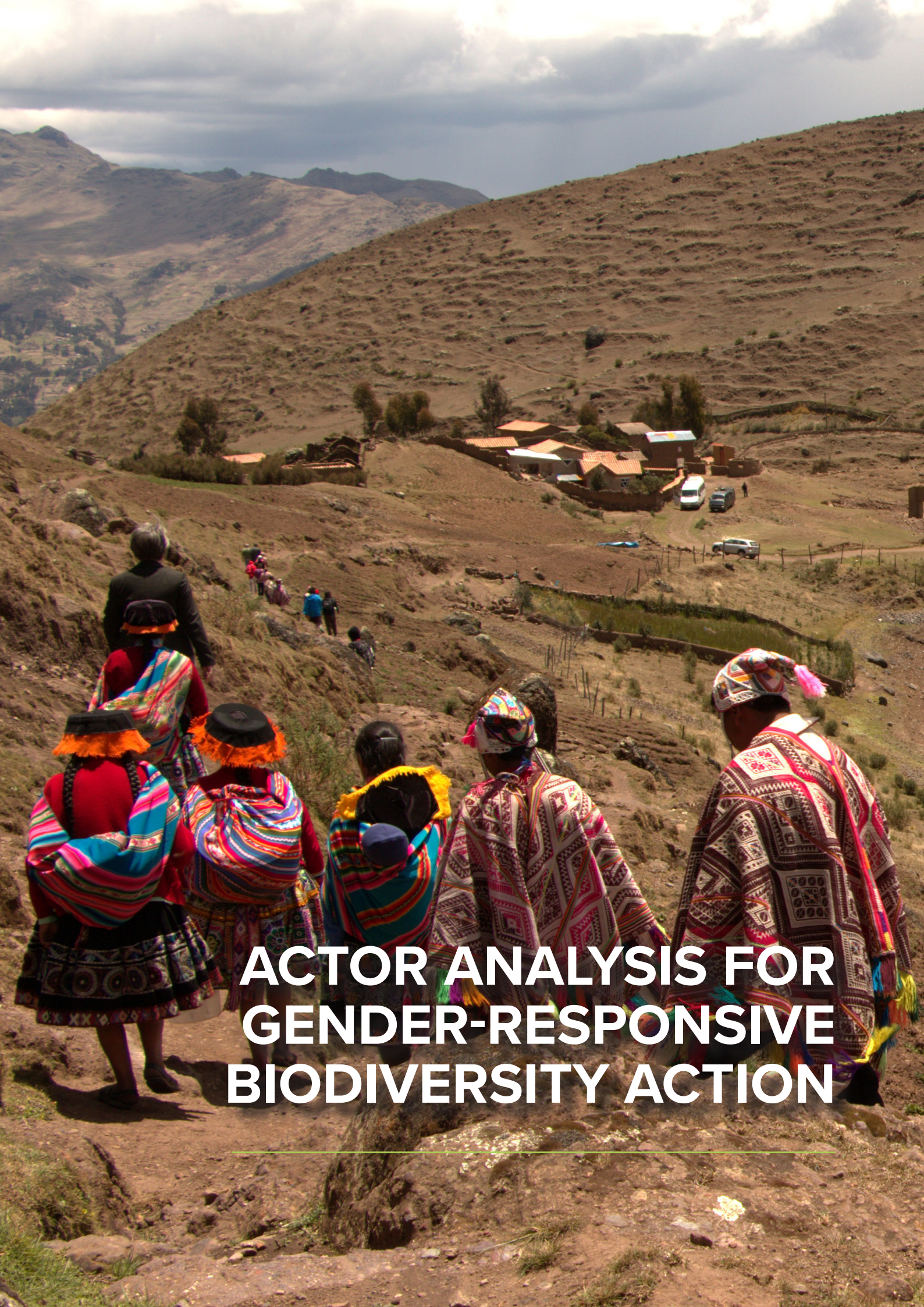


ACTOR ANALYSIS FOR GENDER-RESPONSIVE BIODIVERSITY ACTION

LIMITED EDITION

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ABOUT THE PROJECT

Through the project *Accelerating Systemic Change for Gender Equality and Biodiversity Conservation through NBSAPs*, Antigua and Barbuda, Comoros, Costa Rica, Eswatini, Tajikistan, Thailand and Togo led national co-creation processes to strengthen gender-responsive biodiversity planning and implementation. Countries undertook activities that enhanced institutional capacities, deepened understanding of the gender-biodiversity nexus, identified gender and biodiversity priorities, and strengthened the participation and leadership of women in all their diversity.

