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DRAFT POST-2020 GENDER PLAN OF ACTION – HIGHLIGHTING LINKAGES WITH THE POST-2020 GLOBAL BIODIVERSITY FRAMEWORK

I. INTRODUCTION

1. The present document provides information complementary to document [CBD/SBI/3/4/Add.2/Rev.2](#), providing a short rationale highlighting key linkages between the proposed expected outcomes, objectives and actions of the draft post-2020 gender plan of action and the three main themes of the first draft of the post-2020 global biodiversity framework. The document includes an indicative mapping of the gender plan outcomes and objectives against the long-term goals and action targets of the draft framework. It further includes an indicative mapping of gender plan outcomes and objectives against existing relevant international commitments in annex I. An indicative glossary with definitions of gender terms used in the draft gender plan of action is also included in annex II of this document.

II. RATIONALE – ALIGNMENT WITH THE POST-2020 GLOBAL BIODIVERSITY FRAMEWORK

2. The expected outcomes, objectives and actions of the draft gender plan of action have been proposed with the aim of supporting the achievement of the goals and targets of the post-2020 global biodiversity framework, recognizing that effective action on biodiversity requires all members of society to be fully engaged. This rationale is intended to highlight some of the key linkages between the outcomes, objectives and actions put forward in the draft plan and the three main themes of the post-2020 framework: reducing threats to biodiversity; meeting people's needs through sustainable use and benefit-sharing; and tools and solutions for implementation and mainstreaming.

Reducing threats to biodiversity

3. Although women and girls play critical roles in biodiversity conservation and sustainable use, these are typically undervalued and overlooked, resulting in little reflection in policy, planning and programming decisions. Lack of attention to these roles, and the associated needs, priorities and interests of women and girls, has also served to limit access to the resources and services required for them to contribute more fully to the efforts to combat biodiversity loss. Due to sociocultural norms and discriminatory systems and practices, women and girls around the world face inequalities in access to biological resources such as land and water, and essential services. Globally, less than 15 per cent of landholders are women,¹ and, while 164 countries recognize women's rights to own, use, make decisions and use land as collateral on equal terms with men, due to discriminatory customary and religious laws, only 52 countries guarantee these rights in

¹ FAO (2018), *The Gender Gap in Land Rights*, <http://www.fao.org/3/I8796EN/i8796en.pdf>

law and practice.² The gender inequalities in the ownership of biological resources also result in greater exclusion in access to support services, such as credit and financial services, information pertaining to sustainable use and conservation, new technologies and other incentives, which further limit women's potential to contribute to sustainable solutions.³ Women farmers are less likely than male farmers to use modern inputs, such as improved seeds, organic pest control measures, and mechanical tools.⁴ Ensuring land ownership and rights for women in law and practice enables women to have more substantive engagement in decision-making processes, and strengthens their capacity and incentive to invest in sustainable practices.

Meeting people's needs through sustainable use and benefit-sharing

4. The loss and degradation of biodiversity affects men and boys and women and girls in different ways, with women and girls often facing greater disadvantages due to the existence of multiple and intersecting forms of discrimination and violence. For example, threats to food security can have particularly detrimental impacts on women and girls. Although all household members will suffer in times of food insecurity, evidence suggests that women and girls risk receiving less and lower quality of food than their male counterparts, with dire consequences for their health and nutrition status.⁵ Women are typically also more disadvantaged with respect to formal employment opportunities, with women's jobs often more precarious than men's, and with women overrepresented in the informal sector, such as unpaid and domestic care work, and at the lower levels of supply chains.⁶ Significant underinvestment in gender equality in economic infrastructure sectors also limits opportunities for women to participate in the green economy.⁷ Ensuring that benefits from biodiversity are available for all entails that measures be taken to address gender imbalances in respect to employment opportunities related to biodiversity. Such action can also strengthen biodiversity outcomes. For example, ensuring that both women and men benefit from livelihood opportunities based on the sustainable management of wild species is an important means to ensure broad community support for such management, as well as to promote gender equality.⁵

5. Across biodiversity-related spheres and sectors, gender-based violence serves as a means to assert control over natural resources, and to diminish the efforts of those working towards a safe and healthy environment.⁸ Gender-based violence has been shown to escalate in situations of resource scarcity and increased environmental stress, including in post-natural disaster contexts. Gender-based violence is also prevalent in survival strategies and everyday negotiations for resources, such as in the practice of trading sex for fish in sub-Saharan Africa.⁹ Environmental crime, which is the fourth largest form of transnational crime, regularly employs gender-based violence to conduct harmful environmental practices, such as illegal fishing, mining, and wildlife trafficking. For example, in South-East Asia, men and boys are trafficked for forced labour in the illegal fishing industry.¹⁰ Measures to eliminate gender-based violence can thereby

² OECD (2019), SIGI 2019 Global Report: Transforming Challenges into Opportunities, *Social Institutions and Gender Index*, <https://doi.org/10.1787/bc56d212-en>

³ CBD (2019), *Addressing Gender Issues and Actions in Biodiversity Objectives*, <https://www.cbd.int/gender/doc/cbd-towards2020-gender-integration-en.pdf>

⁴ Ibid.

