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REPORT ON AN UPDATED GENDER PLAN OF ACTION TO 2020 AND PROGRESS IN GENDER MAINSTREAMING, MONITORING AND EVALUATION AND INDICATORS

Note by the Executive Secretary

INTRODUCTION

1. At its eleventh meeting, the Conference of the Parties adopted decision XI/9 on gender mainstreaming, inviting Parties to make submissions to the Secretariat on the development of indicators to monitor gender mainstreaming, including the collection of sex-disaggregated data, under the Convention and in compliance with the Gender Plan of Action. The Executive Secretary was requested to report on the findings to the twelfth meeting of the Conference of the Parties.
2. Decision XI/9 further requested the Executive Secretary to provide guidance on mainstreaming gender into all programmes of work under the Convention. The same decision requested that the Executive Secretary update the current Gender Plan of Action (2008–2012) to 2020, taking into consideration the Strategic Plan for Biodiversity 2011-2020 and its Aichi Biodiversity Targets. The revised Gender Plan of Action 2015-2020 retains the relevant portions of the 2008-2012 Gender Plan of Action (UNEP/CBD/COP/9/INF/12/Rev.1)¹ but proposes revisions based both on the adoption of the Strategic Plan for Biodiversity 2011-2020 and Aichi Targets and on experiences in implementing the Gender Plan of Action thus far.
3. The following document has been prepared in order to provide an overview of views from Parties and organizations on gender indicators and proposes suggestions for further development (section I), presents proposals on the updating of the Gender Plan of Action to 2020 (section II), and highlights the important considerations for Parties based on the guidance note on mainstreaming gender into all programme of work under the Convention (section III).

* UNEP/CBD/WGRI/5/1.

¹ The Gender Plan of Action under the Convention on Biological Diversity 2008-2012 can be accessed at: <http://www.cbd.int/doc/meetings/cop/cop-09/information/cop-09-inf-12-rev1-en.pdf>

In order to minimize the environmental impacts of the Secretariat's processes, and to contribute to the Secretary-General's initiative for a carbon-neutral UN, this document is printed in limited numbers. Participants are kindly requested to bring their own copy to the meeting.

4. The document is based on input from Parties received in response to notification 2014-043 (Ref. No. SCBD/MPO/AF/NP/CR/83350), dated 20 March 2014 requesting information on the development of indicators to monitor gender mainstreaming, as well as survey responses from relevant organizations, interviews with Secretariat staff members and consultations with gender experts within partner organizations. The document is also based on a desk review of relevant gender plans of actions and policies as well as technical documents and national biodiversity strategy and action plans (NBSAPs).

5. Throughout the document, gender mainstreaming is defined as:

“The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”²

I. GENDER MONITORING AND EVALUATION AND INDICATORS

6. Monitoring and evaluating gender actions and results has been identified as one of the most significant challenges facing gender mainstreaming efforts. The United Nations Framework Convention on Climate Change (UNFCCC) produced a technical paper on the application of gender sensitive approaches and tools³ that concludes, “there is very limited experience in the application of monitoring and evaluation tools for assessing gender sensitivity...there is still no clear guidance on how to develop gender-sensitive indicators...”. Likewise, in developing the Environment and Gender Index (EGI), the International Union for Conservation of Nature (IUCN) noted that there remain a number of significant data gaps preventing a full and complete analysis, including a lack of sex-disaggregated data in environmental sectors.

7. These findings were reinforced by Parties and organizations who responded to a survey on gender mainstreaming and the Convention on Biological Diversity through notification 2014-043, “request for information on the development of indicators to monitor gender mainstreaming”. In particular, the survey revealed that monitoring, reporting and indicators on gender mainstreaming in the Convention on Biological Diversity is extremely limited with only one Party reporting on the completion of a gender analysis and only two Parties reporting on the collection of gender-disaggregated data.

8. However, a number of Parties and organizations declared that they intend to take further action on gender monitoring, reporting and indicator development. Furthermore, 40 per cent of respondents from Parties confirmed that women's groups were engaged in the development of indicators to assess the Aichi Biodiversity Targets although significantly fewer Parties engaged women's groups in the assessment of indicators.

9. In identifying obstacles to monitoring, reporting and indicators for gender and the Convention on Biological Diversity, Parties and organizations focused on a lack of capacity among relevant staff, limited financial resources as well as cultural challenges in engaging women, including differences in literacy rates. Survey results also noted the lack of baseline data as a key challenge. To address such challenges, survey respondents prioritized the collection and dissemination of case studies and best practices on gender mainstreaming. Some respondents also called for the development of training tools and guidance on gender monitoring.

² United Nations Economic and Social Council Agreed Conclusions, 1997/2

³ <http://unfccc.int/resource/docs/2013/tp/11.pdf>

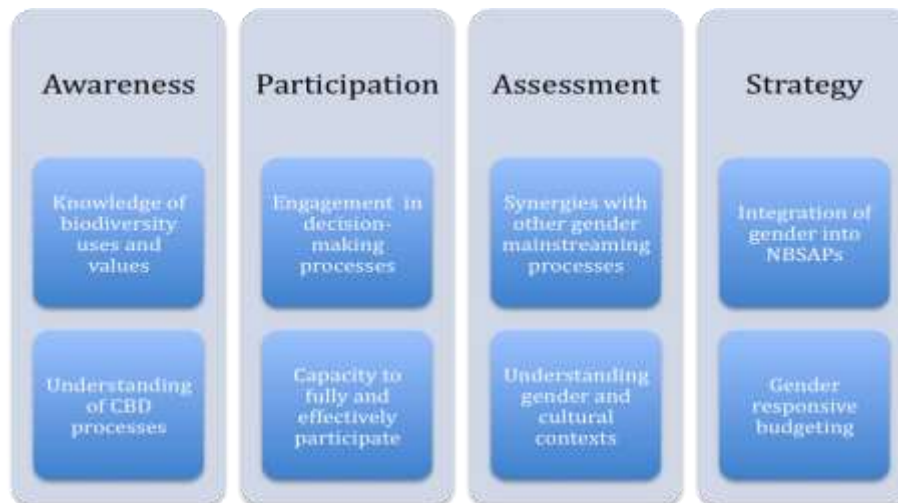
10. Additional findings from Parties revealed that while a majority of the 19 completed responses were aware of the CBD Gender Plan of Action, only 10 per cent of respondents (2) had read the Plan of Action in its entirety. Furthermore, while a majority of Parties (10) are implementing actions to link gender and the CBD, only 21 per cent (4) have participated in any CBD-related events on gender.

