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### **ENABLING A GENDER-RESPONSIVE PROCESS FOR THE DEVELOPMENT OF THE POST-2020 BIODIVERSITY FRAMEWORK: SUPPLEMENTARY BACKGROUND AND TOOLS**

*Note by the Executive Secretary*

#### **I. INTRODUCTION**

1. The present document complements the advice presented in CBD/COP/14/9/Add.1 for Parties, other relevant organizations, and the Secretariat of the Convention on Biological Diversity to enable a gender-responsive process for the development of the post-2020 global biodiversity framework.<sup>1</sup>

2. It provides some additional background on the key messages and guiding principles outlined in document CBD/COP/14/9/Add.1, and examples of tools that can help support recommended actions. Parties, other relevant organizations, and the Secretariat may apply or adapt the tools, including checklists, indicative resources, and sample questions, to support a gender-responsive consultative process.

#### **II. KEY MESSAGES – RATIONALE**

3. A supporting rationale is provided below for each of the following key messages identified in CBD/COP/14/9/Add.1.

##### **A. Gender roles and relations play a critical part in driving and addressing biodiversity loss**

4. Gender often determines one's access to, and control over, land, productive assets and biological resources. This can have a direct impact on agricultural productivity, for example, and on investment in sustainable management practices. Differences in the activities and tasks performed by women and men also shape their reliance on biological resources. A gendered division of labour may result in different attitudes and values towards biodiversity protection and management. This is particularly relevant when women are not able to voice their concerns. Inequalities in decision-making power can result in a focus on species and ecosystem services that benefit only a few, and in some cases could spur illegal harvesting activities. Taking gender equality into account in ecosystem management and conservation of biodiversity is a means to identify and address the social, cultural and economic drivers that contribute to biodiversity loss.

##### **B. A better understanding of gender-differentiated influences and impacts is needed to strengthen biodiversity efforts**

5. Data is lacking on many aspects of women's and men's roles in relation to biodiversity conservation and sustainable use of natural resources. Reliable evidence on the needs, priorities,

\* CBD/COP/14/1.

<sup>1</sup> "Advice to enable a gender-responsive process for the development of the post-2020 biodiversity framework" (CBD/COP/14/9/Add.1), prepared pursuant to Subsidiary Body on Implementation recommendation 2/19.

knowledge, roles and responsibilities of indigenous women is especially inadequate. In order to identify and address the various ways in which gender differences and inequalities influence biodiversity, it is critical to collect sex-disaggregated data on biodiversity use, access, control and distribution of benefits, including quantitative and qualitative information. Sustained monitoring is also needed to identify gender-specific impacts of biodiversity degradation and loss on communities over extended periods of time, to correspond with the scale of environmental change. More in-depth understanding of gender-differentiated influences and impacts can offer crucial insights that help inform biodiversity policy and planning and improve implementation, and also can help ensure that those most affected are part of these processes.

**C. Addressing common gender issues across the Convention on Biological Diversity, the 2030 Agenda for Sustainable Development, and the other Rio conventions is crucial for achieving environmental and sustainable development objectives**

6. The goal of gender equality and women's empowerment is shared across the three Rio conventions and the 2030 Agenda and its Sustainable Development Goals, and the gender issues they face are closely interrelated. Addressing gender issues thus provides a valuable opportunity to harmonize and strengthen coherence across international environmental and sustainable development agendas. Notably, equal rights and access to ownership and control over land is critically important for women across the world, as reflected in the Sustainable Development Goals (targets 1.4, 2.3, 5.a).<sup>2</sup> Without equal access to land and other key resources, women's opportunities and capacity to play an active role in biodiversity conservation are severely limited.