⁵ FAO (2016), *Sustainable Wildlife Management and Gender*, *CPW Factsheet*, <https://www.cbd.int/gender/doc/swm-fs5-gender.pdf>

⁶ OECD (2019), SIGI 2019 Global Report: Transforming Challenges into Opportunities, *Social Institutions and Gender Index*, <https://doi.org/10.1787/bc56d212-en>

⁷ OECD (2016), *Making climate finance work for women: Overview of bilateral ODA to gender and climate change*, <https://www.oecd.org/environment/cc/Making-Climate-Finance-Work-for-Women.pdf>

⁸ Castañeda Camey, I., Sabater, L., Owren, C. and Boyer, A.E (2020), *Gender-based violence and environment linkages: The violence of inequality*, Wen, J. (ed.) *IUCN*, https://www.iucn.org/sites/dev/files/gbv_issues_brief_september_2020_final.pdf

⁹ Ibid.

¹⁰ Ibid.

contribute to curbing practices harmful to biodiversity, upholding human rights, and creating the conditions necessary to enable more sustainable management of natural resources.

Tools and solutions for implementation and mainstreaming

6. Women are underrepresented in decision-making processes related to biodiversity at all levels. While participation is important in itself as a fundamental right, there is evidence that diversity in decision-making leads to stronger outcomes.¹¹ Studies have demonstrated that increased involvement of women in local resource decision-making leads to better resource governance, management and conservation outcomes, and that success rates of community-based natural resource management are impacted positively when more women participate in decision-making.¹² Globally, studies show correlations between women in positions of political authority and lower national carbon footprints.¹³ However, women remain significantly underrepresented in environmental ministries and district or community level committees; as of 2020, only 15 per cent of national environmental ministries were led by women.¹⁴

7. Gender statistics and sex-disaggregated data are essential for evidence-driven policy and programme development and implementation to support gender-responsive action for biodiversity. However, persistent data gaps due to the limited collection, dissemination, and application of gender-environment statistics at various levels limit the ability to establish baselines, monitor progress and assess outcomes relative to gender.¹⁵ Closing data gaps in the gender-biodiversity nexus will support the development of more effective, equitable and efficient efforts to address biodiversity-related issues across sectors.

III. INDICATIVE MAPPING – COHERENCE WITH THE FIRST DRAFT OF THE POST-2020 GLOBAL BIODIVERSITY FRAMEWORK

8. The table below provides an indicative mapping of the key areas of coherence of the draft gender plan of action with the first draft of the post-2020 global biodiversity framework, and links to the proposed framework indicators.¹⁶ This mapping is intended to reflect the linkages with the most directly relevant goals, milestones and targets of the framework, in order to support the targeted integration of gender actions into respective areas of national biodiversity strategies and action plans. This mapping is not intended to suggest that gender issues are not relevant for other targets under the post-2020 framework, it is only proposed to draw attention to targets where gender linkages are most direct. Further guidance may be provided at a later stage to articulate with more clarity gender linkages with the remaining targets of the framework. More analysis and information on gender responsive monitoring of the post-2020 global biodiversity framework is contained in a related information document ([CBD/SBI/3/INF/42](#)). Additionally, as this mapping is based on draft goals, targets and indicators of the post-2020 global biodiversity framework, it is intended to be updated in line with the framework going forward.

¹¹ Leisher, C et al. (2016), Does the gender composition of forest and fishery management groups affect resource governance and conservation outcomes? A systematic map, *Environmental Evidence*, vol. 5, No. 6, pp. 1-10, DOI 10.1186/s13750-016-0057-8

¹² Leisher, C et al. (2016), Does the gender composition of forest and fishery management groups affect resource governance and conservation outcomes? A systematic map, *Environmental Evidence*, vol. 5, no. 6, pp. 1-10, DOI 10.1186/s13750-016-0057-8.

¹³ OHCHR (2019), Climate Change: Protecting Women's Rights, <https://www.ohchr.org/Documents/Issues/ClimateChange/materials/2PGenderLight.pdf>

¹⁴ IUCN (2021), New data reveals slow progress in achieving gender equality in environmental decision-making, <https://www.iucn.org/news/gender/202103/new-data-reveals-slow-progress-achieving-gender-equality-environmental-decision-making>.

¹⁵ UNEP and IUCN (2018), Gender and Environment Statistics: Unlocking information for action and measuring the SDGs, <https://www.unep.org/resources/report/gender-and-environment-statistics-unlocking-information-action-and-measuring-sdgs>

¹⁶ These indicators are taken from those presented in document [CBD/SBSTTA/24/3](#).

