

2015–2020 GENDER PLAN OF ACTION

Pocket Guide: Summary and Examples



Convention on
Biological Diversity



2011-2020
United Nations Decade on Biodiversity







2015–2020 Gender Plan of Action

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At their twelfth meeting held in October 2014, the Parties to the Convention on Biological Diversity (CBD) welcomed the 2015–2020 Gender Plan of Action prepared by the Secretariat. The plan updates the 2008 Gender Plan of Action under the Convention, to align with the Strategic Plan for Biodiversity 2011–2020 and its Aichi Biodiversity Targets. This plan includes possible actions for Parties to undertake in implementing the Convention, as well as a framework of actions for the Secretariat to integrate gender into its work. Parties are requested to report on actions undertaken to implement the Gender Plan of Action. The full text of the Gender Plan of Action is available on the website of the Convention on Biological Diversity at this link: www.cbd.int/doc/decisions/cop-12/cop-12-dec-07-en.pdf

Four Strategic Objectives for integrating gender in the implementation of the Convention:

Integrate a gender perspective

Promote gender equality

Demonstrate the benefits of integrating gender

Increase the effectiveness of implementation efforts

Actions identified in the plan are organized around four spheres of work:

POLICY

Development of a policy framework that can provide the mandate, political support and resources to ensure integration of gender considerations in implementing the Convention

DELIVERY

Integrating gender in implementation of the Convention and Strategic Plan for Biodiversity 2011–2020, including through addressing gender issues in underlying theory, methodology and applied research upon which interventions are based

ORGANIZATIONAL

Gender equality in staffing, institutional capacity, staff development, accountability and related equal opportunity policies

CONSTITUENCY

Mobilizing partners and building on existing efforts, best practices and lessons learned

Possible Actions for Parties

POLICY ACTIONS

Integrate gender in national biodiversity strategies and action plans (NBSAPs) – development and implementation

Ask gender experts to review draft NBSAPs, and to provide guidance

Account for differences in biodiversity use between women and men in stocktaking exercises for NBSAPs

Engage women in all stakeholder consultation groups

Include sex/gender-disaggregated data collection and/or gender-specific indicators for national biodiversity targets

Incorporate national gender policies in NBSAPs

Engage indigenous and local communities experts on gender and diversity

Make use of women's and men's traditional knowledge and customary practice

Example: Some countries, notably Nepal and the Dominican Republic, ensured gender-balance in community and national stakeholder consultations for the development of their revised NBSAPs (2014 and 2012, respectively).

Identify potential policy obstacles to integrating gender in implementation of the Convention

Review and consider steps to address gender differences in relevant policies, including related to tenure and use rights, literacy, employment, education, health, local governance and decision-making and access to financial resources

Assess potential to integrate biodiversity considerations into national gender policies and action plans

Consider how national gender policies and implementation plans can contribute to biodiversity efforts

Example: Mexico's programme for equality of opportunities and non-discrimination against women 2013-2018 (PROIGUALDAD) includes specific reference to harmonizing the rights of women with the implementation of the CBD.

Ensure political will for integrating gender in implementation of the Convention

Collect and disseminate case studies

Draft and disseminate case studies highlighting women's knowledge

Ensure awareness of decision makers of national and international gender commitments

Example: Ecuador's Ministry of the Environment produced a case study on the integration of gender and interculturality considerations in its national biodiversity strategy and action plan, as part of the publication series "Ambiente 2035". <http://bit.ly/2q7gOuq>

ORGANIZATIONAL ACTIONS

Provide adequate support to staff on gender issues

Provide training and raise awareness on gender and biodiversity of staff, indigenous peoples and local communities and policymakers

Establish a list of gender experts for staff to access – include indigenous and local communities experts

Consider establishing a gender review body or agreement – including representatives from indigenous peoples and local communities – for documents and plans related to the Convention

Example: Burkina Faso's Ministry for the Promotion of Women and Gender organized an advocacy campaign on equitable access for women and men to rural land ownership. The campaign was directed toward traditional leaders as well as state administrative authorities.

Provide adequate financial resources for integrating gender in implementation of the Convention

Ensure adequate funding for actions related to the 2015-2020 Gender Plan of Action

Consider adopting gender-responsive budgeting, to ensure that budgeting or financial policies take into account the needs and interests of both women and men, and support gender equality

Example: In the budgeting of its National Biodiversity Strategy and Action Plan, the Government of Liberia allocated US\$500,000 to micro-credit projects to support women's empowerment.