**D. Ensuring women's full, equal and meaningful engagement and participation leads to better conservation and resource governance outcomes**

7. Ensuring that women and men are equally engaged in biodiversity decision-making is not just a matter of equality, it is critical for ensuring biodiversity conservation and sustainable use efforts are successful over the long term. Without the contributions and buy-in of women and girls, these efforts risk overlooking the root causes of biodiversity loss, as well as potential solutions, and may continue to perpetuate gender inequalities. For example, research shows that involving women in forest and fishery management groups can result in better resource governance and conservation outcomes.<sup>3</sup>

8. Informed participation is critical in ensuring that women's knowledge, values and experiences related to biodiversity, as well as their needs and priorities, are reflected in policies and programmes. It is also crucial that women play an active role in the design, negotiation, receipt, distribution and application of benefits from biodiversity and natural resources.

**E. Engaging women and women's groups in biodiversity processes supports transformational change**

9. Engaging women and women's groups that represent their interests offers the opportunity to involve new and diverse actors in biodiversity processes, and to leverage their broader efforts in support of biodiversity conservation and sustainable use. The engagement of women and women's groups has the potential to serve as a catalyst for transformational change, through mobilizing these networks, and through them diverse sections of society, to engage on biodiversity issues. Women leaders and women's groups over the world have demonstrated tremendous organizing power, advancing significant environmental and social change.

### **III. GUIDING PRINCIPLES – RATIONALE**

10. The three guiding principles below inform and provide a foundation for a gender-responsive approach to the implementation of recommended actions:

(a) Realizing women's full, equal and meaningful participation in all decision-making processes relevant to the development of the post-2020 framework;

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<sup>2</sup> Selected Sustainable Development Goal targets are presented in the annex.

<sup>3</sup> <https://environmentalevidencejournal.biomedcentral.com/track/pdf/10.1186/s13750-016-0057-8>.

(b) Addressing gender equality and the empowerment of women and girls as a cross-cutting component in the development of the post-2020 framework;

(c) Using a human rights-based approach.

11. These principles are critical in order to (a) promote inclusive consultation and engagement among diverse stakeholders, with an emphasis on supporting women's effective participation; (b) recognize, support and respond to consultations in gender-responsive ways; and (c) enhance women's agency and leadership in the conservation and stewardship of biodiversity.

**A. Realizing women's full, equal and meaningful participation in all decision-making processes relevant to the development of the post-2020 framework**

12. Empowering women's participation in the post-2020 process involves ensuring women are engaged to the level of being able to exercise influence and have a voice in decision-making. This goes beyond the goal of gender balance, or mere representation of women in biodiversity-related processes. It requires that they have sufficient access to information on which to base decisions, and that processes enable women to influence outcomes, rather than only provide inputs. Without empowered participation, women's knowledge, values and experiences related to biodiversity, as well as their needs and priorities, may not be reflected in biodiversity-related and natural resource management policies and programmes. Women's full, equal and meaningful participation, agency and voice are also necessary to ensure fair and equitable sharing of the benefits from biodiversity.

**B. Addressing gender equality and the empowerment of women and girls as a cross-cutting component in the development of the post-2020 framework**

13. Considering gender equality and the empowerment of women and girls as a cross-cutting element in the development of the post-2020 framework supports the achievement of gender and biodiversity objectives. It supports alignment with the 2030 Agenda for Sustainable Development, which puts an emphasis on the achievement of gender equality and the empowerment of women and girls as a crucial factor for the success of all of the Sustainable Development Goals. Targeted actions to effectively engage women, and embed gender analysis and perspectives in the planning process can support a gender-responsive framework and implementation process.

**C. Using a human rights-based approach**

14. A human rights-based approach<sup>4</sup> refers to the fulfilment of human rights through laws, policies and programmes. Legislation, policies and programmes should address practices and traditions that discriminate against individuals, in particular women and girls. Principles and obligations derived from international human rights instruments should guide the legislation and policy processes as well as the programming in all sectors and in all phases of the programming process, including for the development of the post-2020 biodiversity framework. Consequently, rightsholders are empowered to claim their entitlements, and duty-bearers are held accountable for meeting their obligations.

