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DETAILS ON ACTIONS UNDERTAKEN BY PARTIES AND THE SECRETARIAT TO IMPLEMENT THE 2015-2020 GENDER PLAN OF ACTION

*Note by the Executive Secretary***

INTRODUCTION

1. The present information note serves as an accompaniment to document UNEP/CBD/SBI/2/2/Add.3 on progress in implementation of the 2015-2020 Gender Plan of Action. The present note elaborates on activities carried out by Parties, stakeholders and the Secretariat to implement the Gender Plan of Action and provides some further details for consideration.
2. The 2015-2020 Gender Plan of Action under the Convention of Biological Diversity was welcomed at the twelfth meeting of the Conference of the Parties, under decision [XII/7](#). The Plan identifies a set of possible actions to be undertaken by Parties and a framework for actions by the Secretariat, towards integrating gender considerations in work to implement the Convention.

I. ACTIONS BY PARTIES AND STAKEHOLDERS

3. As noted above, the Gender Plan of Action identifies a number of potential actions for Parties, which include integrating gender considerations in national biodiversity strategies and action plans (NBSAPs) as well as ensuring consistency with related conventions, among others. The Secretariat undertook a number of efforts to take stock and review progress made in the implementation of actions by Parties. As summarized in document CBD/SBI/2/2/Add.3, these include a review of submissions received from a notification on progress in the implementation of the Gender Plan of Action; a review of NBSAPs received by the Secretariat from the tenth meeting of the Conference of the Parties onwards; and an analysis of results of a survey on joint capacity-building needs for gender mainstreaming under the Rio Conventions.

A. Submissions received – Progress in implementing the Gender Plan of Action

4. Via a notification dated 28 November 2017 to Parties, other Governments, indigenous peoples and local communities, and relevant organizations, the Secretariat requested information on progress in implementing the 2015-2020 Gender Plan of Action and any other efforts related to gender mainstreaming.¹ The time period for submissions was from 28 November to 31 January 2018. A total of

* [CBD/SBI/2/1](#).

** Issued without editing.

¹ [Ref: SCBD/MCO/AF/NP/TM/87003 \(2017-130\)](#).

12 submissions were received from six Parties² and seven organizations.³ Further details on information provided in submissions is included in the following paragraphs.

Gender integration in NBSAP implementation

5. Submissions included references to gender as both a stand-alone and cross-cutting issue, and as a fundamental principle. For example, Venezuela identified the collective management of biodiversity by women and men as a fundamental principle of the NBSAP, also highlighting the principle of ‘inclusion and social justice’ in their document. FAO described how the revision and strengthening of the use of markers to track gender integration in the project cycle have been important for advancing gender mainstreaming in their projects. IUCN made several recommendations related to NBSAP revision and implementation, including; i) ensuring women, women’s organizations and gender ministries/agencies are included in NBSAP workshops, awareness-raising efforts, draft development, consultation and implementation cycles, and as partners in project proposals; ii) continued need for capacity building to understand gender-environment linkages and specific training on how gender-responsive strategies and actions both comply with international and national gender mandates and amplify conservation and sustainable development results; and iii) attention to the resource gap to address gender issues, including the need for training on the development of gender-responsive project proposals.

Representation of women and men in processes and activities related to national implementation of the Convention

6. One submission noted that facilitating effective participation of women is still a challenge at the community level, and may require separate meetings with women and men, followed by joint meetings to enable women’s active participation. Another submission noted that national environmental NGO actors and government representatives often overlook proactive engagement of women, women’s organizations and gender ministries in NBSAP processes. Recommendations included the need to allocate resources to ensure gender experts and women’s organizations’ representatives participate in NBSAP and related processes, as well as the importance of awareness-raising and communications strategies geared to women and women’s organizations. Capacity building was identified as another key element, both of gender ministry and agency staff to be well-versed in biodiversity issues, terms and processes, and across sectoral ministries and agencies to foster understanding of gender-biodiversity linkages and gender-responsive solutions.