Practical experiences and lessons learned from the seven countries informed the development of the Gender and Biodiversity Resource Collection, comprising the *Practical Guide: Co-Creating National Gender-Responsive Biodiversity Action* and a set of accompanying tools and templates to support countries seeking to strengthen gender-responsive biodiversity action in their own contexts. Together, these resources contribute to global knowledge exchange and support implementation of the Kunming-Montreal Global Biodiversity Framework, particularly Targets 22 and 23 as well as the CBD Gender Plan of Action (2023–2030).

The project was funded by the Government of Canada and implemented by the NBSAP Accelerator Partnership, in partnership with the United Nations Development Programme (UNDP), the United Nations Environment Programme (UNEP), and Bioversity International (as part of the Alliance of Bioversity International and CIAT), in collaboration with the Secretariat of the Convention on Biological Diversity (CBD).

PROJECT RESOURCES

https://nbsapaccelerator.org/gender-and-biodiversity/

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Photo: Georgina Smith/CIAT



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PURPOSE

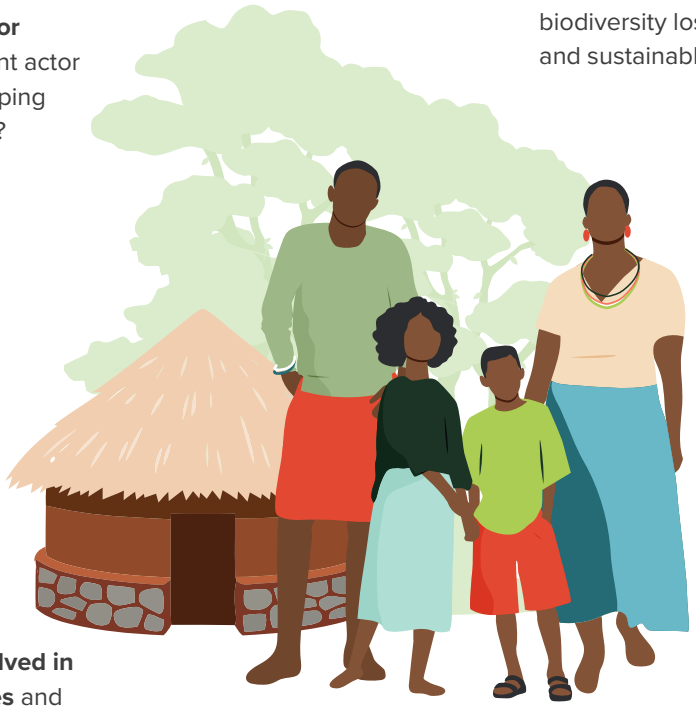
This tool helps to identify the actors who can influence, support or benefit from gender-responsive biodiversity action, or who are otherwise affected by it. It can be used to help ensure the meaningful participation of women in all their diversity, particularly indigenous women, women from local communities and women from other underrepresented groups, to strengthen inclusive governance and the implementation and monitoring of National Biodiversity Strategies and Action Plans (NBSAPs).

KEY QUESTIONS

Who (which actors) has **a stake in gender and biodiversity outcomes**?

Who is **most affected** by biodiversity loss, conservation and sustainable management?

What **inequalities or barriers** do different actor groups face in shaping biodiversity action?



Who **contributes** to the conservation and sustainable use of biodiversity?

Who requires **stronger engagement** or capacity support?

What are the **motivations, strategic interests or concerns** of different actor groups?

Who can advance gender-responsive biodiversity action?

Who plays a role in **shaping decisions**, policies, resource allocations or implementation?

Who is currently **involved in biodiversity initiatives** and who is missing?

Who are **relevant veto players** (opposing gender equality or biodiversity goals) who may put the goals at risk? How can we address their concerns?

Who are the **champions** for gender-responsive biodiversity action?