**IV. GENDER-RESPONSIVE TOOLS, INCLUDING CHECKLISTS, INDICATIVE RESOURCES, AND SAMPLE QUESTIONS**

15. These tools and supporting materials are intended to support Parties, other relevant organizations, and the Secretariat in undertaking recommended actions corresponding to three key areas: (a) ensuring an inclusive and representative process; (b) promoting outreach and awareness-raising; and (c) generating and disseminating reliable evidence on gender equality and biodiversity linkages.<sup>5</sup>

**A. Ensuring an inclusive and representative process**

16. The following guidance (boxes 1 to 4) addresses different aspects of the planning process for global, regional, national and subnational consultations. It aims to support the effective engagement of

<sup>4</sup> UN Practitioner's Portal on Human Rights Based Approaches to Programming [\[Link\]](#).

<sup>5</sup> Recommended actions for each area are outline in CBD/COP/14/9/Add.1, section IV.

women and other stakeholders working on women's issues, as well as a meaningful consideration of relevant gender equality issues, in the preparation of the post-2020 biodiversity framework.

### **Box 1. Guidance on planning for gender-responsive consultations**

#### *Preparation*

- Planning framework: Do the terms of reference/concept note for the consultation identify gender equality issues/questions to be discussed? What types of information will be collected?
- Planning team: Do planning team members include those with gender expertise?
- Timing and location: Does the proposed meeting time and location take into account availability of men and women, and target groups?
- Meeting materials and tools: Do background materials, handouts and facilitation materials/tools highlight gender issues, avoid gender bias, and value the experience of male and female participants?
- Facilitators/meeting chair: Are the facilitators/meeting chair experienced in addressing issues of gender equality in this type of discussion (process and substance)? If not, have measures been identified to provide them with the appropriate guidance/support?
- Meeting participants: Does the identification of participants include those representing women's groups/networks/agencies, and/or those with gender expertise relevant to biodiversity? Have representatives been sought who can speak out for those more vulnerable?
- Gender balance: Is there a gender balance (or critical mass) in the planning team, the participants, the speakers and the rapporteurs?
- Meeting structure: Is the gender distribution in any working/break-out groups being considered within the meeting? (i.e. mixed or single-sex groups)


#### *Process*

- Engaging participants: Are various methods being used to encourage all women and men to participate fully and be comfortable in the meeting? (Examples of working methods include group discussions, discussions in pairs, ensuring all participants are allocated time to speak, limits on speaking time per participant, etc.)
- Monitoring: Is someone monitoring to ensure that all participants (men and women) are actively engaged and participating fully? Is there monitoring to ensure that sufficient time is available and allocated for discussion of gender issues?
- Recording: Is someone tasked with recording and making note of inputs from women and men participants?

#### *Post-event*

- Final report: Do the final report/recommendations/statements/publications adequately reflect the gender issues and discussions covered in the meeting?
- Meeting evaluation: Does the evaluation form ask for sex-disaggregated information in order to analyse if men's and women's needs and considerations have been identified and discussed to their satisfaction?

<b>Box 2. Do's and don'ts - TIPS</b>	
<b>Do...</b>	<b>Don't...</b>
<b>Engage men and women in the consultation process</b>	Equate equal representation of men and women with addressing gender issues
<b>Engage gender specialists to support analysis and consultations</b>	Assume all facilitators know how to address or manage discussions related to gender equality issues
<b>Engage representatives of those most vulnerable to biodiversity degradation and loss</b>	Assume that all women stakeholders support empowerment principles
<b>Ensure full, equal, informed and meaningful participation of women and men</b>	Let dominant groups or people take over the time available for discussion

<b>Box 3. Additional questions to consider in planning consultations</b>	
Have you thought about...	
- Ensuring that the groups and people consulted adequately represent the women and men likely to be affected by biodiversity policies and programmes. Are they sufficiently representative of the interests relating to biodiversity access, stewardship and benefits?	
- Involving women and men affected by the issues in planning the consultation and selecting the issues to be addressed?	
- Providing advance notice to stakeholders, women, and men, of the issues that will be addressed?	
- Ensuring that the premises are easy to access (particularly for persons with disabilities)?	
- Using the services of oral and sign language interpreters?	
- Examining the importance of reducing any obstacles to the participation of women and men in the planned consultations (transportation, childcare services, and so on)?	