11. Respondents to the survey largely agreed that identifying and understanding gender mainstreaming is a key element in assessing progress towards the achievement of the Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets. Specific links between the Aichi Biodiversity Targets and gender are further outlined in annex I.

12. Given the challenges outlined by Parties and organizations with regard to monitoring and reporting on gender under the Convention on Biological Diversity, it may be useful to consider the differences in feasibility and effectiveness of monitoring at the project, portfolio and national levels.

13. Regardless of the scale, effective monitoring and evaluation should consider multiple aspects of gender mainstreaming as outlined in figure 1 below.

Figure 1: Elements of gender mainstreaming



National level monitoring and evaluation and indicators

14. At the national level, gender-disaggregated data can assist with identifying priorities for implementation and monitor outcomes in a manner that addresses gender and promotes empowerment and equity. In general, gender disaggregated data falls into two broad categories:

(a) Data gathered for general use: this is data that Governments collect as part of broader census or sector assessments and can include indicators such as: employment by sector, income by sector, percent of land titles, percent of resource use rights, number of government officials, etc.; and

(b) Biodiversity-specific data: this is data that is gathered as part of a CBD or related process such as NBSAP development or revision and can include indicators such as: biodiversity knowledge, types and sustainability of use of biodiversity, contribution to threats to biodiversity, benefits from investments in biodiversity, etc.

15. Gender-disaggregated data is, however, limited especially in developing countries. Some information is available in centralized databases as outlined in table 1 below.

Table 1: Sources of gender-disaggregated data

Tool	Description	Link
World Bank Little Data Book on Gender	Gender-disaggregated data from 200 countries on demography, education, health, labour force, political participation, and the Millennium Development Goals	http://data.worldbank.org/products/data-books/little-data-book-on-gender
World Bank Gender Equality Data and Statistics	Gender-disaggregated data on economic structures and access to resources, education, health and related services, public life and decision-making, and human rights of women and girl children.	http://datatopics.worldbank.org/gender/
FAO Gender and Land Rights Database	Gender-disaggregated data on property and use rights, customary law, international agreements, and the participation of relevant organizations	http://www.fao.org/gender/landrights/home/en/
UNECE	Gender-disaggregated data on countries in the UNECE region on demographics, work and the economy, education, public life and decision-making, health and mortality, crime and violence, science and information and communication technology, and work-life balance, forest sector employment	http://www.unece.org/stats/gender.html
IUCN Environment and Gender Index	Gender-disaggregated data on participation in international meetings, and women in decision-making positions in environment ministries.	http://environmentgenderindex.org/

16. In addition to the above, the Biodiversity Indicator Partnership (BIP) has been exploring how possible indicators could be disaggregated by gender and, in doing so has identified a set of indicators for which feasibility should be examined further. These include: awareness of biodiversity values, biodiversity for food and medicine, and ecosystem service delivery trends at important sites for biodiversity.

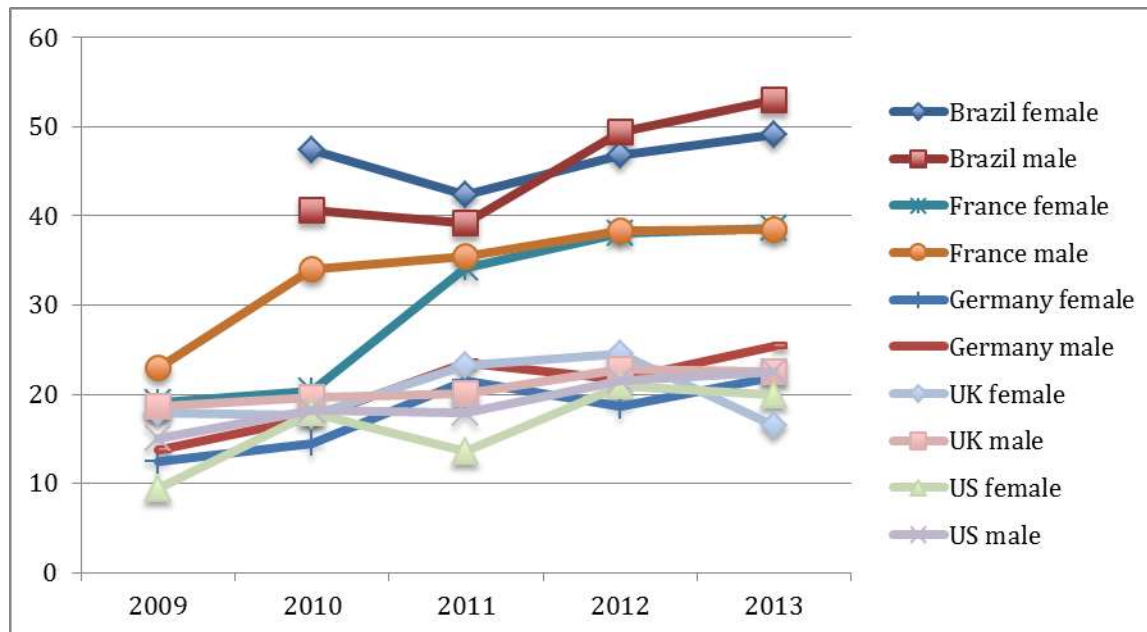
17. However, the BIP has no suggestions on gender-disaggregated data for any of the Aichi Biodiversity Targets under Strategic Goal B - Reduce the direct pressures on biodiversity and promote sustainable use or Strategic Goal E: Enhance implementation through participatory planning, knowledge management and capacity-building.