STEP 1 DEFINE SCOPE

Before identifying relevant actors, define the scope of the actor analysis. Consider:

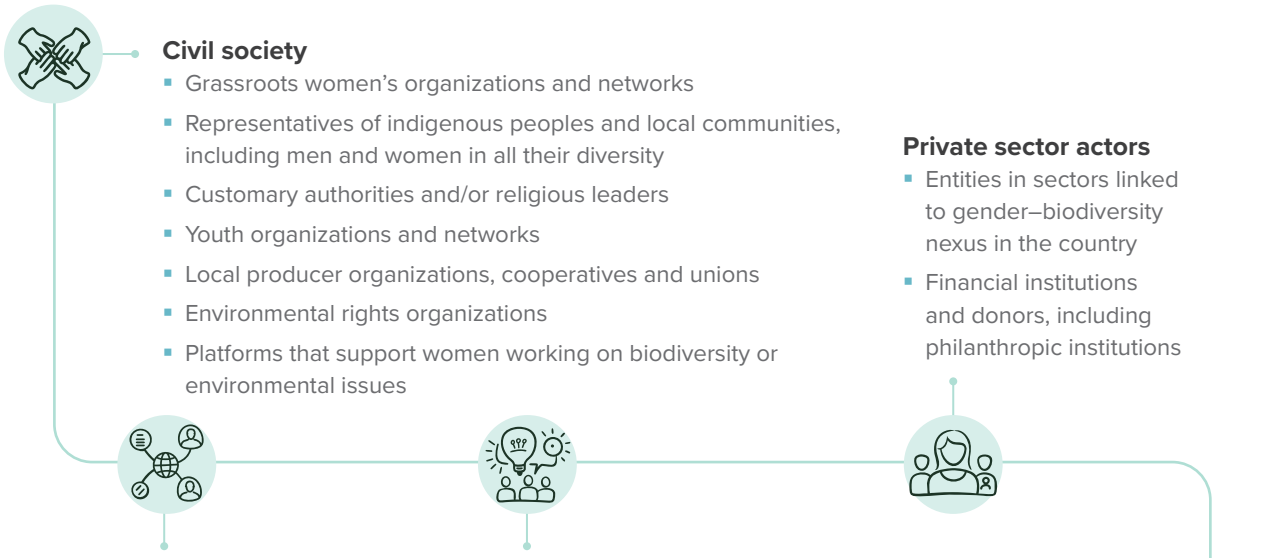
- What biodiversity issue, process or intervention is the analysis focused on? For example, the NBSAP as a whole, a particular sector or biodiversity issue or a specific programme or project.
- At what level does it operate? For example, national, subnational or local.
- What geographic area does it cover?

Clearly defining the scope will help determine which actors are relevant. The actors involved in a national biodiversity planning process, for example, may be very different from those involved in a local conservation or restoration initiative.

The more clearly the scope is defined, the more specific and useful the actor analysis can be.

STEP 2 IDENTIFY RELEVANT ACTORS

Identify organizations, groups, networks, institutions and individuals that influence and/or are influenced by gender and biodiversity outcomes. **Consider diverse types of actors,** such as:



Civil society
- Grassroots women's organizations and networks
- Representatives of indigenous peoples and local communities, including men and women in all their diversity
- Customary authorities and/or religious leaders
- Youth organizations and networks
- Local producer organizations, cooperatives and unions
- Environmental rights organizations
- Platforms that support women working on biodiversity or environmental issues

Private sector actors
- Entities in sectors linked to gender–biodiversity nexus in the country
- Financial institutions and donors, including philanthropic institutions

Government ministries and agencies (local, state, national)
- CBD Gender-Biodiversity Focal Point
- National Ministry of Gender and Women's Affairs/Gender Machinery
- Relevant line ministries (e.g., agriculture, finance)
- Sub-national entities/ authorities
- Gender experts or gender units in institutions involved in the NBSAP

NGOs
- Biodiversity and conservation organizations
- Gender-related organizations

Academic and research institutions
- National/regional professional groups and networks

Other

Media

Development partners
- Gender experts with experience in various environmental sectors

Template 1. Actor identification

Actor/organization	Type of actor	Why is this actor relevant to gender and biodiversity?	Current engagement in biodiversity processes (High/Medium/Low/None)

***Where possible, identify specific organizations rather than broad categories.**

STEP 3 ASSESS RELEVANCE, INFLUENCE AND CAPACITY

For each actor, assess:

- **Relevance**
  To what extent are gender and biodiversity issues relevant to this actor group, including their priorities, strategic interests, mandates or areas of work?
- **Influence**
  To what extent can the actor influence policies, decisions, resources, implementation or public opinion?
- **Capacity**
  What capacity does the actor have to:
  - contribute to identifying priorities, needs and solutions?
  - contribute to implementing gender-responsive biodiversity action?