**Box 4. Examples of relevant types of organizations with a gender perspective to engage in consultations**

- International non-governmental organizations, and regional, national and subnational non-governmental organizations, working on issues of gender equality, women’s empowerment, women’s rights, human rights, indigenous rights, labour standards, international development, and rural and remote community development;
- UN Women country office representatives, and representatives from other United Nations entities, particularly those with a focus on international development issues and those focused on the achievement of the 2030 Agenda for Sustainable Development and the Sustainable Development Goals;
- Rio and biodiversity-related convention national representatives responsible for issues of gender equality and/or human rights;
- Global Environment Facility Small Grants Programme representatives (national coordinators);
- National ministries and agencies responsible for women’s affairs, gender equality, and social inclusion issues;
- Research institutes and academic institutional representatives working on the intersection of gender equality and environment/sustainable development, and related issues, including the links with health and food security

**B. Promoting outreach and awareness raising**

17. This section presents resources that support the engagement of diverse stakeholders through capacity-building and outreach opportunities and examples that could be applied in the post-2020 development process.

*Online training courses*

[Open Online Course on Gender and Environment](#)

18. The Global Environment Facility (GEF), the United Nations Development Programme (UNDP) and the GEF Small Grants Programme (SGP) developed this free online course in collaboration with a number of United Nations and international organizational partners, including the Secretariat of the Convention on Biological Diversity. The e-course provides an introduction to the linkages between gender equality and environmental sustainability and shows how gender-responsive policies and projects support environmental outcomes. The e-course is structured around six modules – an introductory module and five modules on gender dimensions related to biodiversity, climate change, land degradation, international waters, and chemicals and waste.

[UN CC: e-Learn](#)

19. This interactive knowledge platform houses a range of free online courses related to climate change. In addition to the e-course on gender and environment, the platform includes courses on related aspects such as climate change links with children and human health.

[UN Women Training Centre eLearning Campus](#)

20. This is an open online platform for training for gender equality. The platform offers a variety of learning modalities, including self-paced e-courses to courses that can be customized for specific audiences. Courses cover a range of topics including free self-paced courses addressing women, peace and security; gender equality and sustainable project management; and results-based management; and a customized course focused on promoting gender equality and leadership opportunities for women in multi-lateral decision-making fora, among many others.

*Examples of gender and development publishers/publications*

21. The following is a non-exhaustive list of examples of publishers/publications through which articles, blog posts and other research and communication pieces related to gender and biodiversity issues might be disseminated.

- [OXFAM Gender and Development Journal](#) (the journal focuses on development policy and practice related to social justice and gender equality);
- [International Institute for Environment and Development](#) (publications include research reports and briefing notes covering topics related to gender equality and environmental sustainability);
- [Overseas Development Institute](#) (publications include reports, and working, discussion and briefing papers, on topics including gender and sustainable development);
- [International Development Research Centre](#) (prepares books, articles, research publications and studies, related to international development, with a considerable emphasis on gender issues)

*Examples of campaign toolkits and outreach materials*

22. The following toolkits and resource materials provide some examples of the types of actions that can be taken and resources that can be developed to strengthen engagement and promote understanding of gender issues relevant for inclusion in a new global biodiversity framework, post-2020.

