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THE GENDER PLAN OF ACTION UNDER THE CONVENTION ON BIOLOGICAL DIVERSITY

Note by the Executive Secretary

1. The Executive Secretary is attaching herewith, for the information of participants in the ninth meeting of the Conference of the Parties, the Gender Action Plan under the Convention on Biological Diversity elaborated at a workshop organized by the Secretariat of the Convention on Biological Diversity and the Senior Gender Advisor of IUCN from 16 to 18 January 2008 in Geneva, with funding support from HIVOS (Dutch Humanist Institute for Cooperation with Developing Countries). Participants included staff from: the Convention Secretariat, IUCN, the United Nations Development Programme (UNDP), the United Nations Environment Programme (UNEP), the Women's Environment and Development Organization (WEDO), and indigenous and local community representatives.

2. The plan defines the role that the Convention Secretariat will play in stimulating and facilitating efforts, both in house and with partners at the national, regional and global levels, to overcome constraints and take advantage of opportunities to promote gender equality. It is also a reflection of the increasing awareness that gender equality and women's empowerment are important prerequisites for environmental conservation and sustainable development.

* UNEP/CBD/COP/9/1.

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Annex

**THE GENDER PLAN OF ACTION UNDER THE CONVENTION ON BIOLOGICAL
DIVERSITY**

The workshop for the elaboration of this plan of action was possible thanks to the financial support from HIVOS (Dutch Humanist Institute for Cooperation with Developing Countries).

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I. BACKGROUND

1. The Convention on Biological Diversity (CBD) is one of the most broadly subscribed international environmental treaties in the world. Opened for signature at the Earth Summit in Rio de Janeiro in 1992, the Convention on Biological Diversity is the international framework for the conservation and sustainable use of biodiversity and the equitable sharing of its benefits. Within this framework, the Cartagena Protocol on Biosafety, seeks to protect biodiversity from the potential risks posed by living modified organisms resulting from modern biotechnology. With 190 Parties, the Convention on Biological Diversity has near-universal participation among countries that have committed to preserving life on Earth. The CBD 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, civil society and business.

3. The importance of gender mainstreaming in environmental and poverty eradication policies has been recognized in a wide range of global agreements and forums, including chapter 24 of Agenda 21 (United Nations Conference on Environment and Development, 1992; the Johannesburg Plan of Implementation of the 2002 World Summit on Sustainable Development; the 2000 Millennium Declaration; and the requirements and agreements set out in the 1975 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Other internal mandates within the United Nations system also calling for gender equality, include: the substantive sessions of the Economic and Social Council of the United Nations in 2004 and 2005; the outcome of the High-level Plenary Meeting of the sixtieth session of the General Assembly—the 2005 World Summit (General Assembly resolution 60/1, paragraphs 58,59 and 116); Economic and Social Council resolution 2005/31 on mainstreaming a gender perspective into all policies and programmes in the United Nations system (annex II).

4. In addition, paragraph 253 (c) under strategic objective K.1 of the Beijing Platform for Action adopted at the Fourth World Conference on Women, calls upon Governments, at all levels, including municipal authorities, as appropriate to take actions to be: “Encourage, subject to national legislation and consistent with the Convention on Biological Diversity, the effective protection and use of the knowledge, innovations and practices of women of indigenous and local communities, including practices relating to traditional medicines, biodiversity and indigenous technologies, and endeavour to ensure that these are respected, maintained, promoted and preserved in an ecologically sustainable manner, and promote their wider application with the approval and involvement of the holders of such knowledge; in addition, safeguard the existing intellectual property rights of these women as protected under national and international law; work actively, where necessary, to find additional ways and means for the effective protection and use of such knowledge, innovations and practices, subject to national legislation and consistent with the Convention on Biological Diversity and relevant international law, and encourage fair and equitable sharing of benefits arising from the utilization of such knowledge, innovation and practices”.

2. At its seventeenth, eighteenth and nineteenth sessions, the Governing Council of the United Nations Environment Programme (UNEP) highlighted the role of women in environment and development. The Bali Strategic Plan for Technology Support and Capacity-building requests UNEP “to integrate specific gender-mainstreaming strategies, as well as education and training for women, in formulating relevant policies, and to promote the participation of women in environmental decision-making”. Governing Council decision 23/11 calls on the Executive Director of UNEP to “develop and promote a set of gender-equality criteria for the implementation of programmes”, and “apply the United Nations Environment Programme gender-sensitivity guidelines”. This can only be achieved through a high-level, sustained commitment to internal capacity-building on gender mainstreaming, utilizing

various strategies, including organizational workshops and training, changes in policy and practice, and real accountability for implementation.