A. Objectives	B. Coherence with first draft post-2020 global biodiversity framework	C. Link to GBF indicators ¹⁷
<p>1.1 Increase women and girls' access to ownership and control over biological resources, including land and waters, to support the conservation and sustainable use of biodiversity</p>	<p><i>GBF Goal A:</i> The integrity of all ecosystems is enhanced, with an increase of at least 15 per cent in the area, connectivity and integrity of natural ecosystems, supporting healthy and resilient populations of all species, the rate of extinctions has been reduced at least tenfold, and the risk of species extinctions across all taxonomic and functional groups, is halved, and genetic diversity of wild and domesticated species is safeguarded, with at least 90 per cent of genetic diversity within all species maintained.</p> <p><i>GBF Goal B:</i> Nature's contributions to people are valued, maintained or enhanced through conservation and sustainable use supporting the global development agenda for the benefit of all.</p> <p><i>Gender related milestone:</i> B.1 Nature and its contributions to people are fully accounted and inform all relevant public and private decisions.</p> <p><i>GBF Target 9:</i> Ensure benefits, including nutrition, food security, medicines, and livelihoods for people especially for the most vulnerable through sustainable management of wild terrestrial, freshwater and marine species and protecting customary sustainable use by indigenous peoples and local communities.</p> <p><i>GBF Target 10:</i> Ensure all areas under agriculture, aquaculture and forestry are managed sustainably, in particular through the conservation and sustainable use of biodiversity, increasing the productivity and resilience of these production systems.</p> <p><i>GBF Target 21:</i> Ensure equitable and effective participation in decision-making related to biodiversity by indigenous peoples and local communities, and respect their rights over lands, territories and resources, as well as by women and girls, and youth.</p>	<p>1.0.1 Percentage of land and seas covered by spatial plans that integrate biodiversity*</p> <p>10.0.1 Proportion of agricultural area under productive and sustainable agriculture</p> <p>10.1.1 Average income of small-scale food producers, by sex and indigenous status (SDG indicator 2.3.2)</p> <p>21.0.2 Land tenure in the traditional territories of indigenous peoples and local communities</p>
<p>1.2 Ensure equal access for women to resources, services and technologies to support their engagement in the governance, conservation and sustainable use of biodiversity</p>	<p><i>GBF Goal A</i></p> <p><i>GBF Goal B</i></p> <p><i>Gender related milestone:</i> B.1</p> <p><i>GBF Target 9</i></p> <p><i>GBF Target 10</i></p> <p><i>GBF Target 11:</i> Maintain and enhance nature's contributions to regulation of air quality, quality and</p>	

¹⁷ Indicators marked with an asterisk (*) are not yet developed.

A. Objectives	B. Coherence with first draft post-2020 global biodiversity framework	C. Link to GBF indicators¹⁷
(including financial services, credit, education, training and relevant information among others)	<p>quantity of water, and protection from hazards and extreme events for all people.</p> <p><i>GBF Target 16:</i> Ensure that people are encouraged and enabled to make responsible choices and have access to relevant information and alternatives, taking into account cultural preferences, to reduce by at least half the waste and, where relevant the overconsumption, of food and other materials.</p> <p><i>GBF Target 21</i></p>	
1.3 Ensure gender equitable access and distribution of benefits from the utilization of genetic resources	<p><i>GBF Goal A</i></p> <p><i>GBF Goal B</i></p> <p><i>Gender related milestone:</i> B.1</p> <p><i>Goal C:</i> The benefits from the utilization of genetic resources are shared fairly and equitably, with a substantial increase in both monetary and non-monetary benefits shared, including for the conservation and sustainable use of biodiversity.</p> <p><i>Gender related milestones:</i> C.1 The share of monetary benefits received by providers, including holders of traditional knowledge, has increased. C.2 Non-monetary benefits, such as the participation of providers, including holders of traditional knowledge, in research and development, has increased.</p> <p><i>GBF Target 9</i></p> <p><i>GBF Target 10</i></p> <p><i>GBF Target 11</i></p> <p><i>GBF Target 13:</i> Implement measures at global level and in all countries to facilitate access to genetic resources and to ensure the fair and equitable sharing of benefits arising from the use of genetic resources, and as relevant, of associated traditional knowledge, including through mutually agreed terms and prior and informed consent.</p>	<p>13.0.1 Indicators of operational legislative, administrative or policy frameworks which ensure fair and equitable sharing of benefits, including those based on PIC and MAT</p> <p>13.1.1. Number of permits or their equivalents for genetic resources (including those related to traditional knowledge) by type of permit</p>
1.4 Promote women's empowerment, through access to safe, quality and paid employment in public and private institutions, ensuring equality in salaries,	<p><i>GBF Goal B</i></p> <p><i>Gender related milestone:</i> B.1</p> <p><i>GBF Target 9</i></p> <p><i>GBF Target 15:</i> All businesses (public and private, large, medium and small) assess and report on their dependencies and impacts on biodiversity, from local to global, and progressively reduce negative impacts, by at least half and increase positive impacts, reducing</p>	9.1.2 Percentage of the population in traditional employment (ILO)

A. Objectives	B. Coherence with first draft post-2020 global biodiversity framework	C. Link to GBF indicators ¹⁷
and entrepreneurial opportunities for women in biodiversity-based supply chains and sectors, to support sustainable management and production practices	biodiversity-related risks to businesses and moving towards the full sustainability of extraction and production practices, sourcing and supply chains, and use and disposal.	
1.5 Identify and eliminate, prevent and respond, to all forms of gender-based discrimination and violence related to control, ownership and access to sustainable use and conservation of biodiversity, including protecting women environmental human rights defenders	<p><i>GBF Goal B</i></p> <p><i>Gender related milestone: B.1</i></p> <p><i>GBF Target 9</i></p> <p><i>GBF Target 12:</i> Increase the area of, access to, and benefits from green and blue spaces, for human health and well-being in urban areas and other densely populated areas.</p> <p><i>GBF Target 21</i></p>	12.0.1 Average share of the built-up area of cities that is green/blue space for public use for all
2.1 Increase opportunities and strengthen the meaningful and effective participation and leadership of women at all levels of action, engagement and decision-making related to biodiversity	<p><i>GBF Goal D:</i> The gap between available financial and other means of implementation, and those necessary to achieve the 2050 Vision, is closed.</p> <p><i>Gender related milestones:</i> D.1 Adequate financial resources to implement the framework are available and deployed, progressively closing the financing gap up to at least US \$700 billion per year by 2030.</p> <p>D.2 Adequate other means, including capacity-building and development, technical and scientific cooperation and technology transfer to implement the framework to 2030 are available and deployed.</p>	14.0.1 Extent to which national targets for integrating biodiversity values into policies, regulations, planning, development processes, poverty reduction strategies and accounts at all levels, ensuring that biodiversity values are mainstreamed across all sectors and integrated into assessments of environmental impacts
2.2 Enhance the meaningful and effective participation and leadership of women in processes under the Convention on Biological Diversity, including through the engagement of	<p>D.3 Adequate financial and other resources for the period 2030 to 2040 are planned or committed by 2030.</p> <p><i>GBF Target 14:</i> Fully integrate biodiversity values into policies, regulations, planning, development processes, poverty reduction strategies, accounts, and assessments of environmental impacts at all levels of government and across all sectors of the economy, ensuring that all activities and financial flows are aligned with biodiversity values.</p>	