18. An example of gender-disaggregated data outputs from the Biodiversity Indicators Partnership is presented in the chart below. The chart is part of the Biodiversity Barometer and represents gender differences in the number of survey respondents who could correctly define biodiversity.

19. In addition to gender-disaggregated data, there will likely be emerging opportunities for synergies with the Sustainable Development Goals (SDGs). Global consultations on addressing inequalities in the post-2015 development agenda have emphasized the need for the advancement and empowerment of women and girls.

20. UN Women has developed a proposal for the integration of gender into the SDGs as well as stand-alone gender goal.⁴ The proposed stand-alone goal includes three target areas: freedom from violence, capabilities and resources, and voice, participation and leadership. At the moment, however, none of the target areas or illustrative indicators relate specifically to biodiversity or to environmental sustainability.

Figure 2: Correct definition of biodiversity⁵



Portfolio and Project Level Monitoring and Evaluation and Indicators

21. The Global Environment Facility (GEF) recently conducted a review of 151 projects to examine how gender was integrated.⁶ The review included an analysis of documents to identify whether projects: recognized women and girls as natural resource users, benefited from capacity-building and improved natural resource management, examined gender differences in use and tenure rights, or considered differences in access to assets. Such an approach could also prove useful in assessing the portfolio of projects required to implement the Strategic Plan for Biodiversity 2011-2020.

22. The approach of a desk analysis of documents to identify mentions of gender was also employed by IUCN in the Environment and Gender Index (EGI). In its analysis of national reports to the Convention on Biological Diversity (and other Rio conventions), IUCN considered:

- (a) Inclusion of a gender-related action/project in the report,
- (b) Gender/women included in project title,
- (c) Gender/women as one of the objectives,
- (d) Explanation of the project's contribution to gender equality or women's empowerment,
- (e) Specific activities on gender/women described,

⁴ http://www.un-ngls.org/IMG/pdf/UN_Women_Note_on_Gender_Equality_Goal.pdf

⁵ Biodiversity Barometer. UNEP-WCMC, 2014

⁶ http://www.thegef.org/gef/sites/thegef.org/files/documents/C.42.05.Rev._01_Annual_Monitoring_Report_Part_II.pdf

- (f) M&E of gender-related actions mentioned,
- (g) Implementing institution mentioned,
- (h) Implementing institution has gender expertise,
- (i) Timeframe devoted to gender-related activities listed, and
- (j) Resources allocated to gender-related activities.

23. Another component of the monitoring and evaluation of gender at the portfolio level is tied to gender responsive budgeting (GRB). GRB can be broadly defined as a set of actions that result in the allocation of budget to address gender equality.⁷ The advantage of considering GRB when attempting to monitor and evaluate gender mainstreaming is that budget and expenditures tend to be among the most closely monitored and most frequently reported items.

24. From the perspective of implementation of the Convention on Biological Diversity, and in order to integrate a gender perspective into Aichi Biodiversity Target 20 on financial resource mobilization, GRB could include:

- (a) Assessing how budgets allocated to the implementation of the CBD will impact gender roles and responsibilities;
- (b) Establishing gender-based criteria for the allocation of funding for the development and implementation of NBSAPs;
- (c) Using regulatory, budgetary, and tax policies to incentivize gender-sensitive activities; and
- (d) Building capacities to create gender sensitive budget programmes and outcomes.

Project level monitoring and evaluation and indicators

25. The most important step in project-level monitoring and evaluation and indicators is the integration of gender into project evaluation frameworks. The nature of such integration is very project-specific however, in general, gender sensitive monitoring and evaluation should seek to answer the following questions:

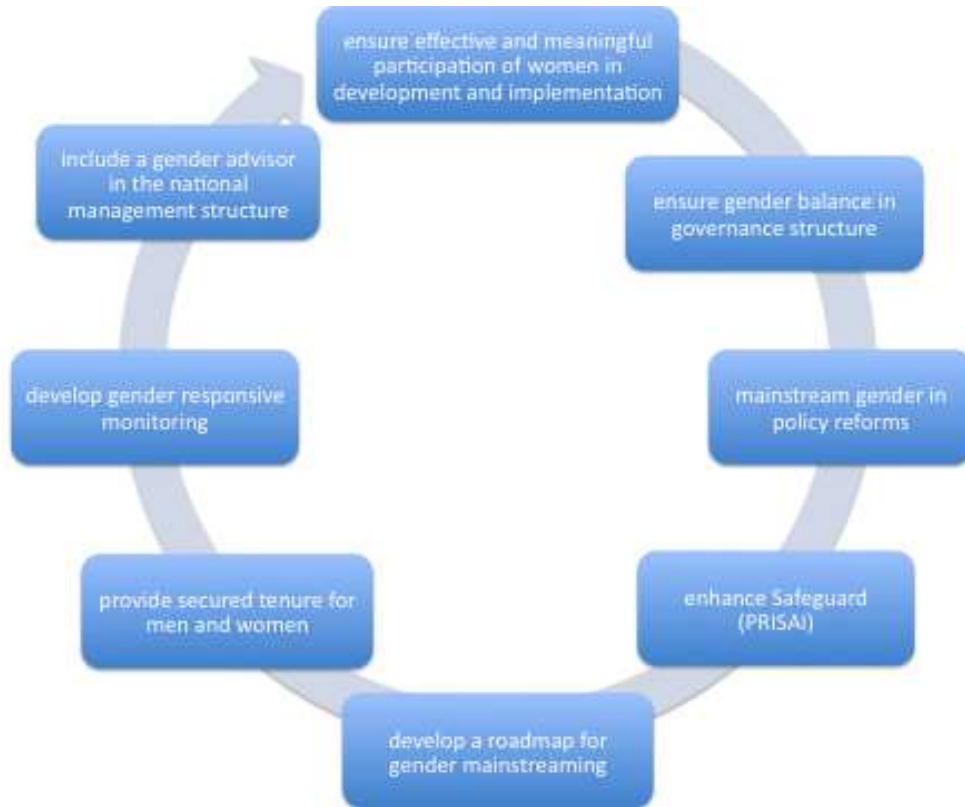
- How does the project benefit men and women
- How have men and women been engaged as project stakeholders
- Are there differences in the project risks faced by men and women
- Are the values of biodiversity for both men and women reflected accurately in the project
- Are there any barriers to accessing project resources for women and, if so, how have these been addressed