3. The Millennium Development Goals cannot be achieved in isolation. It is not possible to achieve environmental sustainability (goal 7) while poverty (goal 1) and inequities between men and women (goal 3) continue to exist.

4. In the thirteenth preambular paragraph of the Convention of Biological Diversity, Parties recognize “the vital role that women play in the conservation and sustainable use of biological diversity and affirming the need for the full participation of women at all levels of policy making and implementation for biological diversity conservation”. The Subsidiary Body on Scientific, Technical and Technological Advice (SBSTTA) mentions women’s practices, knowledge, and gender roles in food production, as do various decisions of the Conference of the Parties, including:

(a) **SBSTTA recommendation II/7**, on agricultural biological diversity and the role of women in managing practices and knowledge;

(b) **COP decision III/11, para.17**, on promotion of women’s knowledge and practices in the conservation and sustainable use of biological diversity in the agricultural sector;

(c) **The annex to COP decision III/14** on Article 8(j): gender balance in workshop organization;

(d) **Annex I to SBSTTA recommendation IV/7**, on potential impacts of tourism on cultural values, including gender;

(e) **SBSTTA recommendation V/14, para. 2 (i) and annex and annex III to COP decision VIII/10**, on gender balance in the composition of ad hoc technical expert groups, subsidiary body and roster of experts;

(f) **COP decision V/16** –element 1 of the programme of work of Article 8(j) on promotion of gender-specific ways in which to document and preserve women’s knowledge of biological diversity;

(g) **COP decision V/20**, on gender balance in the roster of experts;

(h) **COP decision V/25**, on Socio-economic and cultural impacts of tourism : the fact that tourism activities may affect gender relationships (through employment opportunities for example);

(i) **Annexes I and II to COP decision VI/10, annex to COP decisionVII/1** : Gender as a social factor that may affect traditional knowledge

5. **Decision V/16: Article 8(j) and related provisions states:** “Recognizing the vital role that women play in the conservation and sustainable use of biodiversity, and emphasizing that greater attention should be given to strengthening this role and the participation of women of indigenous and local communities in the programme of work”.

6. **Under the “General Principles” the programme of work on the implementation 8(j) CBD calls for:** “Full and effective participation of women of indigenous and local communities in all activities of the programme of work”. **Task 4 of the programme of work calls on** Parties to develop, as appropriate, mechanisms for promoting the full and effective participation of indigenous and local communities with specific provisions for the full, active and effective participation of women in all elements of the programme of work, taking into account the need to: (a) Build on the basis of their knowledge, (b) Strengthen their access to biological diversity; (c) Strengthen their capacity on matters

pertaining to the conservation, maintenance and protection of biological diversity; (d) Promote the exchange of experiences and knowledge; (e) Promote culturally appropriate and gender specific ways in which to document and preserve women's knowledge of biological diversity Element 2. Status and trends in relation to Article 8(j) and related provisions.

7. All of the above refer to "women's" participation in activities under the Convention and not directly to gender equality however, and particularly since 2007, a more focussed approach to gender mainstreaming has been undertaken at the Convention on Biological Diversity. For example, At its second meeting, held in July 2007, the Ad Hoc Open-ended Working Group on the Review of Implementation on the Convention recommended that the Conference of the Parties at its ninth meeting should urge Parties, in developing, implementing and revising their national biodiversity strategies and action plans to, *inter alia*, promote the mainstreaming of gender considerations (UNEP/CBD/COP/9/4, annex, recommendation 2/1, annex, paragraph 8 (d)).

8. In March 2007, the Executive Secretary, Mr. Ahmed Djoghlaif appointed a Gender Focal Point in line with a series of internal mandates within the United Nations system calling for gender equality and the mainstreaming of gender issues within all United Nations processes. In highlighting the importance of the role played by women, the mandates also note that gender is not only a women's issue but that of girls and boys, and men and women.