A. Objectives	B. Coherence with first draft post-2020 global biodiversity framework	C. Link to GBF indicators¹⁷
<p>women's groups and women delegates</p> <p>2.3 Integrate gender equality and human rights considerations into national biodiversity strategies and action plans (NBSAPs)</p>	<p><i>GBF Target 21</i></p>	<p>21.0.1 Degree to which indigenous peoples and local communities, women and girls as well as youth participate in decision-making related to biodiversity.*</p>
<p>3.1 Develop national capacity to produce and use gender and biodiversity data, including relevant data disaggregation (e.g. sex, age, ethnicity and other demographic factors)</p>	<p><i>GBF Target 20:</i> Ensure that relevant knowledge, including the traditional knowledge, innovations and practices of indigenous peoples and local communities with their free, prior, and informed consent, guides decision-making for the effective management of biodiversity, enabling monitoring, and by promoting awareness, education and research.</p>	<p>20.0.1 Indicator on biodiversity information and monitoring, including traditional knowledge, for management*</p>
<p>3.2 Strengthen the evidence base, understanding and analysis of the gender-related impacts of the implementation of the post-2020 global biodiversity framework and the role of women and girls as agents of change in achieving its goals and targets, including insights from traditional knowledge of women and girls from indigenous peoples and local communities</p>		<p>20.2.1 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessments (SDG 4.7.1)</p>
<p>3.3 Support access to information and public participation of women's organizations, networks, leaders and gender experts</p>	<p><i>GBF – Responsibility and Transparency</i></p>	

A. Objectives	B. Coherence with first draft post-2020 global biodiversity framework	C. Link to GBF indicators ¹⁷
in the resourcing, implementation, monitoring and reporting on the post-2020 global biodiversity framework		
3.4 Ensure coherent gender responsive implementation of the post-2020 global biodiversity framework, through identifying synergies and drawing on relevant experience from related United Nations and international processes (UNFCCC, UNCCD, 2030 Agenda for Sustainable Development, CEDAW, Beijing Platform for Action, Generation Equality Forum, Action Coalition for Feminist Action on Climate Justice)	<p><i>GBF Target 8:</i> Minimize the impact of climate change on biodiversity, contribute to mitigation and adaptation through ecosystem-based approaches, contributing at least 10 GtCO₂e per year to global mitigation efforts, and ensure that all mitigation and adaptation efforts avoid negative impacts on biodiversity.</p> <p><i>GBF Target 14</i></p> <p><i>GBF – Theory of Change</i></p> <p>8. The framework is complementary to and supportive of the 2030 Agenda for Sustainable Development. It also takes into account the long-term strategies and targets of multilateral environment agreements, including biodiversity-related and Rio conventions, to ensure synergistic delivery of benefits from all the agreements for the planet and people.</p>	8.1.1 Number of countries with nationally determined contributions, long-term strategies, national adaptation plans and adaptation communications that reflect biodiversity (based on information from UNFCCC and SDG 13.2.1)
3.5 Ensure that national reports and submissions under the Convention on Biological Diversity provide information on the implementation of the gender plan of action and gender-responsive implementation of the post-2020 global biodiversity framework	<i>GBF – Responsibility and Transparency</i>	

A. Objectives	B. Coherence with first draft post-2020 global biodiversity framework	C. Link to GBF indicators¹⁷
<p>3.6 Allocate adequate human and financial resources to support rights-based action and gender responsive implementation of the post-2020 global biodiversity framework, including by tracking and reporting resource allocations for gender initiatives, and applying gender responsive budgeting</p>	<p><i>GBF Goal D</i></p> <p><i>Gender related milestones: D.1, D.2, D.3</i></p> <p><i>GBF Target 19:</i> Increase financial resources from all sources to at least US\$ 200 billion per year, including new, additional and effective financial resources, increasing by at least US\$ 10 billion per year international financial flows to developing countries, leveraging private finance, and increasing domestic resource mobilization, taking into account national biodiversity finance planning, and strengthen capacity-building and technology transfer and scientific cooperation, to meet the needs for implementation, commensurate with the ambition of the goals and targets of the framework.</p>	<p>D.0.1 Funding for implementation of the global biodiversity framework</p> <p>19.0.1 Official development assistance for biodiversity</p>

Annex I

COHERENCE OF DRAFT OBJECTIVES WITH RELEVANT INTERNATIONAL COMMITMENTS

1. The table below on coherence with relevant international commitments reflects the intention of the gender plan of action to support the achievement of relevant international gender and biodiversity-related commitments. This is put forward for reference purposes, to ensure a clear understanding of the linkages and also as a basis for the proposed expected outcomes, objectives and actions of the gender plan of action. It is important to emphasize that this mapping is not meant to be exhaustive, recognizing that there are numerous commitments at various levels that could potentially be included. The commitments put forward are instead meant to be indicative of the most significant or most relevant linkages with the existing international framework addressing gender- and biodiversity-related issues.

