

GENDER AND BIODIVERSITY ANALYSIS: ILLUSTRATIVE OUTLINE

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/

ACKNOWLEDGEMENTS

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Photo: Neil Palmer/CIAT

PURPOSE

This tool provides an illustrative outline with guidance for developing a gender and biodiversity analysis.

Such an analysis provides an evidence base for designing gender-responsive and transformative policies, strategies and actions by:

- **Surfacing gender–biodiversity linkages in the national context**, including gender-differentiated knowledge, needs and priorities related to biodiversity and the roles of women and men as environmental stewards and agents of change in achieving biodiversity goals.
- **Identifying key gender-related barriers and opportunities affecting biodiversity outcomes and vice versa**, including how these may differ according to intersecting social identities and characteristics.
- **Examining how biodiversity policies, strategies and actions may affect different groups**, including how their benefits, costs and responsibilities are distributed; whether interventions risk reinforcing existing inequalities; and whether they can create opportunities to advance gender equality and social inclusion.
- **Identifying gender and biodiversity issues requiring action at the national level** and providing an evidence base for the design, implementation, monitoring and evaluation of ensuing actions.
- **Assessing alignment with national priorities and commitments regarding gender and biodiversity**, including under the Convention on Biological Diversity's (CBD) *Kunming-Montreal Global Biodiversity Framework* (KM-GBF) and its *Gender Plan of Action (2023–2030).*
- **Integrating diverse voices, knowledge, priorities, concerns and lived experiences into the analysis**, particularly those of groups that may be underrepresented or marginalized, to inform the design, implementation, monitoring and evaluation of policies, strategies and actions.
- **Compiling and synthesizing existing evidence on gender and biodiversity linkages** to establish a baseline for monitoring gender-responsive biodiversity outcomes.
- **Identifying important data and knowledge gaps** that need to be addressed through future research, monitoring or action.

WHY DEVELOP A GENDER AND BIODIVERSITY ANALYSIS?

A gender and biodiversity analysis is a key step in designing a gender-responsive or transformative policy or strategy. It can help countries to:

- Recognize both women and men as environmental stewards and key agents of change needed to achieve biodiversity goals.
- Ensure that the voices, ideas, concerns and experiences of women and men are considered as integral aspects of the design, implementation, monitoring and evaluation of the policy or strategy.
- Assess the differentiated impacts on women and men of any action or intervention associated with the policy or strategy and seek to mitigate any possible negative impacts.
- Identify how the benefits, responsibilities and costs associated with the policy or strategy are distributed among women and men.



Photo: UNEP

ILLUSTRATIVE OUTLINE

What kind of information does a gender and biodiversity analysis contain?

The outline below is illustrative rather than prescriptive. Countries are encouraged to adapt the scope, structure and level of detail to their national context, priorities, available evidence and intended use of the analysis. Sections may be adapted, combined or expanded as relevant.



1. Introduction
2. Methodology
3. Key findings
   - 3.1 National policies, strategies and commitments
   - 3.2 Institutional context and capacities
   - 3.3 Inventory of national and local actors with gender and biodiversity expertise
   - 3.4 Gender and biodiversity linkages in the national context
   - 3.5 Existing initiatives and case studies
4. Priority issues, opportunities and actions
5. Key messages and recommendations

1. Introduction

Brief description and overview, emphasizing the purpose, relevance and scope of the analysis.

Include:

- A brief description of the relevance of the analysis for the country.
- A summary of the activities conducted as part of the analysis.

Focus on sectors, ecosystems or biodiversity issues (e.g., targets) that are **national priorities or of national significance**, such as:

- Agriculture and agrobiodiversity
- Forestry
- Fisheries and aquatic ecosystems
- Protected areas and conservation
- Restoration
- Wildlife and species management
- Coastal and marine ecosystems
- *Other*

Consider differences among key population groups of relevance in the national context, such as:

- Women and men
- Indigenous peoples and local communities (IP&LCs)
- Youth
- Elderly people
- Persons with disabilities
- Ethnic minorities
- Other marginalized groups

Examine intersectional differences where possible; that is, how gender differences and inequalities intersect with those shaped by other factors of social differentiation (based on age, ethnicity, etc.).

2. Methodology

Detailed description of the overall approach and the methods used to collect, analyze and validate evidence. Ideally, the analysis should combine national-level data and policy evidence with local and community-based evidence so that national patterns are interpreted alongside lived realities, experiences and priorities.

Indicate the policies, strategies, reports and datasets reviewed and the national and international data sources consulted. Explain how these sources were complemented and triangulated with local consultations, case studies and other original data collection.