9. The Executive Secretary's decision also falls in line with that of the UNEP Governing Council at its twenty-third session, in 2005, in its adoption of decision 23/11 on *Gender Equality in the Field of Environment*. This decision called upon Governments and UNEP itself to mainstream gender in their environmental policies and programmes, to assess the effects on women of environmental policies, and to integrate further gender equality and environmental considerations into their work.

10. The Executive Secretary has also placed great importance on the fact that gender equality is a prerequisite to poverty eradication and sustainable development. The livelihoods of rural and indigenous peoples and those of communities living in poverty are often closely tied to use and conservation of biodiversity. In these communities, women play a leading role in caring for their families and communities, in sharing their intellectual and social capital, and in protecting and managing biodiversity resources. In many societies, women as well as men are agents of change, but neither of their contributions receive equal recognition. Gender equality between women and men has a cumulative effect of improved biodiversity management and protection and poverty alleviation for communities.

11. Gender mainstreaming has been the primary methodology for integrating a gender approach into any development or environmental effort. Gender mainstreaming is intended to bring the diverse roles and needs of women and men to bear on the development agenda. Rather than adding women's participation and a gender approach onto existing strategies and programmes, gender mainstreaming aims to transform unequal social and institutional structures in order to make them profoundly responsive to gender. Achieving gender equality is a matter of shifting existing power relationships to benefit those that are less empowered.

12. To date, many efforts to mainstream gender have been limited to minimalist and short-term technical interventions that have failed to challenge inequitable power structures. Gender disparities remain among the deepest and most pervasive of all inequalities. According to the 2005 United Nations Development Programme (UNDP) Human Development Report, gender continues to be "one of the world's strongest markers for disadvantage" and reducing inequality would be instrumental in making progress towards achieving the Millennium Development Goals. Such inequalities span all sectors and are equally pervasive in the environment sector.

13. At present, progress on gender mainstreaming in general has stalled and some policies are at risk of being reversed. The environment sector is among those in which gender mainstreaming has taken place in a fragmented, superficial and inconsistent manner. Environmental policies that do take gender into account have only been partially implemented.

II. METHODOLOGY

14. In light of the above, the Secretariat of the Convention on Biological Diversity in collaboration with the Senior Gender Advisor at IUCN engaged in the development of the CBD Gender Plan of Action.

15. The CBD Gender Plan of Action is the result of a series of inputs. It has been drafted on the basis of: an analysis of the current performance of the Convention on Biological Diversity in the area of gender and biodiversity; a survey conducted among staff of the Convention on Biological Diversity; and a workshop with staff from divisions within the Secretariat and with the participation from resource persons from UNEP, Women in Environment and Development Organization (WEDO), The Global Environment Facility Small Grants Programme (GEF SGP), and the United Nation development Programme, from 16 to 18 January 2008 in Geneva.

16. The CBD Gender Plan of Action is also based on a review of the implementation of plans of action of similar institutions and international partners, including UNEP, the Food and Agriculture Organization of the United Nations (FAO), the International Labour Organization (ILO), the United Nations Development Fund for Women (UNIFEM), UNDP, the World Conservation Union (IUCN), the Norwegian Agency for Development Cooperation, the Swedish International Development Cooperation Agency, and the Swiss Agency for Development and Cooperation.

17. This Plan of Action defines the role that the Secretariat will play in stimulating and facilitating efforts, both in-house and with partners at the national, regional and global levels, to overcome constraints and take advantage of opportunities to promote gender equality.

18. The Plan is the Secretariat's and the Convention's continuing response to global commitments of the last decades as well as recommendations from international fora, and in compliance with major mandates within the United Nations system. It is also a reflection of the increasing awareness that gender equality and women's empowerment are important prerequisites for environmental conservation biodiversity and sustainable development.

19. A presentation of the plan was made to delegates to the sixth meeting of the Working group on access and benefit sharing (WGABS 6) at a side-event. The final CBD Gender Plan of Action will be submitted to the Conference of the Parties at its ninth meeting, as an information document in Bonn.