26. In addition to project monitoring and evaluation frameworks, safeguards can play an important role in assessing gender mainstreaming as the safeguards process sets the criteria and priorities against which progress should be measured. A great deal of work on gender safeguards has occurred through the United Nations collaborative initiative on Reducing Emissions from Deforestation and forest Degradation (REDD) in developing countries (UN-REDD).

⁷ http://www.gender-budgets.org/index.php?option=com_joomdoc&view=documents&path=suggested-readings/integrating-gender-responsive-budgeting-into-the-aid-effectiveness-agenda-reports&Itemid=587

27. Through the safeguards process UN-REDD and its partner countries seeks to (a) ensure that projects do not perpetuate or exacerbate gender divides and (b) maximize the positive contribution of projects to gender. An illustrative example from the UN-REDD process in Indonesia is presented below.

Figure 3 Mainstreaming Gender in REDD+ Safeguards – example from UN-REDD Programme in Indonesia⁸



⁸ UN-REDD and Women Organizing for Change in Agriculture and Natural Resources Management (WOCAN), *A Guidance Note to Integrate Gender in Implementing REDD+ Social Safeguards in Indonesia*, 2012

II. UPDATING OF THE GENDER PLAN OF ACTION TO 2020

28. The Gender Plan of Action is intended to define the role that the Secretariat will play in stimulating and facilitating efforts, both in-house and with partners and Parties at the national, regional and global levels, to overcome constraints and take advantage of opportunities to promote gender equality within its biodiversity work. It is intended that the Gender Plan of Action compliment the UNEP Gender Plan of Action noting that, as a UNEP-administered entity, the CBD Secretariat adheres to the gender policies adopted by UNEP.

29. With regard to proposed amendments to the Gender Plan of Action, there are three categories of proposals. Proposals for each category are elaborated below and a complete draft revision of the Gender Plan of Action is presented as an information note for the consideration of the Working Group (UNEP/CBD/WGRI/5/INF/17).

(a) Actions that, upon review of implementation to date and based on an analysis of the UNEP Gender Plan of Action, are either not relevant or are unnecessarily repetitive. It is proposed that such actions be deleted;

(b) Actions that, upon review of implementation to date, are relevant and important but require additional capacity or clarification in order for implementation to be effective. Minor amendments are proposed for such actions;

(c) Gaps in existing actions for which new actions are required in order to ensure consistency and relation with the Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets and adoption of the Nagoya Protocol on Access and Benefit-sharing as a second protocol to the Convention. New actions are proposed in such cases.

30. For the remainder of the actions, which remain relevant, no changes have been made and the actions have been retained as they appear in the original Gender Plan of Action.

31. An implementation plan similar to that for the original Gender Plan of Action, which defined sixteen targets with associated actions and indicators, would be prepared for the updated Plan, as appropriate.

32. Actions proposed for deletion are outlined in the table below.

Table 2: Gender Plan of Action elements for proposed deletion

Action for Deletion	Rationale
<i>A. Policy sphere</i>	
The effective mainstreaming of gender within the Convention will require its integration within the Strategic Plans of the Convention and the Protocol such that gender mainstreaming will be fully considered at all levels and stages of planning and implementation.	The Strategic Plan for Biodiversity 2011-2020 and the Strategic Plan for the Cartagena Protocol on Biosafety covering the period 2011 to 2020 have been developed and adopted

<p>In collaboration with the resource mobilization task force, the gender focal point should further develop a project proposal and target donor Governments to encourage funding of the CBD Gender Plan of Action.</p>	<p>Action revised and moved to the implementation plan</p>
<p><i>B. Organizational sphere</i></p>	
<p>Aside from implementing the UNEP gender training plan, the GFP will, in collaboration with the GTF, assess existing gender training materials of United Nations sister organizations (e.g. UNDP's Gender Journey and manual). Gender workshops and trainings cannot be stigmatized as specialized courses reserved for "gender specialists" or for women alone. The Secretariat will increase staff understanding of gender mainstreaming and its implications for their work. Targeted training must be conducted – for example on gender and forests – as well as general. The impact of these trainings on the work of staff will regularly be monitored.</p>	<p>In surveys with Secretariat staff, participants noted that generic gender training has limited value, as such this action will be replaced with a more specific action</p>
<p><i>C. Delivery sphere</i></p>	
<p>The Millennium Ecosystem Assessment and the ecosystem approach provide the conceptual basis to link biodiversity conservation to the Millennium Development Goals because of the centrality of ecosystem goods and services to human well-being and the increasing evidence that gender sensitive approaches can make significant contributions to biodiversity conservation and sustainable use. As these linkages are not necessarily apparent to the wide variety of actors working on biodiversity conservation at international, regional and national levels, overcoming conceptual barriers and reinforcing linkages between gender, biodiversity and poverty eradication will be critically important. Pilot CBD level project work on gender and biodiversity needs to be linked to the implementation at country level of the One United Nations approach.</p>	<p>Replace with an updated action on gender, biodiversity and the Sustainable Development Goals (SGDs)</p>
<p><i>D. Constituency sphere</i></p>	
<p>In relation to partnership agreements between the Secretariat and other partners, there is a need to gender proof existing and new agreements before they are revised or signed.</p>	<p>There is little added value to such an approach as many partners already have their own gender policies or plans which are consistent with that of the CBD</p>