Research and analysis on use, knowledge, risks and contributions of women and men for biodiversity conservation and sustainable use

7. Ethiopia’s submission highlighted Bioversity International’s Seeds for Needs multi-country initiative to improve and diversify smallholder seed systems through better information and access to a portfolio of adapted crops and varieties. Women are engaged in this initiative as farmers and managers of seed banks. Through its Community Conservation Resilience Initiative, the Global Forest Coalition (GFC) has conducted gender analyses in community assessments highlighting different roles, rights, responsibilities and needs of women and men in conserving and sustainably using biodiversity. This has supported women in assessment communities to engage in collectively identifying external and internal threats to their local biodiversity, and making corresponding recommendations. FAO has carried out work with women’s fisher organizations in Costa Rica that recognized their status as fishers’ and the contribution of their traditional knowledge to ecosystem assessments. ILO has furthered research on the linkages between the world of work, indigenous peoples, gender and climate change, initiatives which also address issues related to biodiversity loss and conservation.

² Brazil, Ethiopia, Finland, Iraq, Sweden and Venezuela.

³ Andes Chinchasuyu Organization and Red de Mujeres Indígenas Sobre Biodiversidad para América Latina y el Caribe (RMIB-LAC) (which provided a joint submission), Global Forest Coalition (GFC), ICCA Consortium, International Labour Organization (ILO), International Union for Conservation of Nature (IUCN), and Food and Agriculture Organization of the United Nations.

Relevant actions to achieve the Sustainable Development Goals

8. Among initiatives related to the Sustainable Development Goals indicated in submissions was the Women 2030 Programme, for which the GFC is one of the lead partners, and which is being implemented in 50 countries across different regions of the world, by a coalition of five women and gender network organizations, to support the achievement of the SDGs in a gender-equitable and climate-just manner. The focus is on building capacity of civil society organizations (CSOs) working for women's human rights and gender equality; engaging them in policy processes of the 2030 Agenda and Paris Climate Agreement – the relationship with the Convention on Biological Diversity has also been addressed in some of the trainings. The CSO organizations trained are then responsible for training local civil society, community-based and grassroots organizations. One of the submissions also advocated for more explicit links between actions under the Convention Gender Plan of Action and the Sustainable Development Goals, to support further implementation of the Gender Plan of Action.

B. Review of post-Nagoya NBSAPs

9. The Secretariat carried out a review of NBSAPs received following the tenth meeting of the Conference of the Parties (COP10, held 18-29 October 2010, in Nagoya Japan), through mid-February 2018 (post-Nagoya NBSAPs), to consider the extent to which gender issues were integrated in the most recent set of NBSAPs. This review found 70⁴ out of 153 post-Nagoya NBSAPs, or 46 per cent, included some reference to or consideration of gender or women's issues. Fifty-two countries, or 34 per cent of post-Nagoya NBSAPs, identified gender perspectives as part of national targets or actions related to a national target, with 28 countries identifying more than one action, and 20 countries including budgeted or costed gender actions in their NBSAPs.

10. While the majority of actions addressing gender issues or women focused on increasing awareness on biodiversity conservation issues, or secondly on increasing women's participation in biodiversity conservation, other types of actions included those to build the capacity of women as stakeholders; to valorize or apply traditional knowledge; to develop alternative/sustainable livelihoods or incomes; and those to recognize/better understand women's contribution to biodiversity conservation, among others. Examples of actions include Brazil's National Target 1 action, which focuses on education on the rights to labour, health and training of fisherwomen and fishermen. Jamaica's NBSAP includes a strategy to ensure inclusion of gender considerations in key sectors related to biodiversity conservation, conducting gender analyses and developing strategies in the forestry, mining and quarrying, environmental, and fisheries sectors to garner baseline information on gender issues in each sector. Jamaica also proposes to conduct gender analysis and develop strategies to determine gender-specific issues and circumstances related to protected areas. Madagascar's targets refer to the need to include rural women in participatory approaches, and highlight the specific needs of women regarding access to natural resources.