Capacity may include:

- Local and contextual knowledge
- Technical and gender expertise
- Financial and resource mobilization capacity
- Influence and decision-making authority
- Convening and partnership-building power
- Community access and outreach
- Data, evidence and knowledge management
- Implementation and delivery capacity

Template 2. Actor assessment

Actor	Relevance of gender-responsive biodiversity action to the stakeholder's mandate and priorities (High/Medium/Low)	Influence (High/Medium/Low)	Capacity to inform/shape action (High/Medium/Low)	Capacity to support implementation (High/Medium/Low)	Key strengths/resources	Capacity gaps

Guiding questions:

Relevance

- Is the actor affected by biodiversity loss?
- Does the actor contribute to or benefit from biodiversity conservation or sustainable management?
- Does the actor have a mandate, responsibility or stated commitment related to gender equality or biodiversity?

Influence

- To what extent can the actor influence policies, decisions, resource allocation, implementation, or public opinion?
- Can the actor enable or hinder gender-responsive biodiversity action?
- Does the actor have legitimacy to represent particular interests, rights holders or constituencies?

Capacity

- Does the actor have relevant knowledge, expertise, resources, networks or authority?
- Does the actor have the experience and expertise to inform and shape gender-responsive biodiversity action and outcomes?

High: Can directly influence and support gender-responsive biodiversity action.

Medium: Can influence implementation within a sector or geography.

Low: Limited decision-making authority.

To **visualize the relative interest/importance and influence of different actors**, it is possible to map them on a two-axis grid, as shown in Figure 1 (using a fictional example).

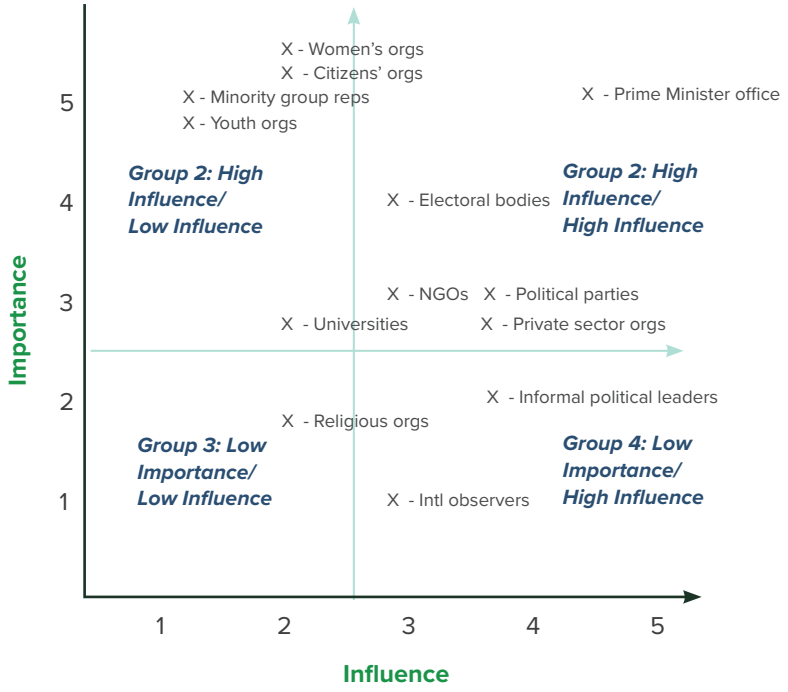


Figure 1. Example of an actor importance and influence matrix for an electoral support project

Source: Adapted from *UNDP (2024)*, p 29

STEP 4 PRIORITIZE ENGAGEMENT AND IDENTIFY ENGAGEMENT BARRIERS AND STRATEGIES

Use the assessment to determine how different actors should be engaged. Consider:

- the **purpose** of the engagement (e.g., inform, consult, collaborate, co-design or empower);
- the **suggested approach**;
- the specific **barriers** actors may face to participating fully and effectively in engagement processes; and
- **potential strategies** for facilitating their active participation.