<p>As such, the Secretariat should ensure, to the extent possible, that outreach material and technical publications are translated into the six United Nations languages and encourage the translation of such material into local and indigenous languages.</p>	<p>There are a number of calls within the programmes of work for translation of publications into all United Nations languages however, with regard to a gender sensitive approach to outreach, it is often more important to vary to the method of delivery rather than just the language. For example, there are gender differences in where people seek out information as well as literacy rates, etc</p>
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33. A number of revisions are also proposed in order to ensure that the Gender Plan of Action is up to date and relevant. Revisions largely focus on consistency with the Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets. Revisions are outlined in the table below.

Table 3: Gender Plan of Action elements for proposed revision

Previous Action	Revised Action
<i>A. Policy sphere</i>	
<p>Reports on progress on the Strategic Plans should, therefore, include information and updates on the activities contained within the Gender Plan of Action. Likewise, when the Strategic Plans are revised, the gender perspective must be fully incorporated.</p>	<p>Reports on progress on implementation of the programmes of work and the Strategic Plan for Biodiversity 2011-2020 should, therefore, include information and updates on the activities contained within the Gender Plan of Action.</p>
<p>With regard to supporting gender mainstreaming in implementation at the international, regional, national and local level, it is critical that awareness of gender and biodiversity links is built among donors to the Convention on Biological Diversity. It will also be important to harmonize gender planning with the GEF Secretariat and the GEF Agencies through the provision of COP guidance to the GEF.</p>	<p>In collaboration with the resource mobilization task force, the gender focal point should further develop a project proposal and target donor Governments to encourage funding of the CBD Gender Plan of Action.</p>
<p>Furthermore, the resource mobilization task force should explore how funding for gender mainstreaming can contribute to implementation of the activities of the Secretariat for which voluntary contributions are required.</p>	<p>Furthermore, the Secretariat should explore how funding for gender mainstreaming can contribute to implementation of the activities of the Secretariat for which voluntary contributions are required.</p>
<i>B. Organizational Sphere</i>	
<p>In order to strengthen CBD's gender-biodiversity expertise, there is an urgent need to appoint a full-time gender focal point (GFP) at the programme officer level. The GFP will have substantial background in both gender and biodiversity. This person will not have other responsibilities within the institution. Resources must be assigned for the establishment and operation of this position.</p>	<p>In order to strengthen CBD's gender-biodiversity expertise, there is an urgent need to continue to fund a full-time gender focal point (GFP) at the programme officer level. This person will not have other responsibilities within the institution.</p>

<p>Human resources should follow UNEP's HR policy regarding gender, as this is in compliance with the requirements of the United Nations in relation to equal opportunities for all staff. The GFP will ensure that SCBD HR is informed of UNEP's gender policy.</p>	<p>Human resources should continue to follow UNEP's HR policy regarding gender, and report on compliance.</p>
<p>In relation to the development indicators to measure the extent of gender mainstreaming within the Secretariat there will be a need to hold a workshop with the GTF and partner gender specialists to develop indicators to complement the CBD Gender Plan of Action. The performance of senior managers will include progress towards the relevant indicators when assessing the performance of senior managers.</p>	<p>In relation to the development indicators to measure the extent of gender mainstreaming within the Secretariat there are lessons to be learned from other agencies including UNEP and UNDP. The GTF should examine the approaches adopted by such organizations and adapt them for the Secretariat.</p>
<p><i>C. Delivery sphere</i></p>	
<p>The implementation of both the Convention and the Protocol are primarily actuated at the country-level through national biodiversity planning processes and the development and implementation of national biodiversity strategies and action plans and National Biosafety Frameworks. While national biodiversity planning processes provide a logical and readily available entry point for mainstreaming gender considerations, the usefulness of linking gender to biodiversity conservation may not be readily apparent to National CBD and Biosafety Focal Points. Therefore a key consideration will be to support awareness-raising amongst Focal Points, including assisting them to learn about and draw from national level processes – including stakeholders that are already active on gender and gender-environment issues. Progress to integrate gender considerations into national level biodiversity activities should be measured in an outcome oriented way with indicators. Opportunities should be provided for Parties to report on their approaches, progress and obstacles encountered to the Conference of the Parties to the Convention on Biological Diversity and the Conference of the Parties serving as the meeting of the Parties (COP-MOP) to the Protocol.</p>	<p>The implementation of both the Convention and its Protocols are primarily actuated at the country-level through national biodiversity planning processes and the development and implementation of national biodiversity strategies and action plans and National Biosafety Frameworks. As such, dissemination of the Guidelines for Mainstreaming Gender into NBSAPs should be expanded. Furthermore, opportunities should be provided for Parties to report on their approaches, progress and obstacles encountered to the Conference of the Parties to the Convention on Biological Diversity and the Conference of the Parties serving as the meeting of the Parties (COP-MOP) to the Protocols.</p>