Objective	Coherence with relevant international commitments
<p>1.1 Increase women and girls' access to ownership and control over biological resources, including land and waters, to support the conservation and sustainable use of biodiversity</p>	<p>SDG 1.4; SDG 2.3; SDG 5.a: Undertake reforms to give <i>women equal rights</i> to economic resources, as well as <i>access to ownership and control over land and other forms of property</i>, financial services, inheritance <i>and natural resources</i>, in accordance with national laws</p> <p>Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security;</p> <p>UNCCD Gender Action Plan “Parties will aim to increase women’s land rights by 2030 through diverse and innovative approaches”</p> <p>CEDAW General recommendation No. 34 (2016) on the rights of rural women</p> <p>C169 – Indigenous and Tribal Peoples Convention (No 169)</p> <p>UN Declaration on the Rights of Indigenous Peoples (UNDRIP)</p> <p>UN Declaration on the Rights of Peasants (UNDROPS)</p> <p>Paris Agreement “Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity,”</p>
<p>1.2 Ensure equal access for women to resources, services and technologies to support their engagement in the governance, conservation and sustainable use of biodiversity (including financial services, credit, education, training and</p>	<p>SDG 1.4.2; SDG 5.a.1; 5.a.2; SDG 15.6</p> <p>UNCCD Gender Action Plan “Parties will seek to build the knowledge capacities of female land users in the areas targeted for [sustainable land management] to deliver appropriate technological resources, including information technologies, [sustainable land management], training, extension services and the education of girls.”</p>

<p>relevant information among others)</p>	
<p>1.3 Ensure gender equitable access to and distribution of benefits from the utilization of genetic resources</p>	<p>SDG 1.4.2; SDG 5.a.1; 5.a.2; SDG 15.6;</p>
<p>1.4 Promote women’s economic empowerment including through access to safe, quality and paid employment in public and private institutions, ensuring equality in salaries, and entrepreneurial opportunities for women and girls in biodiversity-based supply chains and sectors to support sustainable management and production practices</p>	<p>SDG 8.5 UNCCD Gender Action Plan “Parties will aim to promote women’s economic empowerment by breaking down gender-related barriers and creating quality income-earning opportunities for rural women involved in implementation activities” Beijing Platform for Action K.1 para 256 (i) “Develop programmes to involve female professionals and scientists, as well as technical, administrative and clerical workers, in environmental management, develop training programmes for girls and women in these fields, expand opportunities for the hiring and promotion of women in these fields and implement special measures to advance women’s expertise and participation in these activities”</p>
<p>1.5 Identify and eliminate, prevent and respond, to all forms of gender-based discrimination and violence related to control, ownership and access to sustainable use and conservation of biodiversity, including protecting women environmental human rights defenders</p>	<p>SDG 5.1; SDG 5.2; SDG 5.3; SDG 16.3.1 HRC Resolution - 40/11: A/HRC/RES/40/11; “...calls upon States to take appropriate, robust and practical steps to protect women human rights defenders and to integrate a gender perspective into their efforts to investigate threats and attacks against human rights defenders, and to create a safe and enabling environment for the defence of human rights, as called for by the General Assembly in its resolutions 68/181 and 72/247” UNEP Policy - Promoting Greater Protection for Environmental Defenders; CEDAW General recommendation No. 34 (2016) on the rights of rural women; IUCN – Gender-based violence and environment linkages; Escazu agreement – Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean UN Guiding Principles on Business and Human Rights (UNGPs) UNEA-4 Resolution (UNEP/EA.4/L.21) https://papersmart.unon.org/resolution/uploads/k1900914.pdf</p>

