

ENTRY POINTS FOR MAINSTREAMING GENDER CONSIDERATIONS INTO NBSAPs

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 presents a non-exhaustive menu of possible entry points for Parties to the Convention on Biological Diversity (CBD) to mainstream gender considerations into the updating, implementation or monitoring of their National Biodiversity Strategy and Action Plan (NBSAP).

It is a practical reflection tool, not a compliance checklist. Countries should adapt these suggestions to their national context, priorities and stage of planning or implementation.

Gender considerations can be integrated throughout biodiversity planning, implementation and monitoring, whether addressed through a dedicated gender section or chapter, mainstreamed across the NBSAP or through a combination of both approaches.

How to use the tool

- Read each section alongside the draft NBSAP.
- Identify where gender considerations are already addressed.
- Highlight gaps and opportunities for improvement.
- Not every entry point will be relevant in every context. Use the tool to identify and adapt the most appropriate opportunities for strengthening gender integration in the NBSAP.

COUNTRY CONTEXT AND NATIONAL BIODIVERSITY STATUS AND TRENDS

A strong evidence base that includes data on the gender-differentiated impacts of biodiversity loss and the role of women and girls as rights holders, custodians of biodiversity and agents of change helps ensure biodiversity action responds to different experiences, knowledge, priorities and barriers.

The NBSAP:

- Analyses how biodiversity loss, biodiversity conservation and the sustainable use of biodiversity affect women, men and different social groups.
- Identifies gender inequalities, barriers and opportunities.
- Includes sex-disaggregated data and, where possible, applies an intersectional approach to understand differences among women and men (*for example, based on age, ethnicity, indigenous status, disability, socio-economic status*).
- Recognizes the contributions of women and men from indigenous peoples and local communities as rights holders, agents of change and knowledge-holders.
- Identifies constitutional, legal and institutional frameworks and relevant policy and planning processes that support gender equality, equitable access to land and resources, participation and fair benefit-sharing *(for example, constitutional equality clauses, land tenure and inheritance laws, national gender policies, gender-responsive sectoral biodiversity policies).*
- Highlights data and evidence gaps and makes suggestions for targeted data collection as part of NBSAP implementation.
- Includes case studies of gender responsive, nature-positive actions or nature-based solutions that have been implemented in the country.



PRINCIPLES AND PRIORITIES

The strategy's long-term vision, principles and main goals or priority areas provide an opportunity to embed gender considerations as a central principle, rather than a peripheral concern.

The NBSAP:

- Recognizes gender equality and/or women's empowerment:
  - In its vision and/or principles.
  - In its priority areas.
  - As a cross-cutting pillar across the strategy.
- Embeds a human rights-based approach by respecting rights and addressing barriers that prevent women, indigenous peoples, local communities and marginalized groups from participating or benefiting equally.
- Mentions that goals, measures and policies will be implemented in a gender-responsive manner.
- Ensures principles align with international human rights instruments pertaining to gender *(for example, CEDAW, UNDRIP, UNDROP, the Right to a Healthy Environment)*.
- Promotes the full and effective participation and leadership of women, girls, youth and other relevant actors at all levels of biodiversity-related decision-making and action.
- Promotes the fair, equitable and gender responsive benefit-sharing from biodiversity action, including for women and girls.



NATIONAL TARGETS

A gender-responsive NBSAP should integrate gender dimensions across relevant national biodiversity targets, measures and indicators, including specific commitments or targets that advance gender equality and women's empowerment.

The NBSAP:

- Aligns national targets with Kunming-Montreal Global Biodiversity Framework (KM-GBF) Targets 22 and 23 where relevant, including commitments on participation, rights, gender equality and gender-responsive biodiversity action.
- Integrates gender dimensions into relevant biodiversity targets.
- Identifies indicators and baselines to measure progress towards gender-related commitments where relevant *(for example, proportion of women in biodiversity-related decision-making bodies, share of women among owners or rights bearers of agricultural land, by type of tenure)*.
- Recognizes the gender-differentiated positive and negative effects of sectoral actions.
- Recognizes gender-differentiated needs and how sectoral actions can contribute differentially to the economic empowerment, social status and leadership of men and women.

The NBSAP includes high gender ambition targets, such as:

- Recognizes the differentiated contributions of men and women to biodiversity related solutions and proposes targets and indicators to highlight and promote such contributions.
- Recognizes the differentiated vulnerability of men and women related to biodiversity loss or degradation and proposes targets and indicators to highlight and reduce such vulnerability.
- Recognizes access to technology and new green jobs through specific actions to promote gender equality and women's empowerment.
- Includes biodiversity goals, targets or measures that contribute to the reduction of gender inequalities or to the increase of women's empowerment and indicators that measure this change.



NATIONAL BIODIVERSITY ACTION PLAN

High-level national, sub-national and sectoral policies, actions and plans provide opportunities over the medium and long term to operationalize gender-responsive biodiversity action.