Flag limitations, and evidence gaps including geographic gaps, and areas where national-level evidence may mask important local differences.

Provide details on interviews, focus group discussions, consultations and workshops conducted, as well as the range of actors consulted and how they were selected. Where relevant, include the number and type of participants involved, disaggregated by gender, social group (e.g., youth, ethnic group, indigenous identity) and sector (e.g., government, civil society organizations, indigenous peoples, local communities).

3. Key findings

3.1 National policies, strategies and commitments

Description of national policies and commitments relevant to gender equality and biodiversity.

This could include:

- National commitments, targets and priorities relevant to gender and biodiversity (e.g., NBSAP targets, including those aligned with KM-GBF Targets 22 and 23, with their explicit focus on inclusion and gender equality).
- National policies and strategies on gender equality and women's empowerment that relate to biodiversity, the environment or natural resource management.
- Gender equality policies, commitments and actions within biodiversity-related sectors, such as agriculture, forestry, fisheries and aquaculture, tourism, urban development and land-use planning.
- Any other relevant policy or strategy informing biodiversity action.

There are many ways to present this information. For example, a table could summarize relevant gender equality goals, commitments and actions across biodiversity and sectoral policies, while a timeline could show how gender considerations in biodiversity policy–and biodiversity and environmental considerations in national gender policies–have evolved over time. The analysis can then highlight the implications for the current NBSAP and other biodiversity policies, programmes and actions.



DATA SOURCES

Desktop review of national and local policies, strategies and institutional frameworks that relate to gender and biodiversity.

3.2 Institutional context and capacities

Assessment of the gender capacities of institutions relevant to the NBSAP, including national government institutions, civil society organizations and other key stakeholders.

Recognizing that institutions have different capacities to address gender and biodiversity, consider:

- Whether relevant institutions have gender policies or strategies.
- Whether they have designated gender experts, focal points or other personnel with gender expertise.
- Whether staff have the capacity to identify and address gender considerations in their work.
- Whether staff have received training on gender and biodiversity.
- Whether institutions have experience implementing gender-responsive biodiversity projects or initiatives.

Identify key institutional capacity strengths and gaps that may affect the integration of gender considerations into NBSAP planning and implementation. This can serve as a baseline for capacity strengthening among key institutional actors.



DATA SOURCES

Survey or interviews with relevant actors to understand each organization's responsibilities and capacities related to gender and biodiversity.

3.3 Inventory of national and local actors with gender and biodiversity expertise

Inventory of actors with expertise in gender and biodiversity who can contribute to integrating gender into the NBSAP and supporting its gender-responsive implementation and/or local biodiversity action.

The inventory could include:

- Women's groups and collectives working on gender and biodiversity or environmental issues.
- Platforms that support women working on biodiversity or environmental issues.
- Gender experts with experience conducting gender analysis in environmental sectors.
- Gender experts or gender units in institutions involved in the NBSAP.
- Civil society organizations, academia and international cooperation organizations working on gender and the environment.

For each actor, provide a brief description of their relevant expertise, experience or area of work, the levels at which they operate and their potential role in supporting gender-responsive biodiversity planning, implementation, monitoring or learning. The inventory can also note important expertise, representation or capacity gaps.



DATA SOURCES

Snowball sampling, whereby initially identified actors are asked to identify other relevant actors.



The companion tool ***Actor Analysis for Gender-Responsive Biodiversity Action*** may be helpful at this stage to identify the actors who influence, support, benefit from, or are otherwise affected by biodiversity and related action.

3.4 Gender and biodiversity linkages in the national context

Detailed description of the key gender and biodiversity linkages in the national context through:

1. **a review and analysis of existing literature and databases;**
2. **original data collection and analysis, where needed, to fill gaps and integrate the experiences of local women and men, including representatives of IP&LCs.**

The analysis can be organized in several ways, including according to different dimensions of the gender–biodiversity nexus, by Target in the NBSAP, or in other ways that support evidence-based decision-making and priority setting.

Several interconnected dimensions of the gender-biodiversity nexus (shown in Figure 1) can serve as a starting point to develop and organize the analysis.

These are offered as suggested entry points for deepening understanding of gender and biodiversity linkages, rather than an exhaustive list. Illustrative questions related to each of these key dimensions are provided on *page 10* to indicate the types of issues the analysis may explore.

By exploring these dimensions and how they interact, the analysis should aim to reveal:

- gender differences and inequalities prevalent in biodiversity sectors;
- gender-differentiated impacts of biodiversity loss;
- gender-differentiated stewardship and contributions to the conservation and sustainable use of biodiversity; and
- opportunities and priorities for gender-responsive biodiversity action.