Engagement guidance

Actor profile		Suggested approach/ Purpose of engagement
High influence, high interest	→	Engage as strategic partners and champions
High influence, low interest	→	Build awareness, identify incentives, address concerns
Low influence, high interest	→	Strengthen participation and capacity; amplify voices
Low influence, low interest	→	Keep informed and monitor engagement needs

Guiding questions: Barriers to engagement and participation

- What factors may limit the actor's ability to participate effectively in engagement, decision-making or implementation processes?
- Are there logistical, social, cultural, institutional, financial or safety-related barriers to participation?
- What conditions or support would enable the actor to participate meaningfully and safely?
- Are there specific considerations related to timing, location, language, accessibility, care responsibilities, transportation, safety or compensation?
- What engagement approaches would best support the actor's participation?
- Are there power dynamics, confidentiality concerns or risks of retaliation that may affect participation?





The companion tool ***Inclusive Participatory Approaches: A Facilitator's Guide*** may be helpful with different participatory methods that could be adapted to identify engagement barriers and solutions.

STEP 5 DEVELOP AN ENGAGEMENT PLAN

Use the actor analysis and engagement priorities identified in the previous steps to plan how priority actors will be engaged. Consider who should participate, why and how they will participate and the timing, responsibilities and resources required. Consider:

- **Who?** Which actors should be engaged, based on the actor analysis? Who may be missing or underrepresented?
- **Why?** Why is their participation important? What are their interests, priorities or goals related to gender and biodiversity?
- **What?** What information, knowledge, perspectives or data should the engagement generate or contribute?
- **How?** What engagement and communication methods are appropriate? Are specific measures needed to enable the meaningful participation of women in all their diversity and other underrepresented groups?
- **When?** When should engagement take place? What relevant community or stakeholder processes, schedules and timelines need to be respected?
- **Who is responsible?** What roles will different actors play? Are additional facilitators or participation expertise required? What additional support may be needed?
- **What resources are needed?** What financial, human or other resources will be required and where will they come from?

Use Template 3 to translate these considerations into a practical engagement plan for priority actors. The plan can be adapted to the scope and context of the actor analysis and updated as engagement progresses.

Template 3. Engagement planning

Actor	Priority for engagement (High/Medium/Low)	Purpose of engagement	Information, knowledge or data sought	Possible barriers to effective engagement	Engagement strategies	Capacity gaps/ support needed	Timing	Roles and responsibilities	Resources needed

TIPS

- **Review previous actor mapping processes, relevant strategies and reports** to identify actors who have previously been engaged, including women's organizations and gender experts. Consider what these processes reveal about good practices for inclusive and meaningful engagement.
- You can **revisit and continually update the actor analysis** over time. You may want to do this in a participatory way with stakeholders, as in the context of a stakeholder workshop, or through focus groups or interviews.
- **Directly engage women in all their diversity,** particularly indigenous women and women from local communities, as well as women's organizations, youth groups and other underrepresented stakeholders. Identify and address barriers to their recognition and meaningful participation rather than relying on other actors to represent their interests. This may require additional budget and support for women's travel, subsistence, meals, care responsibilities and other participation costs, particularly for women from rural or remote communities.
- **Engage men and boys as key actors**, allies and partners for gender equality.

REFERENCES

- Global Environment Facility and United Nations Development Programme. (2024). *Stakeholder Engagement Guidance for Early Action to Fast Track Implementation of the Kunming-Montreal Global Biodiversity Framework.* GEF Early Action Support (EAS) Project. *https://www.learningfornature.org/wp-content/uploads/2020/09/EN_Stakeholder-enagement-guidance-for-early-action-on-the-GBF_4-May-2024.pdf*
- United Nations Development Programme. (2017). *Guidance Note: UNDP Social and Environmental Standards (SES) - Stakeholder Engagement*. *https://ses-toolkit.info.undp.org/*

ABOUT THE RESOURCE COLLECTION

This tool is part of a collection of gender and biodiversity resources that accompanies the *Practical Guide: Co-Creating National Gender-Responsive Biodiversity Action*. The practical tools and templates can be used in sequence or on their own to provide detailed 'how-to' guidance to strengthen gender-responsive biodiversity planning and implementation.