	<p>Promote gender equality, and the human rights and empowerment of women and girls in environmental governance</p> <p>UN Declaration on the Rights of Indigenous Peoples (UNDRIP)</p> <p>UN Declaration on the Rights of Peasants (UNDROPS)</p> <p>C169 (Indigenous and Tribal Peoples Convention)</p>
<p>2.1 Increase opportunities and strengthen the meaningful and effective participation and leadership of women at all levels of action, engagement and decision-making related to biodiversity</p>	<p>SDG 5.5; 5.5.1; 5.5.2; SDG 16.7;</p> <p>UNCCD Gender Action Plan “Parties will seek to increase and strengthen the participation and leadership of women at all levels in decision-making and local implementation of the [UNCCD], including in [drought management and sand and dust storms and LDN interventions,] and aim to reach gender parity by 2030”</p> <p>Beijing Platform for Action, K.1 para 254 (d) “Establish strategies and mechanisms to increase the proportion of women, particularly at grass-roots levels, involved as decision makers, planners, managers, scientists and technical advisers and as beneficiaries in the design, development and implementation of policies and programmes for natural resource management and environmental protection and conservation”;</p> <p>UNEP/EA.4/L.21 Promoting gender equality and the human rights and empowerment of women and girls in environmental governance</p>
<p>2.2 Enhance the meaningful and effective participation and leadership of women in processes under the Convention on Biological Diversity, including through the engagement of women’s groups and women delegates</p>	<p>SDG 5.5; SDG 16.7;</p> <p>UNFCCC Gender Action Plan</p> <p>“B.2 Promote travel funds as a means of supporting the equal participation of women in all national delegations at [UNFCCC sessions], as well as funds to support the participation of grass-roots local and indigenous peoples’ communities from developing countries, the least developed countries and small island developing States and encourage Parties and relevant organizations to share information on travel funding”</p>
<p>2.3 Integrate gender equality and human rights considerations into national biodiversity strategies and action plans (NBSAPs)</p>	<p>CBD decisions: IX/8; X/19; XI/2; XII/7; XIII/1</p> <p>Beijing Platform for Action, K.2 – Integrate gender concerns and perspectives in policies and programmes for sustainable development</p>
<p>3.1 Develop national capacity to produce and use gender and biodiversity data, including relevant data disaggregation (e.g. sex, age, ethnicity and other demographic factors)</p>	<p>Ongoing efforts under the SDG framework</p> <p>CBD decision: XIV/18 UNFCCC Gender Action Plan</p> <p>“D.7 Enhance the availability of sex-disaggregated data for gender analysis, taking into consideration multidimensional factors, to better</p>

	<p>inform gender responsive climate policies, plans, strategies and action, as appropriate”</p> <p>Beijing Platform for Action, K.2, K.3</p>
<p>3.2 Strengthen the evidence base, understanding and analysis of the gender-related impacts of the implementation of the post-2020 global biodiversity framework and the role of women and girls as agents of change in achieving its goals and targets, including insights from traditional knowledge of women and girls from indigenous peoples and local communities</p>	<p>UNFCCC Gender Action Plan</p> <p>“A.4 Strengthen the evidence base and understanding of the differentiated impacts of [climate change] on men and women and the role of women as agents of change and on opportunities for women”</p> <p>“D.4 Support the collection and consolidation of information and expertise on gender and [climate change] in sectors and thematic areas as well as identifying experts on gender and [climate change], as needed, and enhance knowledge platforms on gender and [climate change]”</p> <p>Beijing Platform for Action, K.1, K.2, K.3</p> <p>K.1 para 256 (f)</p> <p>“Promote knowledge of and sponsor research on the role of women, particularly rural and indigenous women, in food gathering and production, soil conservation, irrigation, watershed management, sanitation, coastal zone and marine resource management, integrated pest management, land-use planning, forest conservation and community forestry, fisheries, natural disaster prevention, and new and renewable sources of energy, focusing particularly on indigenous women’s knowledge and experience”</p>
<p>3.3 Support access to information and public participation of women’s organizations, networks, leaders and gender experts in the resourcing, implementation, monitoring and reporting on the post-2020 global biodiversity framework</p>	<p>UNFCCC Gender Action Plan</p> <p>“D.5 Engage women’s groups and national women and gender institutions in the process of developing, implementing and updating [climate] policies, plans, strategies and action, as appropriate, at all levels”;</p> <p>UNCCD Gender Action Plan</p> <p>“Parties will seek partnerships with experts, development partners, and relevant government and private sector agents which can enable women and girls to obtain resources for woman involved in [combating desertification, land degradation and mitigating the effects of drought].”</p> <p>Beijing Platform for Action, K.1</p>
<p>3.4 Ensure coherent gender-responsive implementation of the post-2020 global biodiversity framework, through identifying synergies and drawing on relevant experience from related United Nations and international processes (UNFCCC, UNCCD, 2030 Agenda for Sustainable Development, CEDAW, Beijing Platform for Action, Generation Equality Forum, Action</p>	<p>SDG 17.14</p> <p>UNFCCC Gender Action Plan</p> <p>“C.3 Strengthen coordination between the work on gender considerations of the subsidiary bodies under the Convention and the Paris Agreement and other relevant United Nations entities and processes, in particular the 2030 Agenda for Sustainable Development, as applicable”</p>

<p>Coalition for Feminist Action on Climate Justice)</p>	
<p>3.5 Ensure that national reports and submissions under the CBD provide information on the implementation of the gender plan of action and gender-responsive implementation of the post-2020 global biodiversity framework</p>	<p>UNCCD Gender Action Plan “In submitting their national reports, Parties will include the efforts to address gender equality and women’s empowerment in [UNCCD] implementation and the lessons learned.”</p> <p>UNFCCC Gender Action Plan “E.2 Monitor and report on the implementation of gender-responsive [climate] policies, plans, strategies and action, as appropriate, reported by Parties in regular reports and communications under the [UNFCCC] process.”</p>
<p>3.6 Allocate adequate human and financial resources to support rights-based action and gender responsive implementation of the post-2020 global biodiversity framework, including by tracking and reporting resource allocations for gender initiatives, and applying gender responsive budgeting</p>	<p>SDG 10.4;</p> <p>UNCCD Gender Action Plan “Parties will seek to allocate resources to support gender-related initiatives and to ensure that budget expenditures promote gender equality and/or women’s empowerment in their interventions”</p> <p>UNFCCC Gender Action Plan “D.1 Share experience and support capacity-building on gender budgeting, including on the integration of gender-responsive budgeting into national budgets to advance gender-responsive [climate] policies, plans, strategies and action, as appropriate”</p> <p>“D.2 Raise awareness of the financial and technical support available for promoting the strengthening of gender integration into [climate] policies, plans, strategies and action, as appropriate, including good practices to facilitate access to [climate] finance for grass-roots women’s organizations and indigenous peoples and local communities”</p> <p>Addis Ababa Action Agenda, para 30 “... We will increase transparency and equal participation in the budgeting process, and promote gender responsive budgeting and tracking. ...”</p> <p>UNEP/CBD/COP/DEC/XII/3, annex III – Voluntary Guidelines on Safeguards in Biodiversity Financing Mechanisms “... Particular attention needs to be given to the impacts on, and contribution of, indigenous and local communities as well as women, and to their effective participation in the selection, design, and implementation of biodiversity financing mechanisms.”</p>

