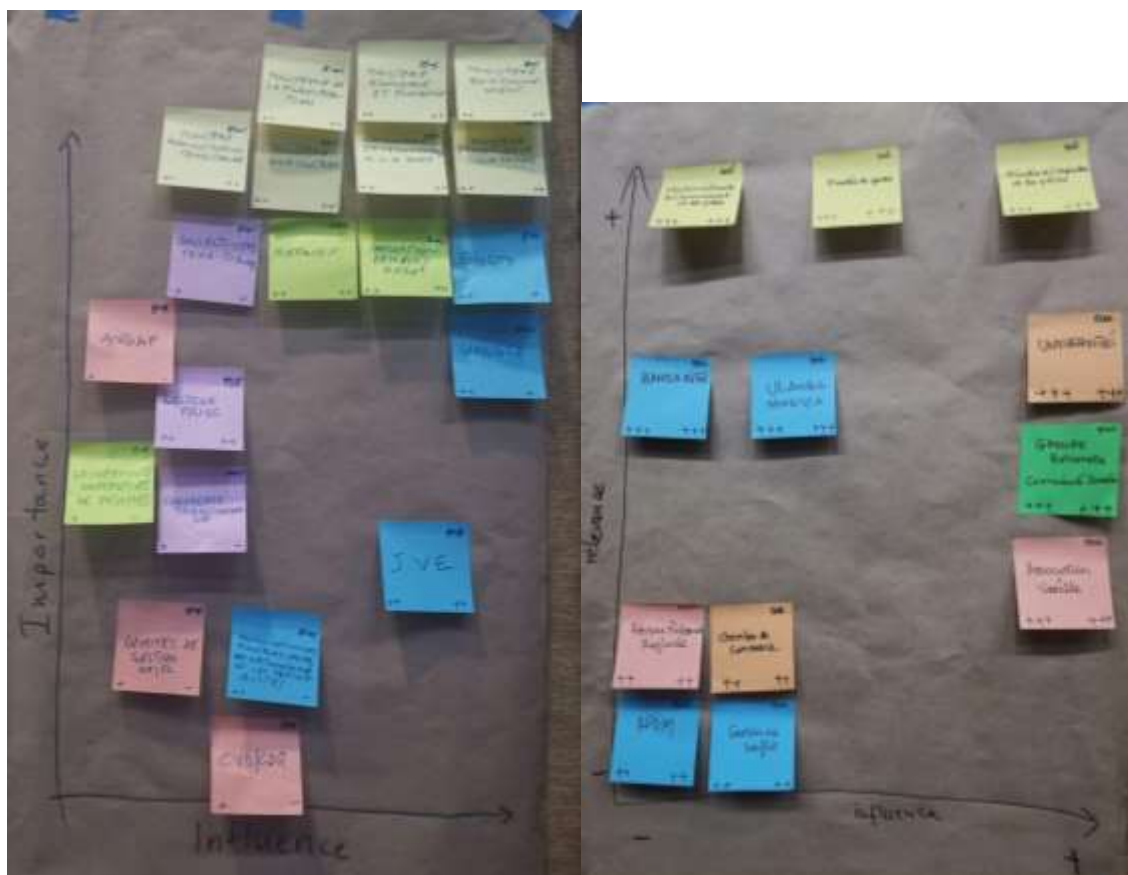
3. Identifying actors (*Tool 3 - Actor analysis*)

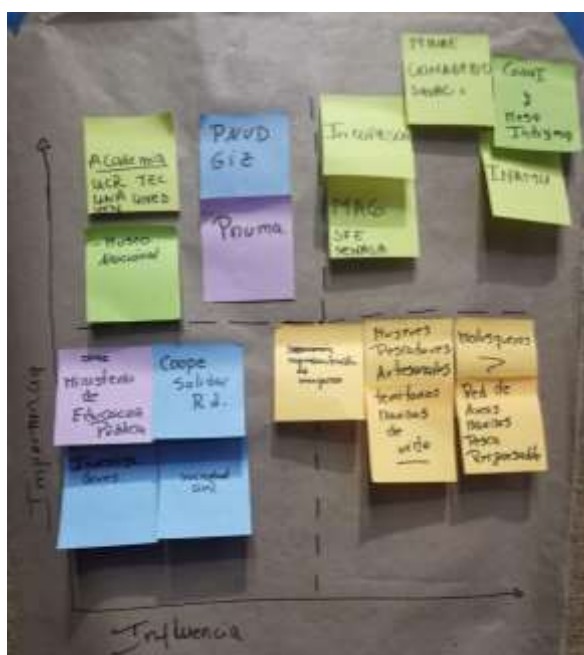
Overview: Participatory exercise to identify and map actors relevant to national biodiversity goals and GBF targets, including entities, groups and persons that may be most impacted by biodiversity loss or action and those who may influence its success. Groups work to analyze the influence, interests, roles, and potential contributions of actors, as well as their interrelations.