In order to promote the development of appropriate national level indicators on gender-biodiversity within the framework of the 2010 biodiversity target there is a need to closely collaborate with the Biodiversity Indicators Partnership.	In order to promote the development of appropriate national level indicators on gender-biodiversity within the framework of the Aichi Biodiversity Targets there is a need to closely collaborate with the Biodiversity Indicators Partnership in order to include gender in the agenda of workshops, reports and other relevant activities.
<i>D. Constituency sphere</i>	
Outputs could include a database of partners, their objectives and mandates, principle activities and an evaluation of their relevance to the three objectives of the Convention on Biological Diversity.	Outputs could include a database of partners, their objectives and mandates, principle activities and an evaluation of their relevance to implementation of the Strategic Plan for Biodiversity 2011-2020 and the achievement of the Aichi Biodiversity Targets.
Building partnerships between relevant organizations and national focal points will also be important for the effective mainstreaming of gender. As such, details on regional and national gender organizations should be compiled and made available as an online database within the CBD website. This could be a first step in bringing together national focal points and potential partners, e.g. through regional workshops, CEPA activities, side events, etc. to identify how gender can be mainstreamed into the implementation of the Convention.	Building partnerships between relevant organizations and national focal points will also be important for the effective mainstreaming of gender. As such, details on regional and national gender organizations should be compiled and made available as an online database within the CBD website. Furthermore, national focal points should be made aware of other relevant international agreements concerning gender such as CEDAW, in order to support the identification of national-level synergies

34. New actions proposed for the Gender Plan of Action are elaborated in the table below. Overall, proposed actions are intended to build the capacity of Secretariat staff to implement activities in support of gender mainstreaming. Additional activities are intended to support actions by Parties to mainstream gender into the programmes of work of the Convention. Finally, in order to ensure consistency with planning and reporting processes, a set of new actions linked to the Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets are proposed.

Table 4: Gender Plan of Action proposed new elements

Action	Rationale
Capacity Building for Secretariat Staff	
The GFP and GTF will provide practical training for CBD Secretariat staff on gender sensitive approaches to the work of the Secretariat. Such training will be targeted to address the key work areas of the Secretariat and the programmes of work of the Convention.	Staff are expected to integrate gender into their daily work however few staff members have the capacity to implement this requirement. Training that has been made available is generic in nature and does not adequately address the needs of staff members

<p>The GFP, in collaboration with the UNEP Gender Focal Point will ensure that CBD Secretariat staff have access to gender training and support provided by UNEP.</p>	<p>As Staff are expected to adhere to the actions set out in the UNEP Gender Plan of Action, there is a need to (a) ensure that staff are aware of their roles and responsibilities as UNEP staff and (b) provide staff with the support required to effectively implement the UNEP Gender Plan of Action</p>
<p>It is important for the value of gender mainstreaming to be evident to all Secretariat staff members, as such, the rationale for gender mainstreaming in the CBD should be elaborated including through the collection and dissemination of case studies and good practice examples.</p>	<p>Understanding the benefits of gender mainstreaming will encourage the allocation of limited staff time and allow staff to elaborate objectives and expected outcomes from their actions</p>
<p>Support for Parties</p>	
<p>There is an opportunity to enhance the contribution of the CBD Secretariat to gender monitoring and evaluation including through recording the gender of meeting participants through existing meeting databases.</p>	<p>The Secretariat already maintains data on meeting participants and adding gender data would be a 'low-hanging fruit' that could help in the overall analysis of the participation aspect of gender mainstreaming.</p>
<p>As such, efforts should be made to identify priority areas for investment in gender in the CBD.</p>	<p>Although funding may be allocated for gender-related projects through voluntary contributions, including the Japan Biodiversity Fund, or project components that could be designed to address a gender perspective, such funding is not currently being used because of a lack of capacity to design and implement gender projects</p>
<p>The CBD Secretariat should keep Parties informed of ongoing discussions on gender in the Sustainable Development Goals (SDGs) and provide input to the SDG process when relevant</p>	<p>A number of discussions on gender and the SDGs are ongoing, however there has been little done to link gender to biodiversity, forests and other SDG discussions within the scope of the CBD mandate</p>
<p>Strengthening Links to the Strategic Plan for Biodiversity 2011-2020</p>	
<p>The Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets provide the guiding framework for action and strategic direction for implementation of the Convention on Biological Diversity. As such, ensuring that the links between these processes and gender are understood and elaborated will be a key pre-requisite for the successful mainstreaming of gender.</p>	<p>The links between the Strategic Plan for Biodiversity 2011-2020, the Aichi Biodiversity Targets and gender have not yet been fully elaborated</p>
<p>Building a clear understanding of the links between gender and the Aichi Biodiversity Targets will be important. As such, the Secretariat, in collaboration with the Biodiversity Indicators Partnership, IUCN and other relevant partners should develop and disseminate outreach material on gender and each target.</p>	<p>The links between gender and the Aichi Biodiversity Targets are summarized in annex I, however there is a need to further develop these links, including at the national level.</p>

III. KEY CONSIDERATIONS FOR MAINSTREAMING GENDER INTO PROGRAMMES OF WORK

35. In order to support Parties in the implementation of the Convention a guidance note on gender mainstreaming has been prepared by the Secretariat and is available as an information document (UNEP/CBD/WGRI/5/INF/17/Add.1). The guidance note builds on Technical Series 49, *Guidelines for Mainstreaming Gender into NBSAPs* and provides an overview of gender and biodiversity, including presenting the ‘business case’ for mainstreaming gender into the Convention on Biological Diversity.

36. The guidance note stresses the importance of mainstreaming gender within NBSAPs, integrating gender into national targets and gender-sensitive budgeting. Tools and processes outlined in the guidance note include, gender analysis, partnerships and stakeholder engagement, safeguards and incentives, and capacity building and empowerment.