Annex II

INDICATIVE GLOSSARY FOR THE POST-2020 GENDER PLAN OF ACTION¹⁸

Gender

Gender refers to the roles, behaviours, attributes and activities that a given society at a given time considers appropriate for women and girls, and men and boys. Gender differs from sex or the biological differences between women and men, and is instead shaped by social norms, culture and accepted standards of behaviour. Gender norms shape the social roles of women and men and contribute to defining the power relations between them. Gender attributes, opportunities and relationships are socially constructed and learned through socialization processes. They are context and time specific and can evolve or be changeable. Gender impacts the economic, political, and social opportunities and constraints faced by women and girls, and men and boys.¹⁹

Gender-based violence

Gender-based violence is an umbrella term used to describe any harmful act perpetrated against a person's will and that is based on socially ascribed gender differences. The nature and extent of specific types of gender-based violence can vary across cultures, countries and regions, and include but are not limited to physical, verbal, sexual, psychological, and socioeconomic violence.²⁰

Gender diversity

The term gender diversity recognizes the extent to which a person's gender identity, role, or self-expression falls outside the binary of male and female, and other commonly understood gender norms.²¹

Gender equality

Gender equality refers to equal rights, responsibilities and opportunities for women and men, and boys and girls. Achieving gender equality means ensuring that individuals' rights, opportunities, choices, and autonomy are not constrained because of their gender. Gender equality implies that women and men, in their differences and similarities, are equally valued and respected by the society they live in, and that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is a key human right and a precondition for and an indicator of sustainable development.²²

¹⁸ Proposed in response to requests received during the Virtual Discussion on the draft outline of a post-2020 gender plan of action

¹⁹ UN Women, "OSAGI Gender Mainstreaming-Concepts and Definitions" in UN Women Training Centre, viewed 08 December 2021, <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey=&sortorder=asc>; IUCN Glossary of Definitions, 2021, https://www.iucn.org/sites/dev/files/iucn-glossary-of-definitions_en_2021.05.pdf; UNDP 2015, "Gender Responsive National Communications Toolkit"

²⁰ UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You" in UN Women Training Centre viewed 08 December 2021, [https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=search&hook=gender+based+violence&fullsearch=1](https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=search&hook=gender+based+violence&fullsearch=1;); UNICEF 2017, "Gender Equality: Glossary of Terms and Concepts", <https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>

²¹ Gender Spectrum, "Understanding Gender" in UN Women Training Centre, viewed 08 December 2021, <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey=&sortorder=asc>; American Psychological Association 2015, <https://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>

²² UN Women, OSAGI "Gender Mainstreaming-Concepts and Definitions" in UN Women Training Centre, viewed 08 December 2021 <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=search&hook=gender%20equality&sortkey=&sortorder=asc&fullsearch=1&page=1>; UNICEF 2017, "Gender Equality: Glossary of Terms and Concepts"; <https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>; UNDP 2015, "Gender Responsive National Communications Toolkit"

Gender gap

Gender gap refers to the disproportionate differences or disparities between women and men and girls and boys in relation to their condition or position in society. These differences or disparities are particularly reflected in the attainment of development goals, access to resources, services and opportunities, and levels of participation and empowerment.²³

Gender mainstreaming

Gender mainstreaming is the process of assessing the implications for women and men, girls and boys, of any planned action, including legislation, policies or programmes, in all areas and at all levels so that girls and boys and women and men benefit equally, and inequality is not perpetuated. Gender mainstreaming ensures that the concerns and experiences of women and men are an integral component of development efforts. The goal of gender mainstreaming is gender equality.²⁴

Gender responsive

A gender responsive approach is one that moves beyond ‘do no harm’ to ‘do better’, towards changing gender norms, roles and access to resources. Gender responsiveness refers to processes and outcomes that reflect an understanding of and take into account gender dynamics, roles, and inequalities in a given society, and which encourage equal participation and fair distribution of benefits. Gender responsive approaches are based on gender analysis to understand the norms and expectations for women and girls and men and boys in relevant contexts, to inform the design of appropriate interventions.²⁵

Gender responsive budgeting

Gender responsive budgeting is a tool that analyzes budget allocations, public spending and taxation from a gender perspective and can be used to advocate for reallocation of budget to better respond to women’s priorities as well as men’s. This entails identifying and reflecting needed interventions to address gender inequalities and gaps in employment sectors, government policies, plans and budgets. Gender responsive budgeting is used to determine whether government expenditure has detracted from or come nearer to the goal of gender equality.²⁶