More detailed explanation of how to use the tool here:

<https://www.sparkblue.org/group/539/stream/content/facilitation-toolkit-co-creating-gender-responsive-approaches-national>

Examples from Togo, Comoros and Costa Rica:





Participants' Reflections:

- Important to add on "women/youth/etc in all their diversity"
- Not all actors have the same impact and not all interests need to be protected in the same way. It is important to consider actors in a differentiated way. Involve all relevant actors, but not all need to be involved in all or the same aspects of the NBSAP revision process.
- Think about legitimate representation (e.g., which women's groups can legitimately represent 'women' in the national context).
- Concerned about lack of interest and motivation of local communities in participating in such processes.

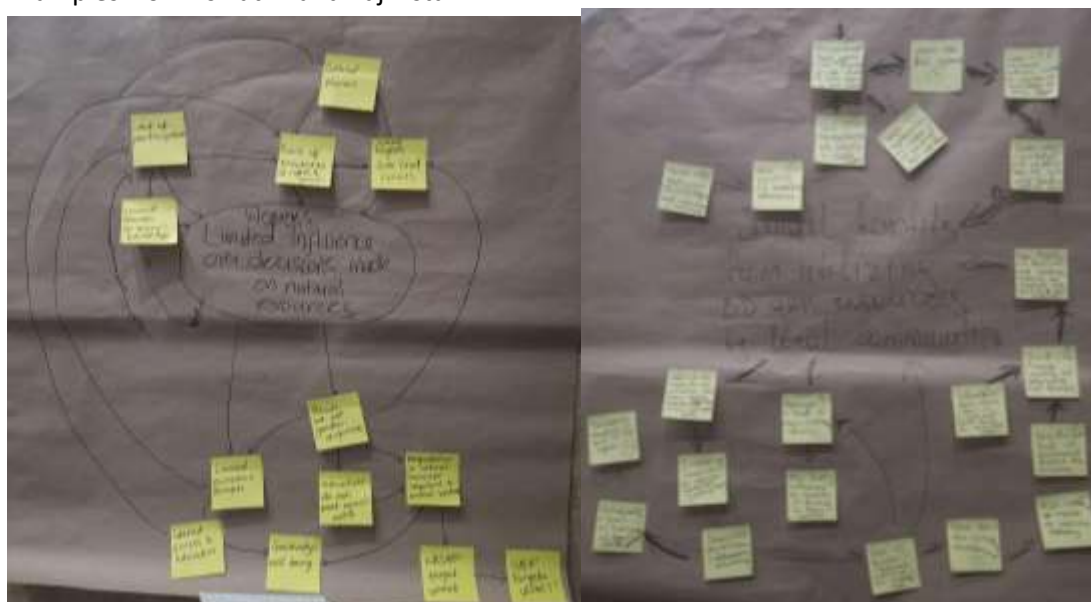
4. Diving into root causes (Tool 4 - Causal Diagrams)

Overview: This exercise consists of drawing diagrams that surface problematic patterns and root causes of a given issue, to explore interconnected webs of causes and effects. The process of drawing serves as a 'thinking device' to surface and visualize causal relationships behind problematic situations - such as a specific challenge related to the gender and biodiversity nexus - as a precursor to identifying intervention points.

More detailed explanation of how to use the tool here:

<https://www.sparkblue.org/group/539/stream/content/facilitation-toolkit-co-creating-gender-responsive-approaches-national>

Examples from Eswatini and Tajikistan:



Participants' Reflections:

- This tool is useful for working with different actors to do critical analysis.
- Need to continue zooming down to underlying factors, which will surface more elements.
- Areas of interventions or entry points emerge from the pictures. Factors with many arrows or loops may point to effective entry points to disrupt many underlying causes of problems at the same time.

5. See the whole picture (*Tool 5: Gender at Work framework*)

Overview: This exercise introduces a well-established gender framework which can be used to map root causes of problems and/or solutions related to the gender and biodiversity nexus. It aims to encourage a more holistic and systemic understanding of the various dimensions of gender equality and biodiversity in order to develop strategies/approaches that sustain change.

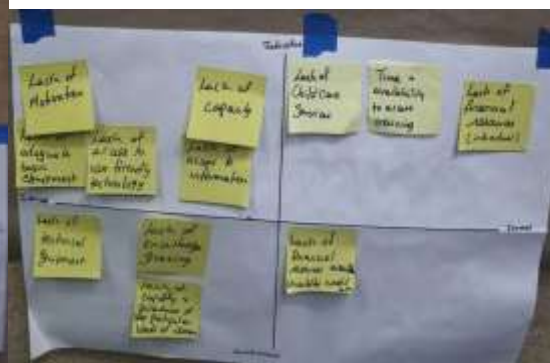
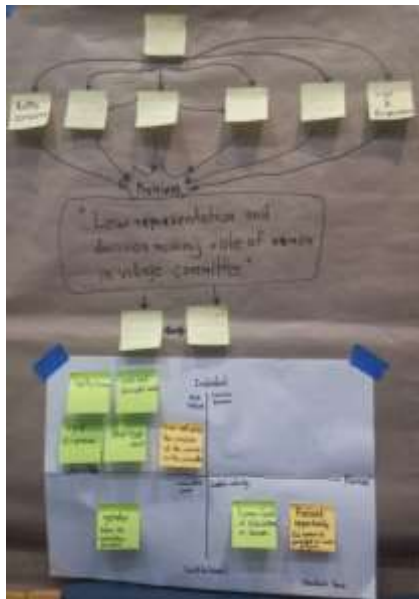
More detailed explanation of how to use the tool here:

<https://www.sparkblue.org/group/539/stream/content/facilitation-toolkit-co-creating-gender-responsive-approaches-national>

Participants' Reflections:

- There are some elements in the quadrants that have deep underlying root causes, and simple solutions might not address the problem. This points to the importance of thinking about what is really causing the problems.