37. The key considerations from the guidance note are outlined below:

- I. Gender mainstreaming is included in the text of the Convention and considered in many of the programmes of work. However there is little information available on how gender is being taken up in the implementation of the CBD and the Strategic Plan for Biodiversity 2011-2020.
- II. Mainstreaming gender during implementation of the Strategic Plan for Biodiversity 2011-2020 can deliver benefits such as increasing the effectiveness of actions, building a broader knowledge base on biodiversity, enhancing stakeholder participation, improving equity and supporting a human rights based approach.
- III. Mainstreaming gender within the CBD can also deliver benefits for broader gender goals such as the recognition of tenure and use rights and the provision of new livelihood options that recognize gender differences in the use of natural resources.
- IV. The first step in gender mainstreaming is a gender analysis, which allows for the identification of opportunities and obstacles and builds an understanding of the institutional framework for action. Such a gender analysis could be effectively integrated into the NBSAP stocktaking process.
- V. Effective mainstreaming must go beyond participation to also include capacity-building and awareness raising, gender equitable benefit-sharing, and the integration of gender into NBSAPs and other relevant strategies.
- VI. Successful gender mainstreaming requires the allocation of sufficient resources and, as such, can benefit from processes such as gender sensitive budgeting.
- VII. Effectively mainstreaming gender into implementation of the Convention on Biological Diversity would benefit from links to existing capacity including through mobilizing gender expertise such as CEDAW focal points, women’s groups, and representatives of government agencies responsible for gender and/or women.
- VIII. Integrating gender into monitoring and evaluation frameworks will allow for adaptive management. As such, including gender in project monitoring as well as the establishment of national indicators under the Aichi Biodiversity Targets is an important step.

IV. SUGGESTED RECOMMENDATIONS

38. The fifth meeting of the Ad Hoc Open-ended Working Group on Review of Implementation of the Convention is invited to review the proposed revision of the Gender Plan of Action under the Convention on Biological Diversity, as presented in the previous sections and in the information document on the subject (UNEP/CBD/WGRI/5/INF/17). The meeting may wish to provide advice for its further revision, or to forward the revised Gender Plan of Action to the twelfth meeting of the Conference of the Parties for its consideration.

39. The fifth meeting of the Ad Hoc Open-ended Working Group on Review of Implementation of the Convention is further invited to review the report on monitoring, reporting and indicators of gender mainstreaming as well as the key considerations from the guidance for mainstreaming gender into the programmes of work of the Convention.

40. Based on its considerations, the Ad Hoc Open-ended Working Group on the Review of Implementation of the Convention may wish to adopt a recommendation along the following lines:

The Ad Hoc Open-ended Working Group on the Review of Implementation of the Convention

1. *Recognizes* the importance of gender to the achievement of the Aichi Biodiversity Targets and, as such, *encourages* Parties to integrate gender into the development of national indicators;

2. *Recognizes also* that important steps in gender monitoring, evaluation and indicators have already been taken by Parties and relevant organizations, however additional work is required, including with regard to collecting and using gender disaggregated data;

3. *Requests* that the Biodiversity Indicators Partnership continue to consider how gender disaggregated data can be mainstreamed into the development of indicators under the Aichi Biodiversity Targets;

4. *Takes note* of the guidance for mainstreaming gender into the programmes of work of the convention (UNEP/CBD/WGRI/5/INF/17/Add.1) and requests the Executive Secretary to report on its implementation at the sixth meeting of the working group;

5. *Requests* the Executive Secretary to expand the scope of the Gender Plan of Action to include possible actions that Parties can undertake and, as such, *also requests* the Executive Secretary to develop specific proposals in the 2015-2020 Gender Plan of Action of the Convention on Biological Diversity, taking into account the key considerations for Parties, and present the revised section to the Conference of the Parties at its twelfth meeting.

6. *Recommends* that the Conference of the Parties, at its twelfth meeting, adopt a decision along the following lines:

The Conference of the Parties

1. *Requests* the Executive Secretary, in collaboration with relevant partners, to collect and disseminate case studies and best practices on monitoring, evaluation and indicators on gender mainstreaming and disseminate it through the clearing-house mechanism;

2. *Further requests* the Executive Secretary to (i) provide an update for Parties on gender and the Sustainable Development Goals and (ii) provide input to the Sustainable Development Goals process on gender – biodiversity links;

3. *Welcomes* the 2015-2020 Gender Plan of Action of the Convention on Biological Diversity and *requests* the Executive Secretary to support its implementation;

4. *Invites* the United Nations Environment Programme to provide the staff of the Secretariat of the Convention on Biological Diversity with training on gender mainstreaming, including the UNEP Gender Plan of Action.

*Annex***GENDER AND THE AICHI BIODIVERSITY TARGETS**

	Target	Importance of Gender
1	By 2020, at the latest, people are aware of the values of biodiversity and the steps they can take to conserve and use it sustainably.	The values placed on biodiversity and its uses typically differ by gender with men often responsible for extractive uses while women often use biodiversity for non-market purposes
2	By 2020, at the latest, biodiversity values have been integrated into national and local development and poverty reduction strategies and planning processes and are being incorporated into national accounting, as appropriate, and reporting systems.	Promotes consistency with ongoing work on gender responsive budgeting
3	By 2020, at the latest, incentives, including subsidies, harmful to biodiversity are eliminated, phased out or reformed in order to minimize or avoid negative impacts, and positive incentives for the conservation and sustainable use of biodiversity are developed and applied, consistent and in harmony with the Convention and other relevant international obligations, taking into account national socio economic conditions.	There are a number of global differences in gender when considering economic participation and opportunity, education, health and political empowerment ⁹
4	By 2020, at the latest, Governments, business and stakeholders at all levels have taken steps to achieve or have implemented plans for sustainable production and consumption and have kept the impacts of use of natural resources well within safe ecological limits.	There is a gender gap concerning assets and access for many biodiversity-based livelihoods including: land, livestock, labour, education, extension and financial services, and technology ¹⁰
5	By 2020, the rate of loss of all natural habitats, including forests, is at least halved and where feasible brought close to zero, and degradation and fragmentation is significantly reduced.	Pressure on natural habitats often differ by gender
6	By 2020 all fish and invertebrate stocks and aquatic plants are managed and harvested sustainably, legally and applying ecosystem based approaches, so that overfishing is avoided, recovery plans and measures are in place for all depleted species, fisheries have no significant adverse impacts on threatened species and vulnerable ecosystems and the impacts of fisheries on stocks, species and ecosystems are within safe ecological limits.	Women represent about 47% of the fisheries workforce ¹¹ and there are often gender differences in harvesting and production patterns of fish