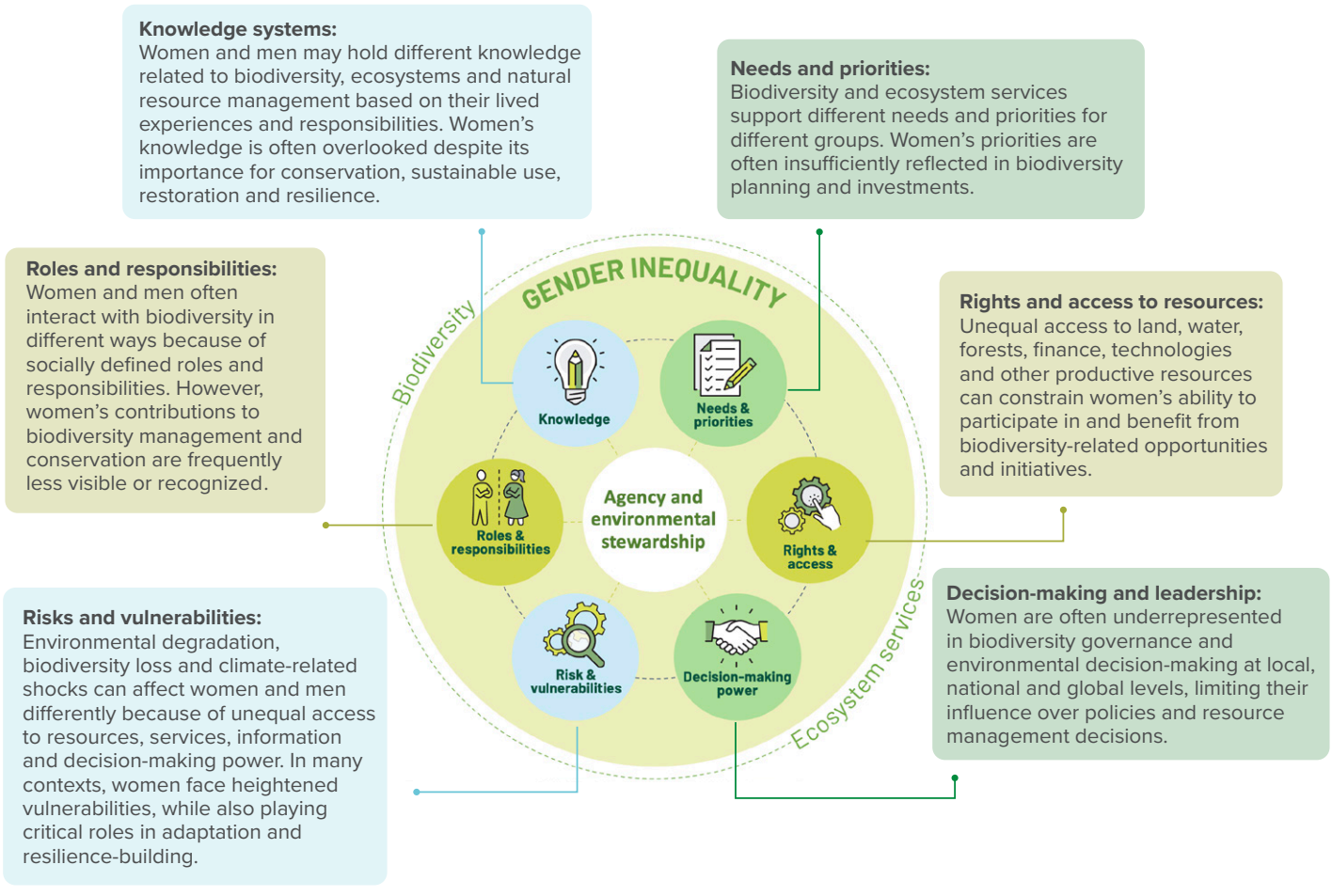


Figure 1: *Gender–biodiversity linkages*

Source: Adapted from Secretariat of the Convention on Biological Diversity (2019)

Where possible, data specialists can help bring gender and biodiversity data together in new ways; for example, by identifying relationships across datasets, developing relevant indicators or generating new insights from existing national data.

DATA SOURCES

Desk review of existing data sources, including:

- National statistical data and other databases relevant to biodiversity sectors.
- Strategies and national reports related to multilateral environmental agreements.
- Projects supported by vertical funds (Global Environment Facility, Green Climate Fund, Global Biodiversity Framework Fund).

The desk review provides an important national picture, but findings should be complemented by local and community-based evidence.

This requires collecting and analyzing data on the experiences, knowledge and priorities of women and men in all their diversity, including indigenous peoples and local communities.