11. Themes that emerged in the NBSAPs included gender issues related to agriculture, forestry management, fisheries, and to a lesser extent related to the collection of water, non-timber forest products and seeds. A number of countries made a link between gender and climate change, primarily in the context of women's vulnerability. Several countries made reference to the broader national developmental context in which gender issues influence biodiversity, such as high national fertility rates, with the Comoros including an action to improve family planning in relation to a national target under Strategic Goal A, to address the underlying causes of biodiversity loss by mainstreaming biodiversity across government and society.

⁴ Azerbaijan; Bahrain; Bangladesh; Bhutan; Brazil; Burkina Faso; Burundi; Cabo Verde; Cambodia; Cameroon; Chad; Comoros; Congo; Costa Rica; Cuba; Djibouti; Dominican Republic; Ecuador; Egypt; Equatorial Guinea; Eritrea; Ethiopia; Gambia; Georgia; Ghana; Guatemala; Guinea; Guinea-Bissau; Guyana; Honduras; India; Iraq; Jamaica; Japan; Kiribati; Lao PDR; Liberia; Madagascar; Malawi; Mali; Mauritania; Mexico; Morocco; Mozambique; Myanmar; Namibia; Nauru; Nepal; Nicaragua; Niger; Nigeria; Paraguay; Peru; Philippines; Rwanda; Saint Kitts and Nevis; Senegal; Sierra Leone; Solomon Islands; Sudan; Thailand; Timor Leste; Togo; Tunisia; Tuvalu; Uganda; United Republic of Tanzania; Uruguay; Yemen; Zimbabwe

C. Rio Conventions survey on joint capacity-building needs for gender mainstreaming

12. In partnership with the [United Nations Framework Convention on Climate Change](#) (UNFCCC) and the [United Nations Convention to Combat Desertification](#) (UNCCD), the Secretariat carried out a survey on joint capacity-building needs for gender mainstreaming in the implementation of the three Rio Conventions, which was open for responses from Parties and stakeholders from 4 October to 15 December, 2017. The survey and corresponding notification were made available in English, French and Spanish. A total of 368 respondents completed the survey (277 English, 36 French, 55 Spanish), with a total of 220 respondents (157 English, 25 French, 38 Spanish) identifying the Convention on Biological Diversity as relevant to their work, which was the highest number of respondents identified of all the Conventions. As such, when responses for those working on the CBD (hereafter CBD respondents) were separated out they corresponded closely to the results obtained for the overall survey.

13. The majority of survey respondents were female, from government organizations, working at the national level, in a variety of roles including as Convention national focal point, and 50 per cent with a background in natural sciences. Sixty per cent of CBD respondents had not previously received training on gender issues. Sixty-five per cent of CBD respondents agreed that gender mainstreaming, or addressing gender issues, was considered by their organizations to be very important for the achievement of organizational goals. More than half of CBD respondent's institutions had a gender policy, and approximately half of these organizations had a gender specialist. For 67 per cent of CBD respondents' gender formed part of their work responsibilities, and over 75 per cent of CBD respondents believed addressing gender issues is important to achieve their work objectives.

14. When asked to select a statement on the importance of gender issues and the relationship to the Convention, 65 per cent of CBD respondents believed that 'gender equality and women's empowerment issues are important issues in their own right, and are important to the achievement of objectives of the CBD'. Alternatively, 27 per cent of respondents believed that 'gender equality and women's empowerment issues are important issues because they are important to the achievement of objectives of the CBD'. Over 60 per cent of CBD respondents were aware of the gender mandates of the Convention, with almost fifty per cent somewhat familiar with international conventions on gender equality and the empowerment of women, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). However, 56 per cent of CBD respondents were not aware of the guidance and information materials on gender available under the Convention. Of those that were aware of these materials over 47 per cent made some use of the material in their work, while over 19 per cent made frequent use of this material in their work.