⁹ <http://reports.weforum.org/global-gender-gap-report-2013/>

¹⁰ <http://www.fao.org/gender/gender-home/gender-why/key-facts/en/>

¹¹ file:///Users/jwebbe/Downloads/WCS%20Gender%20Fisheries%202012%20(1).pdf

7	By 2020 areas under agriculture, aquaculture and forestry are managed sustainably, ensuring conservation of biodiversity.	More than 40% of economically active women are engaged in agriculture, with the percentage well above 50% in developing countries ¹²
8	By 2020, pollution, including from excess nutrients, has been brought to levels that are not detrimental to ecosystem function and biodiversity.	There are gender differences in exposure to pollution and risks from negative impacts ¹³
9	By 2020, invasive alien species and pathways are identified and prioritized, priority species are controlled or eradicated, and measures are in place to manage pathways to prevent their introduction and establishment.	Gender mainstreaming is expected to enhance the effectiveness of IAS prevention and management ¹⁴
10	By 2015, the multiple anthropogenic pressures on coral reefs, and other vulnerable ecosystems impacted by climate change or ocean acidification are minimized, so as to maintain their integrity and functioning.	Women represent about 47% of the fisheries workforce ¹⁵ and there are often gender differences in harvesting and production patterns of fish
11	By 2020, at least 17 per cent of terrestrial and inland water, and 10 per cent of coastal and marine areas, especially areas of particular importance for biodiversity and ecosystem services, are conserved through effectively and equitably managed, ecologically representative and well connected systems of protected areas and other effective area-based conservation measures, and integrated into the wider landscapes and seascapes.	The values placed on biodiversity and its uses typically differ by gender with men often responsible for extractive uses while women often use biodiversity for non-market purposes
12	By 2020 the extinction of known threatened species has been prevented and their conservation status, particularly of those most in decline, has been improved and sustained.	The values placed on biodiversity and its uses typically differ by gender with men often responsible for extractive uses while women often use biodiversity for non-market purposes
13	By 2020, the genetic diversity of cultivated plants and farmed and domesticated animals and of wild relatives, including other socio-economically as well as culturally valuable species, is maintained, and strategies have been developed and implemented for minimizing genetic erosion and safeguarding their genetic diversity.	There are gender differences in the species cultivated and maintained, typically tied to use

¹² Food and Agriculture Organization of the United Nations (FAO)

¹³ <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2831913/>

¹⁴ <http://www.eiar.gov.et/IAS-Publications/Gender%20and%20Invasive%20Report%20new.PDF>

¹⁵ [file:///Users/jwebbe/Downloads/WCS%20Gender%20Fisheries%202012%20\(1\).pdf](file:///Users/jwebbe/Downloads/WCS%20Gender%20Fisheries%202012%20(1).pdf)

14	By 2020, ecosystems that provide essential services, including services related to water, and contribute to health, livelihoods and well-being, are restored and safeguarded, taking into account the needs of women, indigenous and local communities, and the poor and vulnerable.	There are gender differences in exposure to disturbances and reliance upon natural resources
15	By 2020, ecosystem resilience and the contribution of biodiversity to carbon stocks has been enhanced, through conservation and restoration, including restoration of at least 15 per cent of degraded ecosystems, thereby contributing to climate-change mitigation and adaptation and to combating desertification.	Gender mainstreaming is expected to enhance the effectiveness of climate change mitigation and adaptation ¹⁶
16	By 2015, the Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization is in force and operational, consistent with national legislation.	Gender differences in tenure and use rights can impact access to benefits and payments
17	By 2015 each Party has developed, adopted as a policy instrument, and has commenced implementing an effective, participatory and updated national biodiversity strategy and action plan.	Both women and men are important stakeholders to be engaged in national planning
18	By 2020, the traditional knowledge, innovations and practices of indigenous and local communities relevant for the conservation and sustainable use of biodiversity, and their customary use of biological resources, are respected, subject to national legislation and relevant international obligations, and fully integrated and reflected in the implementation of the Convention with the full and effective participation of indigenous and local communities, at all relevant levels.	Gender differences are culture specific and are often tied to traditional knowledge and practices
19	By 2020, knowledge, the science base and technologies relating to biodiversity, its values, functioning, status and trends, and the consequences of its loss, are improved, widely shared and transferred, and applied.	There are gender differences in the development and transfer of technologies ¹⁷
20	By 2020, at the latest, the mobilization of financial resources for effectively implementing the Strategic Plan for Biodiversity 2011-2020 from all sources, and in accordance with the consolidated and agreed process in the strategy for resource mobilization, should increase substantially from the current levels. This target will be subject to changes contingent to resource needs assessments to be developed and reported by Parties.	Can contribute to ongoing work on gender responsive budgeting

¹⁶ UN-REDD. Guidance Note on Gender Sensitive REDD+

¹⁷ <http://sustainabledevelopment.un.org/content/documents/1299un-women.pdf>