The dimensions identified above remain relevant for the data collection and analysis at the local level, with particular attention to differences in local experiences, contributions, and priorities across gender and social groups, communities and regions or territories.

National and local evidence can be interpreted together by triangulating local findings with national statistics, policy analysis and other evidence. Local evidence can explain, qualify or challenge national patterns and reveal differences that aggregate data may overlook. Where findings differ, retain and explain those differences rather than forcing a single national conclusion; they may point to geographic, institutional or intersectional variation that is important for implementation.



Examples of participatory inquiry exercises that can be used to elicit such data through local consultations can be found in the companion tool ***Participatory Inquiry Exercises for Co-Creating Gender-Responsive Biodiversity Action with Local Communities.***

DATA SOURCES

Interviews, group discussions, online consultations, workshops and other participatory approaches with IP&LCs in all their diversity. Where appropriate, consider separate consultations with women and men to enable each group to discuss their own experiences.

Key dimensions of the gender–biodiversity nexus: Illustrative questions

ROLES AND RESPONSIBILITIES

- How do women, men and different social groups interact with biodiversity?
- Who uses, manages, restores, conserves or depends on biodiversity resources?
- Which biodiversity-related activities are formal or informal?
- Which groups depend most on biodiversity for livelihoods?

KNOWLEDGE SYSTEMS

- What are the different knowledges, innovations and practices regarding biodiversity use, conservation and management (*e.g., related to seed systems, species, restoration, climate adaptation, etc.*)?
- What biodiversity-related traditional and local knowledge, innovations and practices are held by different groups?
- How do these knowledge systems contribute to biodiversity management?
- Whose knowledge is recognized and incorporated into decision-making, and how? Whose knowledge is overlooked?

NEEDS AND PRIORITIES

- In what ways does biodiversity contribute to livelihoods and well-being, including through:
  - Food security?
  - Income generation?
  - Cultural values?
  - Health and nutrition?
  - Regulating services (e.g., water regulation and availability)?
- How do biodiversity priorities differ among groups?

RIGHTS AND ACCESS TO RESOURCES

- Who has rights to, access to and control over:
  - Land?
  - Forests?
  - Fisheries?
  - Water?
  - Biodiversity resources?
- Who has access to biodiversity-related:
  - Finance?
  - Technology?
  - Extension services?
  - Information?
- Which inequalities limit participation in biodiversity conservation and sustainable use?

DECISION-MAKING AND LEADERSHIP

- Who participates in and has influence in:
  - Community institutions?
  - Protected area governance?
  - Biodiversity planning?
  - Government bodies?
  - Producer organizations?
  - Indigenous governance structures?
- Who actively participates in and who is excluded from biodiversity governance?
- Whose views shape decisions?
- What barriers limit participation?

RISKS AND VULNERABILITIES

- How does biodiversity loss and ecosystem degradation affect different groups, for example through:
  - Loss of livelihoods?
  - Increased unpaid care burdens?
  - Reduced food security?
  - Reduced resilience to climate shocks?
- Which groups are or may be most affected and why?

3.5 Existing initiatives and case studies

Analysis of biodiversity-related initiatives, programmes and policies.

For each, provide:

- A summary of the initiative.
- Key lessons learned and good practices.
- How the initiative has contributed to gender equality and biodiversity outcomes.

Information from this analysis can be summarized in a table, complemented (where useful) by a map showing the location of identified initiatives.

Consider developing a small number of case studies to illustrate how gender and biodiversity linkages play out in practice and how initiatives have supported both gender equality and biodiversity outcomes. Cases can be selected based on their relevance to national priorities and the lessons they offer, while seeking diversity in geography, ecosystems, population groups and types of intervention. Document the evidence source and, where possible, perspectives of the people involved.

Examples could include:

- Initiatives led by women from indigenous peoples and local communities contributing to conservation and sustainable use of biodiversity.
- Nature-based solutions that promote gender equality and women's empowerment.
- Effective policies that enable women and girls to be agents of change.



DATA SOURCES

- Desk review of existing initiatives and case studies, including:
  - Global publications with case studies or examples from the country.
  - Government institutions, civil society organizations and women's groups, which can be invited to share relevant gender and biodiversity case studies and initiatives.
- Interviews, participatory workshops and meetings with actors from different sectors to identify and document relevant initiatives, experiences and lessons learned.

4. Priority issues, opportunities and actions

Identification of key issues based on the available data, including evidence from consultations and opportunities for gender-responsive biodiversity action to address these issues. This analysis helps prioritize actions, since not every issue can be addressed immediately.