Examples from Thailand, Costa Rica, Togo, and Antigua and Barbuda:



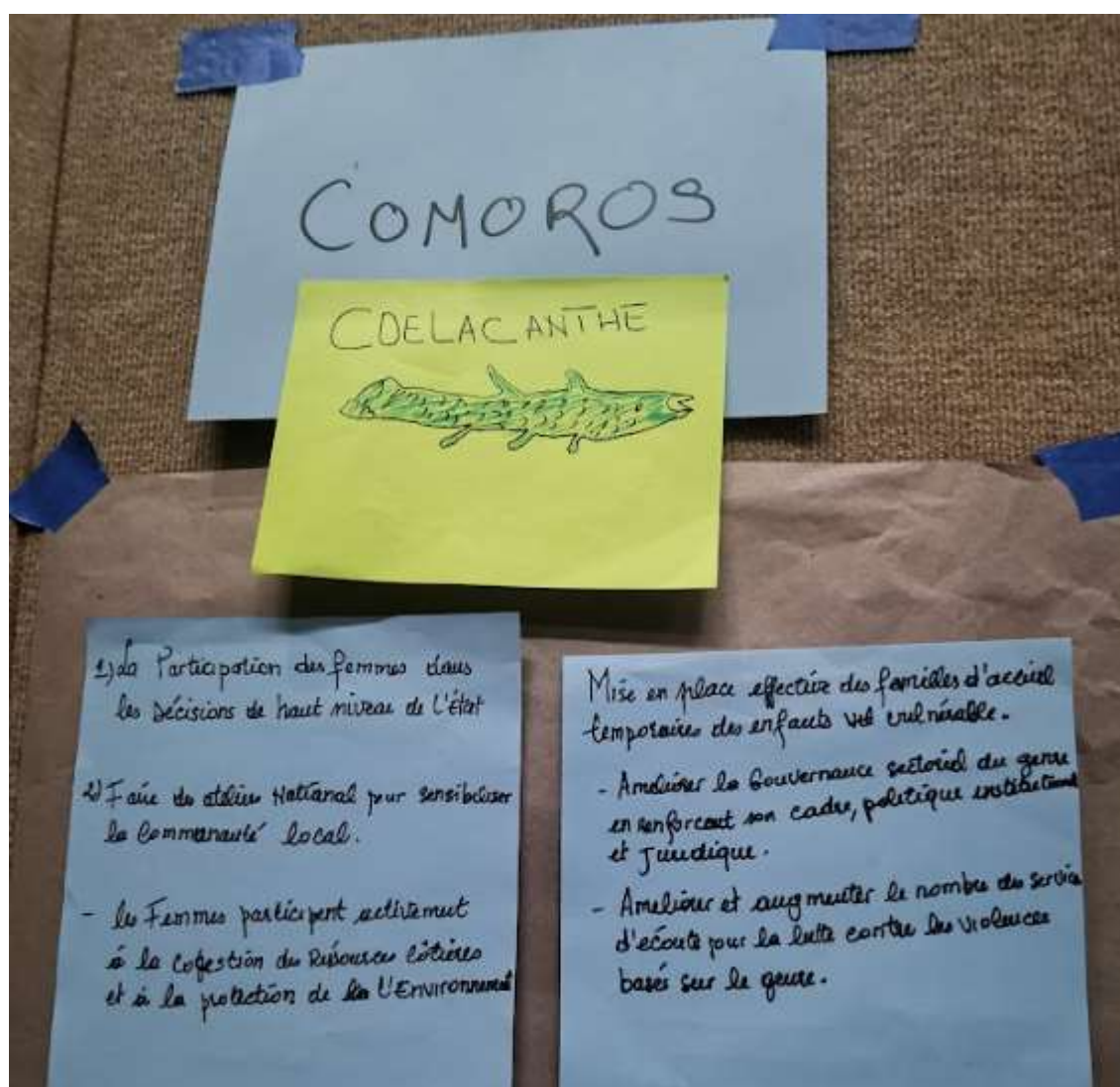
6. Prioritize entry points (*Tool 6: Option Domain*)

Overview: This exercise enables actors to collaboratively identify and prioritize entry points for nature-positive, inclusive biodiversity policies and actions. Small groups work together to identify a wide range of potential actions and then assess each action across four domains using the Option Domain matrix (Desirability (D), Feasibility (F), Effectiveness (E), Sustainability (S)).