The NBSAP:

- Identifies who is expected to benefit from proposed actions and who may risk being excluded or adversely affected, with measures to avoid or mitigate unintended negative impacts on women, girls and marginalized groups.
- Encourages policies and legal frameworks that ensure equitable representation of women and structurally excluded groups in biodiversity governance and decision-making at all levels.
- Includes policy and programming actions that improve women's access to land, natural resources, water, finance, technologies, information, training and livelihood opportunities relevant to biodiversity.
- Recognizes and supports the traditional knowledge, innovations and practices of indigenous women and women from local communities, where relevant and with appropriate safeguards.
- Specifies a medium- and long-term timeline for delivering gender-responsive policies, actions and plans, and references the CBD Gender Plan of Action (2023–2030) and/or a national gender strategy linked to NBSAP objectives.
- Highlights that the country has developed (or is developing) a gender and biodiversity action plan or roadmap.
- Proposes the development of a gender and biodiversity action plan or roadmap.



NBSAP IMPLEMENTATION

Effective gender-responsive implementation requires concrete measures and mechanisms in the short term, in areas such as inclusive governance, coordination, partnerships and institutional capacity.

The NBSAP:

- Specifies an immediate timeline for implementing concrete activities supporting gender-responsive implementation and institutionalization.
- Identifies institutions responsible for implementing gender-responsive actions and establishes coordination structures among women's organizations and networks, gender and environment ministries, focal points and local partners.
- Ensures that mechanisms enabling the meaningful and effective participation of women's organizations, indigenous peoples and local communities, youth and other relevant actors at all levels of decision-making are adequately resourced, safe, inclusive and intersectional.
- Includes measures to ensure that women's groups and civil society organizations (CSOs) will be involved in the implementation and monitoring of the NBSAP.
- Identifies how gender expertise will support implementation, monitoring and review and reporting.
- Strengthens institutional capacity for gender-responsive implementation, including through training, guidelines, knowledge exchange, peer-to-peer learning, mentoring and coaching.
- Promotes access to information, education and awareness activities that are accessible to different groups of women and men, including those who may face barriers to information.
- Includes the national gender machinery (government institution or institutional mechanism responsible for promoting gender equality, advancing women's rights) as part of the national biodiversity governance structure.
- Includes measures to strengthen the knowledge, skills, and other capacities of women and women's groups to:
  - Contribute to biodiversity conservation and sustainable use.
  - Participate in and contribute to the implementation of biodiversity-related measures and solutions across relevant sectors.



RESOURCE MOBILIZATION FOR IMPLEMENTATION

Adequate and dedicated financial and technical resources are needed to translate commitments on gender-responsiveness and human rights into action.

The NBSAP:

- Integrates gender considerations into biodiversity finance planning and resource mobilization.
- Allocates dedicated financial and technical resources to build institutional capacity for gender-responsive biodiversity action.
- Promotes equitable access to biodiversity finance, incentives, capacity development and technologies.
- Institutionalizes gender-responsive budgeting in biodiversity and environmental financial mechanisms, integrating gender equality goals into budget cycles.
- Includes mechanisms to facilitate and ensure women's access to biodiversity finance and other resources, with particular attention to women from indigenous peoples and women from local communities *(for example, inclusive credit programmes, seed capital for women-led green ventures).*
- Identifies financing gaps that may limit the implementation of gender-related commitments.
- Ensures that biodiversity finance mechanisms are developed in a gender responsive manner.



MONITORING, EVALUATION AND REPORTING

Gender-responsive monitoring, evaluation and reporting can support accountability, learning and adaptive management, leading to stronger outcomes for gender equality and biodiversity.

The NBSAP:

- Includes gender-responsive indicators that track both biodiversity outcomes and gender equality outcomes.
- Monitor how women and men participate in, contribute to and benefit from biodiversity action.
- Identifies measures to build institutional capacities to effectively collect, analyze and use gender-related information and sex-disaggregated data on biodiversity.
- Promotes the collection, management and use of gender-related evidence and sex-disaggregated data to monitor progress towards gender equality and biodiversity commitments.
- Supports the integration of gender-related data in national biodiversity information systems.
- Promotes the informed and effective engagement of women's organizations and gender experts in monitoring and reporting, including through gender audits and social impact assessments.
- Reports on progress in implementing the CBD Gender Plan of Action (2023–2030) and gender-responsive implementation of the KM-GBF, using findings to inform adaptive management and future NBSAP revisions.
- Calls for data and results on gender-differentiated impacts and contributions in monitoring, reporting, review and verification systems *(for example, in voluntary peer reviews, MRV).*