The Practical Guide and the suite of tools can be accessed directly: https://nbsapaccelerator.org/gender-and-biodiversity/

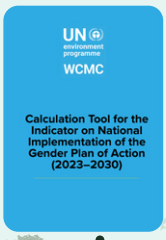


Practical Guide: Co-Creating National Gender-Responsive Biodiversity Action

Suggests a flexible five-step process with tools to support each stage and country experiences that illustrate how elements of the process have been applied in different national contexts.

Calculation Tool for the Indicator on National Implementation of the Gender Plan of Action (2023–2030)

Supports countries to track progress against 18 indicative actions and identify gaps and opportunities for action.



Gender and Biodiversity Analysis: Illustrative Outline

Offers an indicative report outline for a gender and biodiversity analysis, with accompanying guidance on what evidence to collect and analyze.



Participatory Inquiry Exercises for Co-Creating Gender-Responsive Biodiversity Action with Local Communities

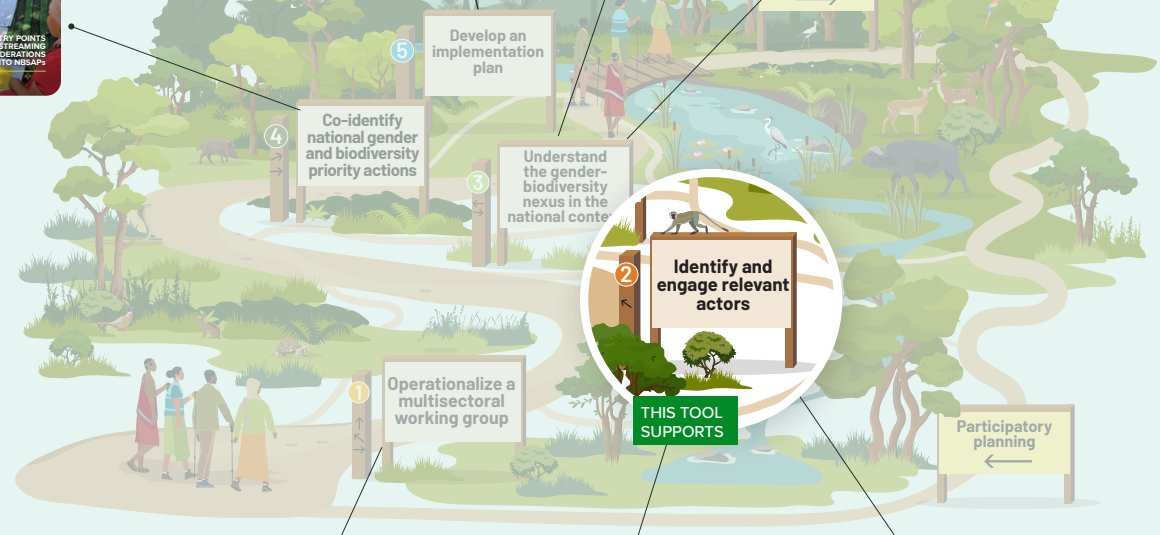
Provides three sequential exercises to explore gender inequality and biodiversity challenges, their root causes, and possible actions with local communities.



Entry Points for Mainstreaming Gender Considerations into NBSAPs

Presents a practical reflection tool to identify where gender considerations are relevant in a country's NBSAP and to highlight gaps and opportunities for improvement.





Scan here for Resource Collection:



Model Terms of Reference/ Procurement Notice for a Gender and Biodiversity Expert

Provides a ready-to-use, adaptable template for procuring relevant expertise on gender and biodiversity.



Actor Analysis for Gender-Responsive Biodiversity Action

Helps identify who to engage, why they matter and barriers to their participation.



Inclusive Participatory Approaches: A Facilitator's Guide

Offers practical strategies for supporting full and effective participation before, during and after participatory processes.



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