Consider:

- What are the key gender inequalities, barriers and opportunities identified through the analysis, and what are their implications for biodiversity outcomes?
- Which issues and priorities have been identified by women, men, IP&LCs and other relevant groups?
- What opportunities exist to strengthen women's rights, participation, leadership and agency in biodiversity action?
- What opportunities exist to recognize and strengthen women's contributions, knowledge and environmental stewardship?
- What policy and institutional gaps or opportunities have been identified?
- What existing initiatives, good practices and lessons can inform future action?
- What important evidence and data gaps remain?

These findings can provide the evidence base for subsequent prioritization and decision-making.

5. Key messages and recommendations

Concise synthesis of the analysis, highlighting the most important findings and their implications for gender-responsive biodiversity planning and action. Recommendations should be grounded in the evidence generated through the analysis and identify practical priorities for strengthening gender-responsive biodiversity policy, implementation, monitoring and learning.



Key findings on gender equality and biodiversity

Summarize the most significant gender–biodiversity linkages, inequalities, barriers and opportunities identified through the analysis, including the priorities and perspectives of different groups.



Critical evidence and data gaps

Identify important gaps in the available evidence and data that may constrain gender-responsive planning, implementation or monitoring, and areas where further research, data collection or analysis is needed.



Opportunities and recommended areas for action

Set out priority opportunities and recommendations emerging from the analysis, including relevant policy, institutional, capacity, participation or monitoring actions. Where possible, indicate which actors or institutions could take these forward.

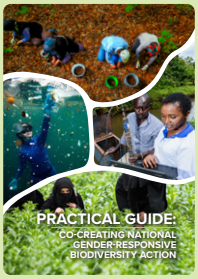
REFERENCES

Secretariat of the Convention on Biological Diversity. (2019). *Addressing gender issues and actions in biodiversity objectives*. *https://www.cbd.int/gender/doc/cbd-towards2020-gender_integration-en.pdf*

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/

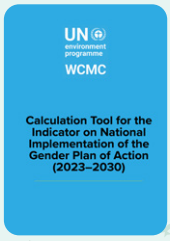


Practical Guide: Co-Creating National Gender-Responsive Biodiversity Action

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

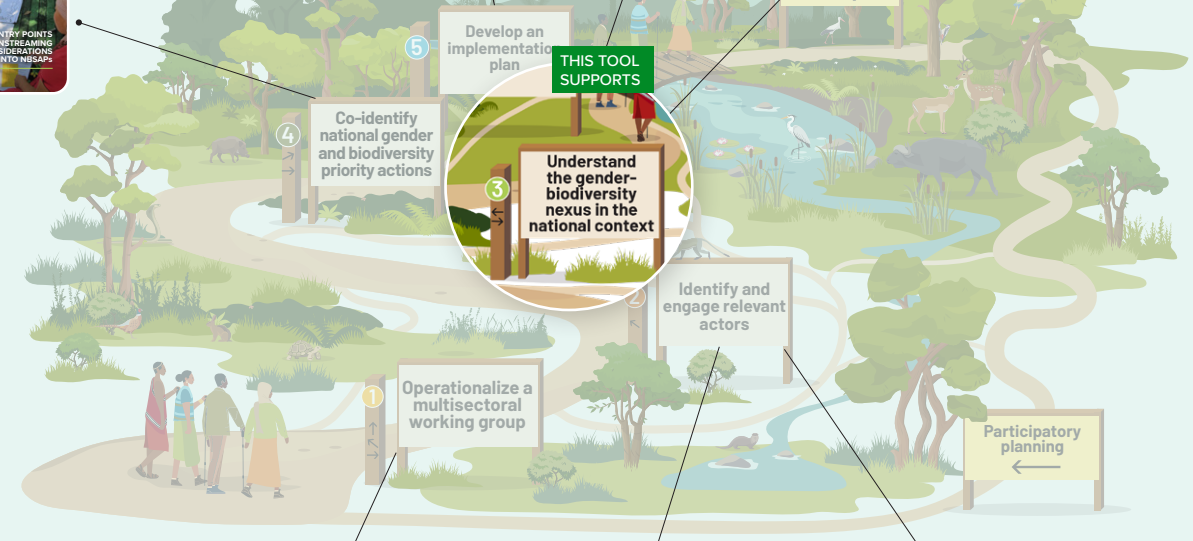
Provides three sequential exercises to explore gender inequality and biodiversity challenges, their root causes, and possible actions with local communities.



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.



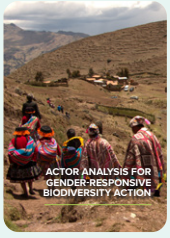


Scan here for Resource Collection:



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: Nayim Ahmed Yussuf/UNEP