GLOSSARY

Term	Definition
Gender equality	Refers to the equal rights, responsibilities and opportunities of women and men, girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration– recognizing the diversity of different groups of women and men. Gender equality is not a 'women's issue' but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.
Gender-responsive	A gender-responsive approach acknowledges and addresses the different needs, roles and experiences of people of different genders. It aims to: ■ Identify and address gender inequalities in policies, programmes and projects. ■ Ensure equitable outcomes by adapting interventions to meet the specific needs of women, men, girls and boys. ■ Avoid reinforcing existing inequalities and instead promote fairness and inclusion.
Gender-responsive indicators	These indicators are used to track progress in addressing gender gaps and inequalities. They are directly linked to the objectives of gender equality interventions and measure the effectiveness of policies, programmes or activities in reducing disparities. Gender-responsive indicators may include both quantitative and qualitative data and are aligned with results frameworks that aim to promote equity in access, participation, benefits and rights.
KM-GBF Targets 22 and 23	The global biodiversity targets related to full, equitable, inclusive, effective and gender-responsive representation and participation in decision-making, and to supporting women and girls' equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action related to biodiversity. ■ More information on Target 22: Ensure Participation in Decision-Making and Access to Justice and Information Related to Biodiversity for All. ■ More information on Target 23: Ensure Gender Equality and a Gender-Responsive Approach for Biodiversity Action.
Sex-disaggregated data	Quantitative data broken down by sex (typically male and female) to reveal differences in outcomes, access, participation or impact between genders. Such data help identify disparities in various areas. While they do not explain the reasons behind the differences, they are essential for monitoring gender gaps and informing targeted interventions.
Intersectional approach	An approach that considers how gender intersects with other factors such as age, disability, nationality, ethnicity, geography, socio-economic status, sexual orientation, gender identity, gender expression, migration or refugee status to shape people's lives and create differences in needs and experiences in a given time or context marked by broader processes and structures of power. It allows for a more accurate and fine-grained assessment and development of policies, programmes and interventions that can advance gender equality and the empowerment of women and girls.
Human rights-based approach	An approach that respects, protects, promotes and fulfils human rights throughout biodiversity planning, implementation and monitoring.

Note: Definitions derive from CBD decisions and UNDP (2025).

SOURCE NOTE

This tool adapts the *Checklist to Incorporate Gender Equality and Women's Empowerment in NDC Updates* (UNDP 2021) and is additionally informed by the Kunming-Montreal Global Biodiversity Framework, the CBD Gender Plan of Action (2023–2030), CBD guidance on NBSAP planning, monitoring, reporting and review, the indicative NBSAP outline, and a review of recent NBSAP practice and national target-setting examples. Additional references are as indicated.

The tool is intended to support reflection and practical integration; it does not prescribe a single required NBSAP format.

REFERENCES

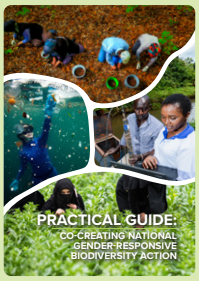
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ABOUT THE RESOURCE COLLECTION

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

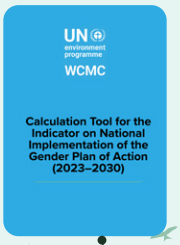


Practical Guide: Co-Creating National Gender-Responsive Biodiversity Action

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

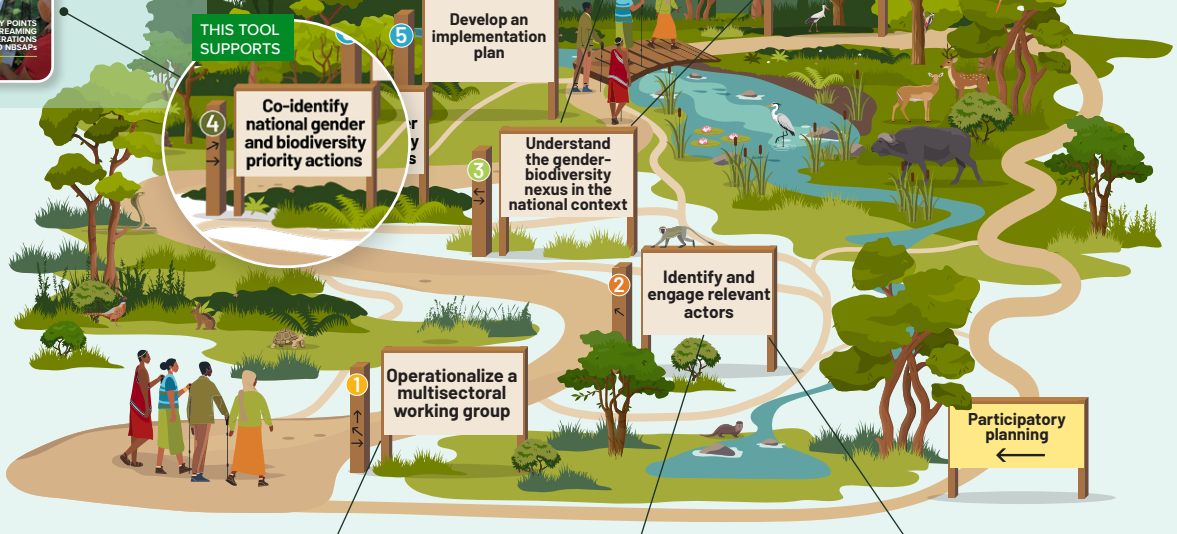
Provides three sequential exercises to explore gender inequality and biodiversity challenges, their root causes, and possible actions with local communities.



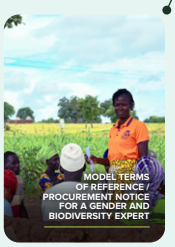
Entry Points for Mainstreaming Gender Considerations into NBSAPs

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.



Photo: Georgina Smith/CIAT