15. Specific activities or entry points recommended for joint capacity-building on gender issues by the three Rio Convention Secretariats (as identified by CBD respondents) included:

- workshops, local conferences, seminars and newsletters as tools for capacity building;
- optimize training on gender issues (analysis of use of current tools, bridging theory – practice gap);
- facilitate the exchange of experiences of people working on the conventions;
- work from the ground-up/from local communities, and include them in the processes;
- develop outreach and raise awareness through online media campaigns;
- have more gender-specific events at meetings of all three Conventions;
- elaborate on the synergies between the Rio Conventions and their work on gender

II. SECRETARIAT ACTIONS

16. Actions were undertaken by the Secretariat at the organizational level, and in collaboration with partners at the national, regional and international levels.

A. Supporting Parties to implement the 2015-2020 Gender Plan of Action

17. The gender mainstreaming programme under the Convention has been fortunate to receive financial support over the past biennium from the Governments of Canada, Sweden and Japan, with ongoing support for a further three years committed by the Government of Canada, and further support made available from the Government of Sweden. Such support and continued commitment to advancing gender equality is critically important to improve knowledge and capacity on gender mainstreaming, and to build effective engagement of Parties and partners towards achieving gender-responsive biodiversity outcomes.

1. National level

18. With generous financial support from the Government of Japan through the [Japan Biodiversity Fund](#), the Secretariat collaborated with the [International Union of Conservation of Nature's](#) (IUCN's) Global Gender Office to undertake a pilot project to build the capacity of developing country Parties to integrate gender into their NBSAPs. Mexico, Uganda and Brazil were pilot countries in this exercise.

19. These countries were at similar stages of revision of their NBSAPs, each having developed a draft document, which was then used as the basis for assessment and for the integration of key gender issues and targeted actions. Each country process followed a similar approach, with two consecutive multi-stakeholder workshops, the first to engage women's groups and others active on gender issues on NBSAPs and gender biodiversity links, and the second to share and review gender issues with national Government representatives and stakeholders⁵. Multi-stakeholder workshops were held in Mexico City, in February 2016, and in Kampala, and in Brasilia, in June 2016. Following each workshop all inputs were reviewed by small teams including government, civil society representatives and IUCN leads for submission to Government Ministries. The process benefited from strong engagement of national ministries of environment, with participation from the Ministries of Women's Affairs, as well as lead biodiversity institutions.

20. By December 2016, each of the three pilot countries had presented a revised NBSAP to the Secretariat, which incorporated a comprehensive reflection of gender issues. Mexico's NBSAP includes women's and gender considerations within its main strategic goals, in addition to a considerable number of gender-related activities. Five of the six strategic goals advance women's participation in projects, take women's traditional resource knowledge into consideration or promote a gender perspective in biodiversity and education as part of an objective.

21. Uganda's NBSAP puts an emphasis on gender equality through objectives that promote strengthening engagement of local communities in gender-responsive biodiversity conservation, addressing gender equality in the fisheries sector, and an environmental policy framework that aims at ensuring women's access to and control over resources in the water and sanitation sector. Uganda's NBSAP also includes a series of activities, identifying associated indicators and financial resources needed.

22. Brazil's NBSAP pays particular attention to the importance of supporting women's participation in decision making processes; other objectives address women's and gender considerations, including with respect to women's inclusion in payment for ecosystem services projects; the usage and collection of sex-disaggregated data; and the guarantee that gender mainstreaming is included as a criteria for monitoring implementation. In both Uganda and Brazil, expert groups were established or expanded to address gender and biodiversity issues as a result of this project. In Brazil, Paineel Bio, the national multi-stakeholder platform to monitor and support the implementation of the country's biodiversity targets, established a gender thematic group. Furthermore, the process of integrating gender perspectives in the NBSAPs also contributed to an enhanced reflection of diversity in some of the documents, including perspectives of

⁵ The pilot project process and some initial considerations that emerged from this initiative are detailed in the Convention on Biological Diversity – IUCN joint publication entitled “Integrating Gender Considerations in National Biodiversity Strategies and Action Plans: Pilot Project Process and Initial Considerations” <https://www.cbd.int/gender/doc/pilot-project-integ-gender-nbsaps.pdf>

indigenous peoples and local communities, and addressing issues of particular relevance to poor and marginalized groups, such as food security.