More detailed explanation of how to use the tool here:

<https://www.sparkblue.org/group/539/stream/content/facilitation-toolkit-co-creating-gender-responsive-approaches-national>

Example of possible entry points for action from Comoros:



Examples of assessments of proposed country actions using the Option Domain tool:

Antigua & Barbuda	Proposed action: decentralized engagement with women (instead of central workshop) • Desirability: 3 (it may be difficult for women to travel to workshop - better to go to them) • Feasibility: 2 • Effectiveness: 3 • Sustainability: 2 Total score: 10
Comoros	Proposed action: Community actions to change cultural norms • D: 3 • F: 1 (local population will not necessarily be on board, more information and awareness raising is needed) • E: 3 • S: 3 (needs to be long term engagement) Total score: 10
Eswatini	Proposed action: have a male traditional champion/ambassador who advocates for women's role in decision-making process • D: 3 (yes, there are already some for human rights) • F: 3 (no financial investment required)

	• E: 2 • S: 1 (risk, because you depend on this one person) Total score: 9
Tajikistan	Proposed action: Access to finance and to new technologies for rural women (e.g. access to credits) • Desirability: 3 (from women yes, but not from men since they might not like if women have this access) • Feasibility: 1 • Effectiveness : 3 (high positive impact on biodiversity conservation) • Sustainability: 1 Total score: 8
Thailand	Proposed action: empower women to take leadership role in communities • D: 2 (it may not be well received in some areas) • F: 2 (National gender machinery has training center for women, project could leverage it, utilize the budget to empower the women) • E: 3 (it is part of NBSAP) • S: 2 (focus group activity for women there should be a long term impact) Total Score 9

Participants' Reflections:

- Very useful tool to prioritize between different actions (via the scoring) and provide structure for a discussion
- Tool can help to see what actions are 'low-hanging fruit' vs requiring massive transformation

In general: for all the tools, throughout the journey, it is important to see the tools as a collection (toolbox) that offers options, and to use the appropriate tool at the right moment, with the appropriate group of actors and depending on the context. Not all tools are equally useful with every actor.

BRIDGE Global Help Desk

Brief Summary

As part of the NBSAP Accelerator Project, UNDP is launching a global gender equality help desk focused on supporting countries' **Biodiversity Resilience and Innovation Delivering for Gender Equality (BRIDGE)**. The BRIDGE Help Desk will provide technical support and foster learning exchange with countries working to ensure gender equality is at the center of their NBSAP review, update and implementation processes – helping to bridge national women's empowerment and gender equality objectives with those on biodiversity.

Presentation can be found here (slides 85-94):

[FINAL PPT Gender and biodiversity workshop 1 Nairobi.pdf](#)



What is the purpose of the BRIDGE Desk?

The goal is to create a 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 will also serve both as a technical service center and community of practice that promotes South-South Exchange.

The **BRIDGE Desk** offers:

- A one-stop shop where countries can access gender and biodiversity resources and guidelines
- A dedicated place to ask general or specific question on gender-biodiversity linkages
- A place to connect with and identify local expertise (e.g. for consultancies); for example, the Desk focal point can help connect with regional or national gender-biodiversity experts and networks
- A dedicated learning agenda and 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

Engaging in the **BRIDGE community** brings additional capacities and opportunities for exchange and country-to-country peer support. For example:

- 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

Survey results: Country expectations of the global help desk

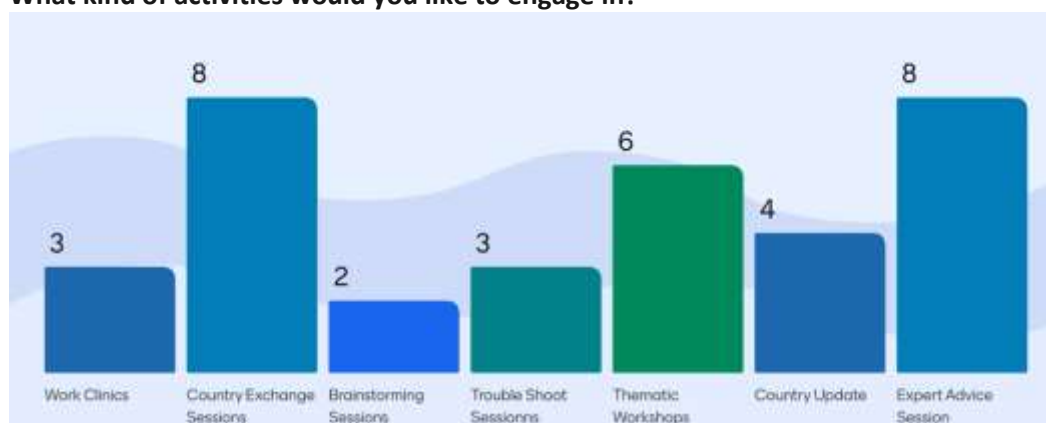
What do you expect from a Help Desk?