Possible Actions for Parties

DELIVERY ACTIONS

Ensure the full participation of both women and men in implementing the Convention

Ensure gender balance in capacity-building, and offer capacity-building for women's groups, to enable effective participation

Develop and disseminate information regarding the Convention in ways which are accessible to both women and men

Monitor and report on the participation of men and women

Example: As part of a pilot project on integrating gender considerations in national biodiversity strategies and action plans, workshops were conducted with women's groups in Brazil, Mexico and Uganda to enhance their awareness of and ability to participate in biodiversity planning processes. The pilot project was funded through generous financial support provided by the Government of Japan.

Consider the different needs of women and men in designing and undertaking actions for the conservation and sustainable use of biodiversity

Consider the different risks for women and men resulting from actions to implement the Convention

Include the use by both women and men in the valuation of biological resources

Report on benefits derived using sex-disaggregated data

Collect case studies and best practices on monitoring, evaluation and indicators

Example: Namibia is now collecting sex-disaggregated data through its Community-Based Natural Resources Management (CBNRM) Programme. The data showed, for instance, that in 2012, 30 per cent of conservancy management committee members were women, and that women were mainly involved in the management of indigenous plants.

CONSTITUENCY ACTIONS

Build partnerships; ensure consistency with related conventions

Review gender-related commitments (national and international level)

Engage ministries of women's affairs – or equivalent – in planning and implementation

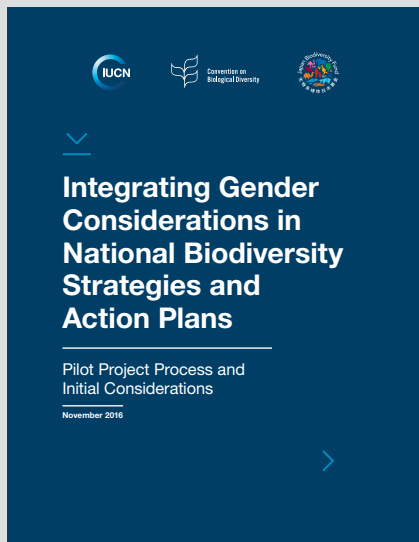
Example: In its Fifth National Report to the CBD, Equatorial Guinea highlighted the role of the Ministry of the Promotion of Women and Gender Equality in conducting biodiversity-related awareness-raising campaigns during International Women's Day and African Women's Day.

Benefit from lessons learned and good practices

Identify sectors collecting and using sex-disaggregated data

Engage women's groups active in relevant sectors (e.g. agriculture, fisheries, forestry)

Example: In its revised National Biodiversity Strategy and Action Plan, the Government of Eritrea identified the National Union of Eritrean Women to be responsible for mobilizing women to participate in biodiversity planning and implementation, building on the Union's role in mobilizing local communities in programmes and projects related to natural resources management and sustainable development.



This note provides an overview of a pilot project undertaken in 2016 to build the capacity of developing country Parties to integrate gender into their revised national biodiversity strategies and action plans. Experience from three pilot country initiatives (Mexico, Uganda and Brazil) is presented, outlining the approach undertaken, initial outcomes and considerations of relevance for developing country Parties.

www.cbd.int/gender/doc/pilot-project-integ-gender-nbsaps.pdf

Actions by the Secretariat

POLICY ACTIONS

Make gender a strategic priority

Ensure that the links between gender and the Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets are understood and defined

Report on progress carrying out activities under the Gender Plan of Action

Update Parties and partners on progress towards achieving gender equality

Secure commitments from funders

Ensure that the resource mobilization strategy of the Secretariat fully takes into account the implementation of the Gender Plan of Action

Explore how funding for gender integration can contribute to the different activities undertaken by the Secretariat

Build awareness among donors of the links between gender and biodiversity; promote the Global Environment Facility (GEF) gender policies

Identify priority areas for investment in gender integration

Secure high-level commitment within the Secretariat

Present gender-biodiversity issues to senior management to build awareness and ensure support

Elaborate the rationale for gender integration, including by collecting and disseminating case studies

Ensure the Secretariat's management contributes to gender integration within all relevant activities of the Secretariat

ORGANIZATIONAL ACTIONS

Establish a body to support gender integration

Fund a full-time gender programme officer position at the Secretariat

Responsibilities of the gender programme officer:

- Liaising with the United Nations Environment Programme (UN Environment);
 - Leading a gender task force;
 - Conducting gender analyses of work under the Convention;
 - Guiding the Secretariat on how to integrate gender in its work;
 - Raising awareness and training;
 - Monitoring the integration of gender;
 - Providing inputs and preparation of documents;
 - Collecting and disseminating gender-biodiversity data/information;
 - Finalizing indicators on gender and biodiversity with the Biodiversity Indicators Partnership;
 - Supporting national focal points and stakeholders;
 - Reporting on progress;
 - Establishing alliances with related organizations
-