- [Women's Global Call for Climate Justice Action Toolkit](#)
- [Women's History Month Toolkit \(Addressing the Effects of Climate Change on Women Around the World\)](#)
- [UNESCO's "Local Knowledge, Global Goals" poster series and publication: \(Gender and Knowledge poster\)](#)
- [Women 2030 educational posters on gender and climate change](#)

**C. Generating and disseminating reliable evidence on gender-biodiversity interlinkages**

23. This section offers sample questions that could be applied to help identify priority gender-biodiversity issues at the regional, national, subnational or local levels, to inform the development of the post-2020 framework.

*Sample survey questions*

24. The following are sample questions outlining some of the more common and critical gender issues in the context of biodiversity conservation and management. These questions are intended to help identify some of the current norms related to gender, and key aspects to be addressed. These questions may be applied in whole or in part, and can be adapted as necessary to suit particular contexts. Questions might be incorporated in a broader survey on biodiversity priorities related to the post-2020 process, or disseminated as a separate survey focused on gender and biodiversity considerations. The questions can be disseminated to target audiences online, using available survey tools such as SurveyMonkey and Google Forms. Target audiences might include ministries of women's affairs or similar, women's groups, gender experts, as well as representatives from institutions responsible for biodiversity conservation and management.

<b>Sample survey questions – gender and biodiversity considerations</b>	
<i>Questions by theme</i>	<i>Answer options</i>
<b>Decision-making</b>	
<ul style="list-style-type: none"> <li>To what extent are women involved in consultations, negotiations and decision-making related to the conservation and use of biodiversity and ecosystem services at the national* level, compared to men? * Can be substituted by local, regional</li> </ul>	More involved/ equally involved/ less involved/ not involved
<ul style="list-style-type: none"> <li>To what extent are women involved in decisions about the use of the revenue derived from agriculture,* compared to men? * Can be substituted by forestry, fisheries, hunting</li> </ul>	More involved/ equally involved/ less involved/ not involved
<ul style="list-style-type: none"> <li>To what extent are women involved in community-based resource management groups, compared to men?</li> </ul>	More involved/ equally involved/ less involved/ not involved
<ul style="list-style-type: none"> <li>To what extent are women involved in decision-making related to the selection of protected areas, compared to men?</li> <li>To what extent are women involved in decision-making related to the management of protected areas, as compared to men?</li> </ul>	More involved/ equally involved/ less involved/ not involved
<ul style="list-style-type: none"> <li>To what extent are women involved in making decisions about the use of resources, such as land,* within the household? * Can be substituted by timber, non-timber forest products, fresh water, energy</li> </ul>	More involved/ equally involved/ less involved/ not involved
<b>Access to and control over biological resources and ecosystem services</b>	
<ul style="list-style-type: none"> <li>Are women allowed to own land under their own name, or under joint titling for spouses?</li> </ul>	Yes/No
<ul style="list-style-type: none"> <li>Can both women and men inherit biological resources, such as land?</li> </ul>	Yes/No
<ul style="list-style-type: none"> <li>To what extent can women access agricultural inputs and services, compared to men?</li> </ul>	More access/ equal access/ less access/ no access
<b>Access to and control over the benefits derived from biodiversity</b>	
<ul style="list-style-type: none"> <li>Are gender differences and inequalities addressed in access and benefit-sharing mechanisms?</li> </ul>	Yes/No
<ul style="list-style-type: none"> <li>Do in-kind forms of compensation respond to the needs of both women and men?</li> </ul>	Yes/No