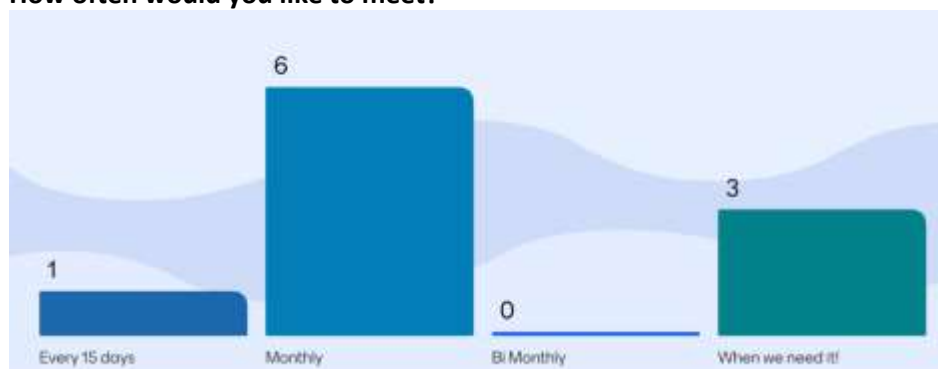
What kind of support do you need to implement the project?

- Expert assistance in gender biodiversity concern
- Access to resource persons and gender experts
- Useful information resources: guidance, successful methodologies etc.
- Financial, technical, logistic, financial resources are needed to Technical support
- Capacity building around relevant topics on gender equality and biodiversity nexus.
- Assistance with identification of potential financial support mechanisms
- Quality assurance of outputs
- More capacity from technical people down to the community level.
- Building effective indicators for a better understanding of the link between gender and biodiversity. Achieving the institutionalization of real gender-focused NBSAPs, monitoring tools
- Exchange knowledge platform
- Experiences exchange

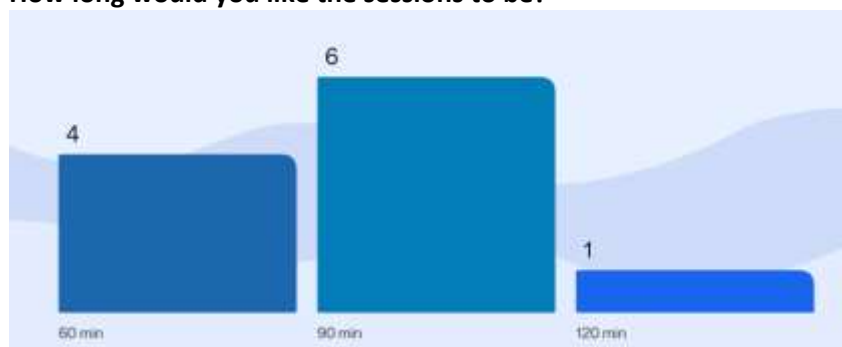
What kind of activities would you like to engage in?



How often would you like to meet?



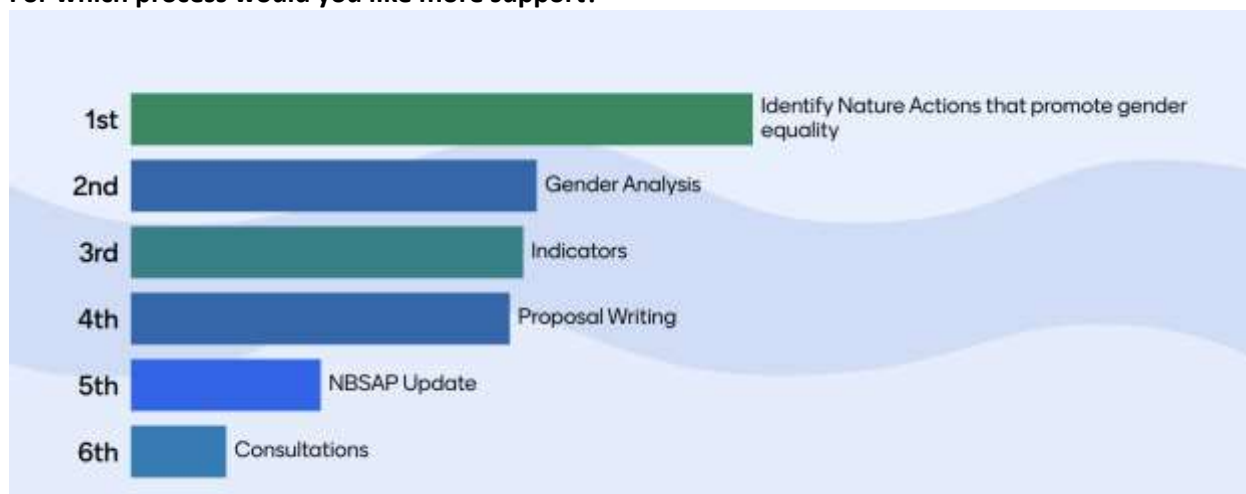
How long would you like the sessions to be?



What would be the ideal Help Desk?