The gender task force will support the gender mainstreaming efforts

Strengthen capacity of staff on gender

Provide practical training

Ensure access to UN Environment's gender training and support

Create a gender peer-review mechanism

Reflect gender equality in human resources management

Follow and report on UN Environment's human resources policy

Increase awareness of staff's responsibility

Adapt UN Environment's manual for staff responsibilities for gender integration; provide rewards and incentives

Develop indicators to measure gender integration

Adapt the approaches taken by UN Environment and the United Nations Development Programme

Actions by the Secretariat

DELIVERY ACTIONS

Collect and disseminate information on gender and biodiversity

Establish a knowledge base to inform action by Parties; prepare case studies; provide content on the Convention website

Partake in gender monitoring and evaluation; record the sex of meeting participants

Link gender, biodiversity and poverty eradication

Develop or enhance guidelines on integrating gender equality into work under the Convention related to poverty eradication

Keep Parties informed of and provide input to discussions on gender and the Sustainable Development Goals

Identify, develop and promote tools and methodologies for gender integration

Review existing work programmes, principles and guidelines for linkages to gender; develop additional tools to support gender integration

Develop and disseminate material on gender and each of the Aichi Biodiversity Targets

Support Parties in integrating gender into national biodiversity planning processes – development and implementation

Disseminate the guidelines for mainstreaming gender into national biodiversity strategies and action plans (CBD Technical Series No. 49); provide opportunities for Parties to report on their approaches, progress and obstacles to the Conference of the Parties

Promote the development of national-level indicators on gender and biodiversity in collaboration with the Biodiversity Indicators Partnership

CONSTITUENCY ACTIONS

Build partnership and networks to promote gender integration

Identify and review relevant partners

Compile information such as a database of partners, their objectives and mandates, activities and relevance to the Convention

Support the efforts of partners by providing technical advice and information; supporting resource mobilization; and knowledge sharing

Mobilize the contributions of partners; define partnership agreements

Explore opportunities to consolidate partnerships at regional and/or thematic levels

Build partnerships between relevant organizations and national focal points; compile details on regional and national gender-related organizations in an online database; make available information on other international agreements concerning gender

Link the Gender Plan of Action with related activities of the United Nations

Partner with gender focal points in other multilateral environmental agreements and United Nations agencies

Gather experiences, best practices, and lessons learned

Connect with interagency task forces on gender; include gender in the agendas of relevant Liaison Groups

Build awareness of biodiversity issues among gender-related and women's organizations

Implement an awareness-raising campaign to increase the understanding of biodiversity issues among gender-related and women's organizations

Develop material on:

The relevance of biodiversity to livelihoods, culture, traditional knowledge, health and food security

The link between biodiversity and human rights

Training modules on the relevance of biodiversity to gender issues

Identify regional/national organizations to keep relevant material

Build the capacity of women, particularly indigenous women, to participate in processes under the Convention

Build women's capacity; ensure the equitable involvement of women at all levels of decision-making

Conduct a needs assessment to plan for capacity-building needs of these groups

Support preparatory meetings and training for women prior to each meeting of the Conference of the Parties; establish a pool of experts/facilitators



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The Convention on Biological Diversity

Opened for signature at the Earth Summit in Rio de Janeiro in 1992, and entering into force in December 1993, the Convention on Biological Diversity is an international treaty for the conservation of biodiversity, the sustainable use of the components of biodiversity and the equitable sharing of the benefits derived from the use of genetic resources. With 196 Parties so far, the Convention has near universal participation among countries. The Convention seeks to address all threats to biodiversity and ecosystem services, including threats from climate change, through scientific assessments, the development of tools, incentives and processes, the transfer of technologies and good practices and the full and active involvement of relevant stakeholders including indigenous and local communities, youth, NGOs, women and the business community. The Cartagena Protocol on Biosafety and the Nagoya Protocol on Access and Benefit Sharing are supplementary agreements to the Convention. The Cartagena Protocol, which entered into force on 11 September 2003, seeks to protect biological diversity from the potential risks posed by living modified organisms resulting from modern biotechnology. To date, 170 Parties have ratified the Cartagena Protocol. The Nagoya Protocol aims at sharing the benefits arising from the utilization of genetic resources in a fair and equitable way, including by appropriate access to genetic resources and by appropriate transfer of relevant technologies. It entered into force on 12 October 2014 and to date has been ratified by 100 Parties.