2. Regional level

23. In collaboration with the [United Nations Environment Programme's Regional Office for Asia and the Pacific](#), with the help of other regional partners, and with generous financial assistance from the Government of Sweden, the Secretariat undertook an initiative to develop training materials on gender and biodiversity, focusing on the South-East Asia and the Pacific. This was a collaborative exercise which involved bringing together gender and environment specialists with biodiversity experts, including Convention focal points, from across the region for a [workshop](#) to review and provide inputs into the draft training materials. Bringing together a range of actors across the region served to catalyze action at the regional and national levels. In addition to providing extensive input on the development of the regional training materials, workshop participants also committed to taking forward a variety of actions at the country level, including such things as incorporating gender considerations in NBSAP revision and implementation processes. The Government of Sweden has offered further support towards enhancing the application of these regional training materials, to carry out an exercise to train prospective trainers/facilitators to communicate gender and biodiversity relationships and relevant responses in the South East Asia region.

3. Global level

24. The Secretariat has developed capacity-building materials and tools with global relevance, as outlined in CBD/SBI/2/2/Add.3. In addition, the Secretariat has supported gender mainstreaming in different areas of work of the Convention, and has contributed to the development of gender plans of action under the other Rio Conventions. The Secretariat participated in an informal consultation on the development of possible elements of a gender action plan for the UNFCCC⁶, and provided inputs for consideration in the development of the UNFCCC and UNCCD gender action plans, both of which were adopted by their respective Conferences of the Parties in 2017.

B. Gender mainstreaming actions related to other programmes of work and cross-cutting initiatives under the Convention

Biodiversity and climate change

25. Under the climate change and biodiversity programme of work, and in response to paragraph 10 of decision XIII/4, the Secretariat prepared draft “voluntary guidelines for the design and effective implementation of ecosystem-based approaches to climate change adaptation and disaster risk reduction” for the consideration of the Subsidiary Body on Scientific Technical and Technological Advice at its twenty-second meeting in July 2018, and thereafter by the fourteenth meeting of the Conference of the Parties in November 2018. The draft guidelines provide relevant tools and reference gender equality and the role of women in several areas including: principles, key actions, and safeguards. The core elements of the draft guidelines will be provided to SBSTTA 22 within pre-session document CBD/SBSTTA/22/8. An extended version including a summary for policy makers and literature review will be provided as an information document⁷.

Youth Voices

26. The 2015-2016 project “Youth Voices” integrated gender considerations in all its activities. Implemented by the Global Youth Biodiversity Network (GYBN) with support from the Secretariat, the Japan Biodiversity Fund and other partners and donors, the project trained young men and women to participate in CBD processes and meetings, including COP 13 and SBSTTA 21, contributed to raising awareness among their peers and built their capacity to implement projects in support of the Aichi

⁶ Informal consultation was held in The Hague, Netherlands, from 27-28 March 2017

⁷ CBD/SBSTTA/22/INF/1

Biodiversity Targets and National Biodiversity Strategies and Action Plans. In 2017, the regional capacity-building workshop held in Latin America and the Caribbean (Bogota, Colombia, Asia (Singapore) and Africa (Johannesburg, South Africa) were gender balanced in terms of participation, encouraged discussions related to gender equality among participants and promoted the integration of gender in local initiatives for youth. Throughout the project, views and voices of GYBN members, trainers and administrators were considered equally in developing workshop methodologies, publications such as “CBD in a Nutshell”, official statements at COP 13 and SBSTTA 21, concept papers and other products and activities.