Promote Exchange	• Matching support other country • Matching support country • Facilitate exchanges • Includes opportunities for interactive engagements (e.g. webinars) and more passive modes of delivery (e.g. instructional videos)
Communication	• Accessible and timely • Quick response time on requests/queries • Prompt communication to assist in the ensure that the teething stage of the project activities are completed with little or no delays even though it wouldn't be without • Interactive UNDP staff

For which process would you like more support?



Next Steps

- Meet with UNDP country teams over the next 2 weeks
- Establish platform with resources (sharepoint) by June
- Initiate interactions and have first monthly meeting by end of June of 1.5 hr (as requested in the survey)
- Propose capacity building process by June for countries to validate

DAY 3

The third day of the workshop, participants travelled to Naratunoi Conservancy to learn about the gender equality initiatives carried out by KWCA. Joyce Peshu delivered an inspiring presentation on behalf of KWCA, and leaders – men and several women – from the community Conservancy shared important insights on gender issues related to the biodiversity in the Conservancy, including the management of human-wildlife interactions.

Presentation can be found here: <https://www.sparkblue.org/system/files/2025-07/20250514%20KWCA-NBSAP%20Accelerator%20Program%20%20%20-%20%20Read-Only.pdf>





Following the inspiring discussions and a lunch in the Conservancy, participants had their own interactions with wildlife – sighting zebras, giraffes, wildebeest, and more on the bus ride home.



DAY 4

Examples of gender-responsive biodiversity actions and policies

UNDP provided background on nature positive solutions, which:

- Recognize stewardship
- Address inequalities
- Generate opportunities

Presentation can be found in the following link (slides 100-117):

[FINAL PPT Gender and biodiversity workshop 1 Nairobi.pdf](#)

Articulated differently in different countries, such actions:

- Recognize that men and women are environmental stewards
- Recognize that no action in gender neutral
- Generate innovative opportunities that benefit women and men
- Promote nature-based solutions that address women's and men's needs and priorities
- Promote active participation of women and men in decision making, leadership and jobs related to nature-based solutions
- Promote actions with multiple social and environmental impacts such as healthy ecosystems, food security, more sustainable work and entrepreneurial opportunities for women
- Reduce gender inequalities, strengthens women's autonomy and recognises their contributions to society, the environment and the economy

Go beyond the data and participation comfort zone:

Actions to address gender equalities

- Structural inequalities: Access education, information, new technology, land ownership, and financial resources
- Gender based violence

Actions to promote women's empowerment

- Care Responsibilities and Needs
- Strengthening Women's Economic Empowerment and Autonomy

Connect gender and biodiversity actions and impacts

- See clouds of actions and impacts
- They are connected

Multiple examples shared in the slides.

Women4Biodiversity provided additional examples of gender-responsive nature-positive solutions from their six-country project on gender equality through restoration, in which they learned and documented good examples from existing initiatives.

Presentation can be found here: https://www.sparkblue.org/system/files/2025-07/20250515_W4B_NBSAPAccelerator_Gender_MR%20%281%29.pdf

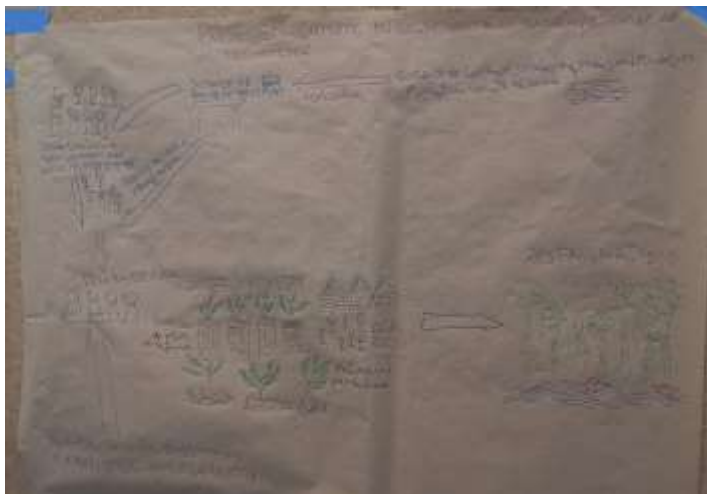
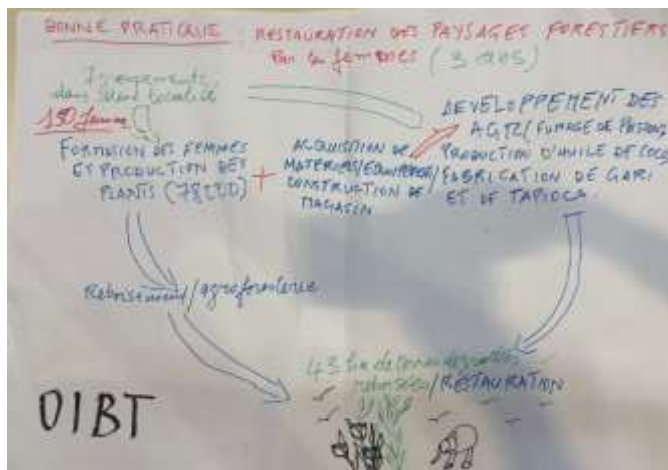
Women4Biodiversity additionally shared context on gender in the CBD, from the Aichi Targets to the GBF, and an online tracker to follow the gender-related actions of the Parties (see slides).