Risk and vulnerability	
<ul style="list-style-type: none"> <li>To what extent are women subject to risks from the effects of biodiversity loss and ecosystem degradation, as compared to men?</li> </ul>	Greater risks/ similar risks/ less risks/ no risk
<ul style="list-style-type: none"> <li>To what extent are women dependent on natural resources for their livelihoods and daily activities, compared to men?</li> </ul>	More dependent/ equally dependent/ less dependent/ not dependent
<ul style="list-style-type: none"> <li>To what extent are women vulnerable to the effects of natural disasters, as compared to men?</li> </ul>	More vulnerable/ equally vulnerable/ less vulnerable/ not vulnerable
Access to relevant and meaningful information on biodiversity issues	
<ul style="list-style-type: none"> <li>To what extent do women and girls have access to information about biodiversity-related initiatives, such as conservation programmes, as compared to men and boys?</li> </ul>	More access/ equal access/ less access / no access
<ul style="list-style-type: none"> <li>To what extent do women and girls have access to leadership and legal awareness training in relation to land and natural resources, as compared to men and boys?</li> </ul>	More access/ equal access/ less access / no access
Context and capacity	
<ul style="list-style-type: none"> <li>To what extent are gender considerations integrated in national policy frameworks relevant for biodiversity conservation and sustainable use?</li> </ul>	Well integrated/ somewhat integrated/ less integrated/ not integrated
<ul style="list-style-type: none"> <li>Are staff working in national* institutions on biodiversity conservation and management trained on issues of gender equality and its relevance to their work?</li> </ul> <p>* Can be substituted by subnational, local</p>	Yes/No
<ul style="list-style-type: none"> <li>Is guidance available on how to implement agreed national* gender strategies or approaches for the management and conservation of biodiversity?</li> </ul> <p>* Can be substituted by regional, local</p>	Yes/No

*Ranking questions*

What do you consider to be the key gender and biodiversity-related issues in your country? Please rank the following, with “1” representing the most important issue.

- Rights to access and own biological resources, including land
- Involvement in decision-making related to the stewardship of biodiversity and ecosystem services
- Consideration of women and men’s needs, priorities and perspectives in project, programme and policy design and implementation
- Access to relevant, meaningful and sufficient information related to biodiversity issues
- Vulnerability to the effects of biodiversity loss and ecosystem degradation
- Integration of gender equality and women’s empowerment issues in biodiversity-related policies and strategies
- Other, specify: \_\_\_\_\_

What do you consider to be the key steps and measures to be taken to address gender and biodiversity issues? Please rank the following, with “1” representing the most important step or measure.

- Strengthen legal frameworks related to biodiversity and natural resource management to better address gender equality considerations
- Ensure staff working on biodiversity conservation and management in national, subnational and local institutions receive training on gender equality and its relevance to their work
- Establish/strengthen access and benefit-sharing mechanisms that address gender equality considerations
- Improve guidance on gender-responsive implementation of biodiversity interventions
- Increase collaboration between institutions responsible for biodiversity conservation and management, and institutions and civil society organizations working on issues of gender equality and women’s empowerment
- Establish quotas to ensure adequate representation of women in decision-making processes related to the stewardship of biodiversity and ecosystem services
- Other, specify: \_\_\_\_\_

In your opinion, what are the main barriers to the equal participation of women and men in biodiversity-related processes? Please rank the following, with “1” representing the most important barrier.

- Cultural norms and values
- Household responsibilities
- Financial constraints
- Awareness of gender issues
- Access to and control over biological resources, including land
- Other, specify: \_\_\_\_\_

*Annex***KEY SUSTAINABLE DEVELOPMENT GOAL TARGETS RELEVANT TO GENDER EQUALITY, THE EMPOWERMENT OF WOMEN AND WOMEN'S ENJOYMENT OF HUMAN RIGHTS, AND CONTRIBUTING TO A GENDER-RESPONSIVE APPROACH TOWARDS BIODIVERSITY CONSERVATION**

**1.4:** By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

**1.b:** Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.

**2.3:** By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

**4.7:** By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

**5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

**5.a:** Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

**5.b:** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

**5.c:** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

**10.2:** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

**13.b:** Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities.

**14.b:** Provide access for small-scale artisanal fishers to marine resources and markets.

**15.6:** Promote fair and equitable sharing of the benefits arising from the utilization of genetic resources and promote appropriate access to such resources, as internationally agreed.

**16.7:** Ensure responsive, inclusive, participatory and representative decision-making at all levels.

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