Gender roles

Gender roles refer to the ways in which gender determines what is expected, allowed, and valued in a woman or man in a given context, and defines the tasks, responsibilities and functions which are considered appropriate for women and men to fulfill within a society. Gender roles are socially constructed and learned and can vary from one culture or social group to another and can evolve over time. Gender roles can also be radically and rapidly changed by sudden crises. Gender roles are often conditioned by household

²³ See Hausmann, Ricardo, Laura D. Tyson, Saadia Zahidi, Editors (2012). "[The Global Gender Gap Report 2012](#)". World Economic Forum, Geneva, Switzerland in UN Women Training Centre viewed 08 December 2021 <https://trainingcentre.unwomen.org/mod/glossary/view.php>; UNICEF 2017, “Gender Equality: Glossary of Terms and Concepts” <https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>

²⁴UNICEF 2017, “Gender Equality: Glossary of Terms and Concepts” <https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>; UNICEF, UNFPA, UNDP, UN Women. “[Gender Equality, UN Coherence and You](#)”, ECOSOC agreed conclusions 1997/2 in UN Women Training Centre viewed 08 December 2021 <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey&sortorder=asc&fullsearch=0&page=1>; UNDP 2015, “Gender Responsive National Communications Toolkit”

²⁵ UNDP 2015, “Gender Responsive National Communications Toolkit”; UN Women 2010, “Virtual Knowledge Centre to End Violence against Women and Girls” <https://www.endvawnow.org/en/articles/306-ensuring-gender-responsiveness.html>

²⁶ UN Women Training Centre, viewed 08 December 2021, <https://trainingcentre.unwomen.org/mod/glossary/view.php>; UNICEF 2017, “Gender Equality: Glossary of Terms and Concepts”, <https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>

structure, access to and control over resources, impacts of the global economy and other locally relevant factors such as ecological conditions.²⁷

Gender-specific indicators

Gender-specific indicators refer to the criteria used to assess gender-related change in a condition or programme and to measure progress over time towards gender equality and empowerment of women and girls. Gender-specific indicators can be quantitative and/or qualitative.²⁸

Human rights-based approach

A human rights-based approach aims to consciously and systematically consider and pay attention to human rights in all aspects of programme development. A human rights-based approach is normatively based on international human rights standards and is directed to promoting and protecting human rights. It seeks to analyse inequalities which lie at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress and often result in groups of people being left behind. The objective of this approach is to empower rights-holders to claim their rights, and strengthen the duty-bearers to comply with their human rights obligations and duties. The obligations that duty-bearers or states have to human rights require them to respect, protect and fulfill women's and girls' rights as well as the rights of men and boys. A human rights-based approach to gender issues uncovers how human rights issues affect women and men differently and how power relations and gender-based discrimination influences the effective enjoyment of rights by all human beings.²⁹

Intersectionality

Intersectionality refers to overlapping social identities such as gender, race, class, age and the related systems of oppression, domination, and/or discrimination. Intersectionality recognizes that multiple identities intersect and compound to create different experiences of discrimination and oppression. Intersectionality is important in addressing issues related to gender as it recognizes that women and girls do not represent a homogenous group, and that the meanings, lived experiences, needs and interests of women vary between and within groups.³⁰

Women's empowerment

Empowerment of women and girls is the process of supporting women and girls in gaining control over their own lives. It involves awareness-raising, building self-confidence, expanding choices, increasing access to and control over resources and actions to transform structures and institutions which reinforce and

²⁷ UNICEF, UNFPA, UNDP, UN Women. “Gender Equality, UN Coherence and You” in UN Women Training Centre, viewed 08 December 2021,

<https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey=&sortorder=asc>; UNDP 2015, “Gender Responsive National Communications Toolkit”

²⁸ UNICEF 2017, “Gender Equality: Glossary of Terms and Concepts”,

<https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>; ESCAP Statistics Division 2013, “Gender, Statistics and Gender Indicators: Developing a Regional Core Set of Gender Statistics and Indicators in Asia and the Pacific”, <https://www.unescap.org/sites/default/files/Framework-and-Indicator-set.pdf>

²⁹ UNICEF, UNFPA, UNDP, UN Women. “Gender Equality, UN Coherence and You” in UN Women Training Centre, viewed 08 December 2021

<https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=H&sortkey=&sortorder=asc>; UNICEF 2017, “Gender Equality: Glossary of Terms and Concepts”,

<https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>

³⁰ UNICEF 2017, “Gender Equality: Glossary of Terms and Concepts”,

<https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf> ; UN Women

2020, “Intersectional Feminism: what it means and why it matters right now”,

<https://www.unwomen.org/en/news/stories/2020/6/explainer-intersectional-feminism-what-it-means-and-why-it-matters>; AWID

2004, “Intersectionality: A Tool for Gender and Economic Justice”,

https://www.awid.org/sites/default/files/atoms/files/intersectionality_a_tool_for_gender_and_economic_justice.pdf

perpetuate gender discrimination and inequality. In order for women and girls to be empowered they must have equal access to resources and opportunities, as well as the agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions which enable control over their own destiny. Initiatives and inputs to promote the empowerment of women and girls should support women and girls to articulate their own needs and priorities, as well as to actively promote these needs and interests.³¹

³¹ UN Women Training Centre, viewed 08 December 2021, <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=E&sortkey=&sortorder=asc>; UNICEF 2017, "Gender Equality: Glossary of Terms and Concepts", <https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>