World Café: Country examples of good practices promoting gender equality in biodiversity

Participants shared examples of gender-responsive nature-positive practices from their own country in a World Café format.

Examples from Comoros, Thailand, and Togo:





Inclusive engagement in co-designing biodiversity actions

In a 'fireside chat', representatives from IIFB, the CBD Women's Caucus, and UNEP shared insights on approaches to foster the full and effective participation of women and IP&LCs.



Discussion points:

What are considerations for effective engagement strategies:

- Government commitments on gender come from national mandates where gender is important in relation to the environment; moving beyond targets on gender to national-level mandates. Those are the most active Parties.
- Working with relevant stakeholder groups in-country, so there's accountability and better understanding of key issues.
- Engagement strategies can take different forms, but come down to having effective leadership at all levels, including actor/stakeholder groups that are taking the initiative to meet with the government, coordinate among themselves to present a shared platform and objectives (advocacy), to make consultation processes more effective and identify clear priorities.
- Building effective partnerships is important. People working in biodiversity conservation are dominant in the NBSAP review so you need others who can come in on gender: engaging other partners who don't necessarily work on biodiversity conservation.
- Understanding the context, and doing a gender analysis to understand roles, needs, priorities of different constituencies is important.
- In relation to IP&LCs: IIFB was involved in the NBSAP revision for Kenya. You need to know strategies to use to get to the community level to participate. Trust-building and having safe spaces for dialogue is important. Communities are already doing conservation; we need to respect their cultures, use community language, appropriate modalities (participatory methods) - e.g., storytelling from which you can pull out relevant issues.

How do you bridge the gap between community and national level?

- Translate Targets (e.g., 22, 23) in local language and share information down to the community level. You can use videos, local radio - e.g., to break down National Wildlife Act and explain it in appropriate terms and languages.
- Need feedback loops: dialogues with the communities are important to hear from them what they would want to do to fit into the GBF, targets, etc.
- With the Whole of Society (WoS) and Whole of Government approach of GBF: Government of Kenya has been doing participation for a long time, but now organizations that lie between communities and the government are able to receive information from

communities and engage with the government. We can be more effective at that level and can have MoUs with the government that can help with accountability.

- Sometimes the government does not come to you (IIFB): you have to push and there are representatives of communities who are engaging in the process with the government and who need to bring that information down to other groups. In Kenya, the government gave IP&LCs the mandate to lead on Target 22.

Is there a stronger commitment to gov to engage with communities or to take a WoS approach or to have more gender-responsive outcomes due to the GBF?

- IUCN is coming up with GPA for the Kenyan plan so the government is willing but is not leading the initiative.
- Resources are limiting but other organizations can contribute to writing proposals for that work. Lower cost efforts can also be taken - e.g., ensure that people responsible for NBSAP development and implementation have access to training (e.g., GEF resources, other resources, guidance on how to engage with WoS, draw on expertise of Ministry of Women's Affairs to build on their networks and activities at sub-regional, sub-national levels). Take advantage of capacity that is within the broader sphere of government and partners to build in a biodiversity component. Many governments have resources to work on climate change and you can include biodiversity in those processes.
- Reinforcing the relationship between government and civil society is a long-term endeavour, which requires engagement to be maintained.

Other important considerations:

- To mitigate conflict when engaging women: engage men as well since the beginning, to make sure they understand. E.g., Sometimes women need permission to engage in restoration, conservation, etc. E.g., When restoring gullies: women restored gullies but IIFB told elders: we will not take your land away but women will restore them and the benefits will be for the community. This was replicated in different villages and it brought grasses back for cattle. Men realized that women could do meaningful things, and women's groups were granted rights to buy and restore lands.
- Positive reinforcement is important. Empowering women doesn't have to mean taking something away from men (which some people fear); it can be positive for everyone.

How can we encourage communities to be proactive and engaged?

- Use local dialects and audio.
- Take women to CBD meetings, and when they return, they can tell the community about their experience and the process, the strategy and the implications.
- Put women centre stage and let them know that the community will guide them. Together, across communities, look at targets and agree on what points the representative will bring to the CBD.
- Different actors, government, NGOs, sometimes recreate actions and create competition when it comes to community engagement, rather than building on the same process. But when communities have self determination and ownership over a project, they can sustain it. When another organization comes in, communities then have the agency to choose their own path – so we need to build the capacity and confidence of communities to say no and sustain what they have already started.

[illegible]

The NBSAP Accelerator Partnership provided guidance on country project implementation and shared the Implementation Roadmap Template (below).