MIDORI Prize for Biodiversity

27. The MIDORI Prize is co-organized by the AEON Environmental Foundation and the Secretariat of the Convention on Biological Diversity with an aim to honour individuals who have made outstanding contributions for the conservation and sustainable use of biodiversity at global, regional or local levels. Since 2012, the organizers have paid particular attention to gender considerations in the selection process, including by taking into consideration the gender dimensions of the work of the nominees and their impacts on the lives of men and women around the world. In 2016, two men, Mr. [Alfonso Aguirre-Muñoz](#) and Mr. Yury Darman, and one woman, Ms. Vandana Shiva, were awarded the MIDORI Prize for Biodiversity in recognition of their work and commitments to biodiversity.

Cartagena Protocol on Biosafety

28. The Secretariat prepared a survey on the progress and suggestions regarding the necessary revision or revamping of the elements of the programme of work on public awareness, education and participation regarding living modified organisms (LMOs) through the Biosafety Clearing-House, which was made available for response by Parties, other Governments and relevant organizations from 3 May 2016 to 2 September 2016. The survey included a question relating to the inclusion of gender-specific aspects in the priority areas/activities for the programme of work, responses to which contributed to negotiations under the eighth meeting of the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol on Biosafety (COP-MOP 8) on priority areas to the programme of work. COP-MOP 8 adopted priority areas which included consideration of gender issues, such as activities to integrate gender perspectives in policies and frameworks related to Article 23⁸; to integrate biosafety issues into youth and gender-related awareness efforts held by other relevant programmes and other initiatives⁹; to conduct national surveys online and/or offline in particular also ensuring questions are targeted to women and indigenous peoples and local communities¹⁰; and to Include youth, women and indigenous peoples and local communities in developing biosafety education at all levels¹¹. Priority Area 7 is entitled ‘Mobilize the public and ensure gender-equality for a wider target audience to participate in the decision-making process’.

Gender-balanced participation in CBD-led open-ended meetings

29. An analysis was carried out to determine gender balance of participation in Secretariat-led open-ended meetings, held from the start of January 2016 through to end of December 2017. Out of eight open-ended meetings, two reached gender balance of participants (twentieth meeting of the Subsidiary Body on Scientific, Technical and Technological Advice – SBSTTA-20, and the tenth meeting of the Ad Hoc Open-ended Working Group on Article 8(j) – WG8j-10) and one had a greater number of female participants (SBSTTA-21). COP13 and associated meetings of the Protocols were within seven per cent of parity, although gender was not specified for all of the meeting participants.

⁸ Priority Area 1

⁹ Priority Area 4

¹⁰ Priority Area 4

¹¹ Priority Area 5

C. Actions to address gender issues at the internal level in the Secretariat

30. Actions to strengthen capacity of Secretariat staff on gender issues include the pilot testing of an in-person training course for staff on gender awareness and sensitivity. A revised course is intended to be delivered to staff in 2018.

31. The Secretariat is also tracking relevant objectives set out under the United Nations Environment Programme's (UN Environment) Gender Parity Implementation Plan 2018-2019. The implementation plan lays out annual targets towards achieving gender parity at all professional and senior levels by 2028. As of mid-June 2018, the Secretariat has achieved close to parity at professional levels P-2, P-3, P-5 and D-1 (with slightly higher numbers of men at P-2, P-5 and D-1 levels) and is below parity at the P-4 level (current male to female ratios for staff at the P-4 level is 61 per cent). In General staff posts, male staff make up 20 per cent of staff at levels G-7 and below, with the highest number of men at the G-7 level.

III. SUMMARY

32. The actions detailed above and as described in document CBD/SBI/2/2/Add.3, provide an illustration of the types of issues, needs, and positive steps forward in addressing gender considerations related to the conservation and sustainable use of biodiversity. These actions also provide a foundation for Parties, stakeholders and partners to plan and advance inclusive, gender-responsive approaches, which can help inform the development of the post-2020 biodiversity framework in a way that ensures gender issues are well integrated in the implementation of the Convention going forward. Suggested recommendations regarding implementation of the Gender Plan of Action are included in document CBD/SBI/2/2.