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Implementation Roadmap Template

	Expected Result	Activities
May - June	Data Collection on Gender and Biodiversity Nexus and preliminary Gender Analysis	● Identify national and local data that highlights the gender and biodiversity nexus ● Inventory of the gender commitments included in the national biodiversity policy framework ● Inventory and timeline of the actions to promote gender equality and women's empowerment in the biodiversity agenda ● Systematization of national level case studies of gender transformative actions for nature ● Compile the gender analyses conducted for different biodiversity sectors ● Build upon initial scoping analysis
July - August	Consultations or focus groups with women's groups or gender specialists (at least 1 group representing IP&LC women, 25% IP&LC women)	● Mapping of women's groups or gender specialists ● Design consultations methodology (virtual and in person) ● Prioritize focus groups based on biodiversity agenda priorities ● Conduct and report on consultations
August - September	Workshop and Capacity Building on Gender, Biodiversity and NBSAP (at least 18 stakeholders, 50% women; 25% IP&LC women; 2 women's organization, 1 IP&LC organisations)	● Develop a capacity assessment of gender skills and capacities of the national level stakeholders involved in the NBSAP update ● Design a one-week capacity-building process on gender, biodiversity and NBSAP for national level stakeholders involved in the NBSAP update ● Design sector specific capacity building session depending on the NBSAPs goals ● Develop a capacity assessment of gender skills and capacities of the national level stakeholders involved in the NBSAP update after participating in the capacity building process
September	Identify Gender Transformative actions for nature	● Create a national working group on gender and biodiversity to discuss and validate ideas that includes representatives from the Ministry of Environment, Women's Mechanism ● Based on the gender analysis and the information obtained during the CB sessions, compile a list of potential Gender Transformative actions for nature that can be implemented in Country ● Validate the Gender Transformative actions for nature with Working Group
October	Develop and validate a list of recommendations for key gender actions that can be incorporated into the NBSAP/part of NBSAP implementation	● Involve national working group on gender and biodiversity to develop a plan of action to support the NBSAP review process ● Develop and validate a list of recommendations with gender actions, targets and indicators that can be incorporated into NBSAP or that can support the implementation of the NBSAP based on Gender Analysis and Capacity Building Process

		● Conduct a workshop to discuss recommendations with gender commitments, targets and indicators that can be incorporated into NBSAP or that can support the implementation of the NBSAP ● Involve members of the national working group on gender and biodiversity in NBSAP review process ● Organize a gender session during the NBSAP review process ● Review and provide recommendations to NBSAP review process <i>Note: Some of these activities will be dependent on the national-level NBSAP review process. However, the country teams can prepare the list of recommendations beforehand. If the country already has an updated NBSAP, the activities can be adjusted to develop a roadmap to accompany the implementation of the NBSAP</i>
November - December	Situation Analysis for Biodiversity Sectors including next steps (Roadmap) 2 Knowledge Products (with local, national or international co-authorships)	● Develop situation Analysis with recent information obtained during the data analysis, consultations and national workshops ● Develop a gender roadmap to accompany the implementation of the NBSAP ● Launch and validate a National Gender Situation Analysis for Biodiversity Sectors that includes roadmap ● Develop one knowledge product, e.g. systematization of best practices and impacts of the project, guideline on tools, workshop report, roadmap
January – February 2026	Develop and validate proposal to mobilize resources to implement gender commitments in the NBSAP and promote gender transformative actions for nature Submit one proposal as request to MatchMaking Mechanism to advance gender commitments in Dissemination of lessons learnt (in at least 3 different national and international channels)	● Map of finance options that the country can apply to promote the implementation of the Gender Transformative actions for nature identified ● Capacity Building Process on Proposal Design, finance options and NBSAP Partnership Match Making Mechanism ● Assess with Ministry of Environment the interest and possibility of developing a national proposal to present to GEF/GCF/NBSAP Partnership ● Develop at least one proposal per country ● Systematization of best practices and impacts of the project ● Dissemination of knowledge products (online platforms, webinar, conferences) ● Identify potential gender impacts associated with the implementation the Gender Transformative actions for nature included in the proposals (disaggregated by type of impact i.e. GBV, decision making, economic empowerment, health, etc) ● Identify potential environmental impacts associated with the implementation the Gender Transformative actions for nature included in the proposals (disaggregated by type of impact i.e. ha of area protected or suitably managed, types of ecosystems, spp protected, reduced or prevented CO2 Emissions) ● Consider results of project, including knowledge products for 7th national report (28 Feb 2026) and contribution to mid-term review of CBD Gender Plan of Action
February 2026	Develop final report of impacts of the Gender and NBSAP Project	● Compile number of stakeholders involved in the different processes (disaggregated by sex, IP&LC, women groups) ● Compile the number and type of processes conducted (consultations, capacity building, validation sessions, etc.).

DAY 5

Critical role of data

Women4Biodiversity presented key considerations for monitoring and reporting on gender in biodiversity data. The presentation is available here:

[Day 5 W4B NBSAP Monitoring&Reporting on Gender.pdf](#)

Wrap-up

Participants were invited to complete the post-workshop survey. Overall, the event was positively received with all participants reporting satisfaction with the event and new knowledge and understanding on key topics. A brief report of the survey results is available here: [Post-workshop survey report](#)