“Web of institutionalization”

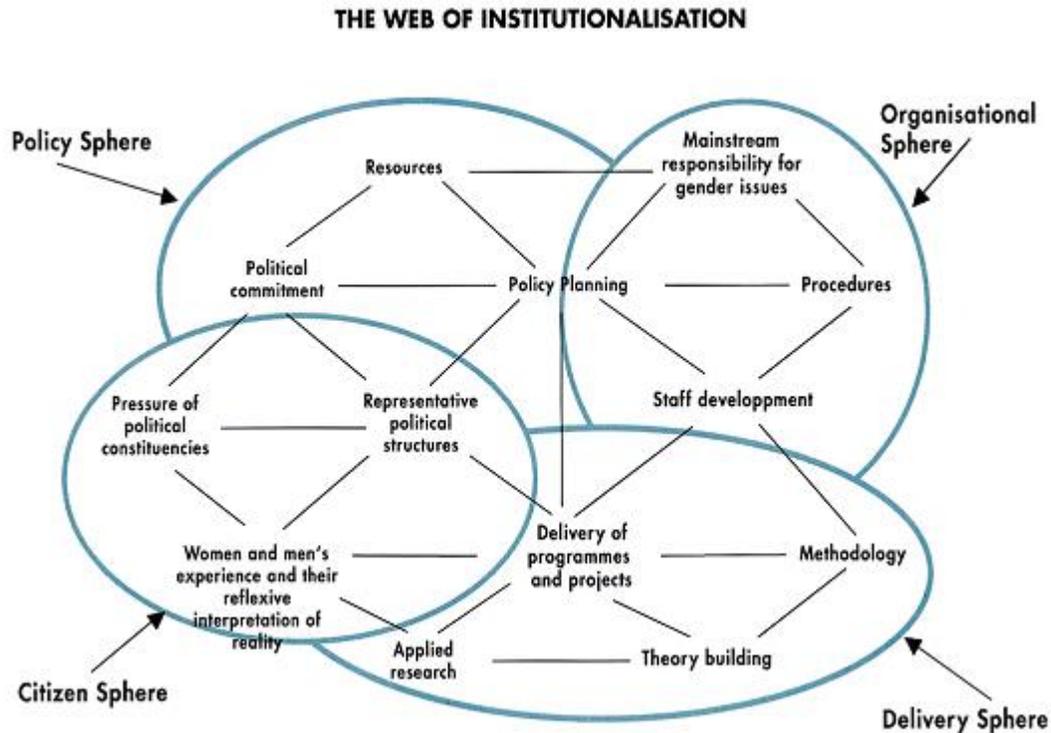
20. The Plan of Action follows the model of the “web of institutionalization” developed by Caren Levy.¹ Levy proposed that the conditions under which gender can be institutionalized are represented by at least thirteen elements, each representing a site of power. Given the power relations underlying these elements, both opportunities and resistance may arise when change and transformation take place.

21. These elements are not merely a list of variables or entry points. They form a web in the sense that they are linked and interrelated in a particular way and ultimately reinforce each other. Sustained institutionalization of gender issues requires the coexistence of all of the elements. Putting into place only one or a group of elements will almost certainly be insufficient to sustain gender equality as a regular part of development practice in the long term. Moreover, in order to mobilize equality, each element has particular techniques and actions associated with it.

22. These elements are put into place, operated and shaped by different agents or groups of people in a range of interrelated spheres of activity. These spheres are: policy, organizational, citizen and delivery. Given the specific characteristics of the Convention on Biological Diversity, the “citizen” sphere will here be referred to as the “constituency” sphere.

¹/ Levy, C. *The Process of Institutionalising Gender in Policy and Planning: The “Web” of Institutionalisation*. Development Planning Unit, University College London. Working Paper No. 74. United Kingdom. 1999.

23. The critical point is that an individual may only be able to influence some of the elements, depending on his or her role, position and power to influence change at a particular point in the web. Putting all the elements in the web in place requires collective action through cooperation, consultation, negotiation and conflict resolution between relevant actors at different levels (local, national and international).



III. GENDER PLAN OF ACTION

24. The present Gender Plan of Action defines the role that the Secretariat of the Convention on Biological Diversity will play in stimulating and facilitating efforts, both in-house and with partners and

parties at the national, regional and global levels, to overcome constraints and take advantage of opportunities to promote gender equality within its biodiversity work.

25. The Plan forms part of the continuing response of the Convention on Biological Diversity to the global commitments of recent decades and the recommendations of the Parties of the Convention and international , in compliance with major mandates within the United Nations system. It is also a reflection of the increasing awareness that gender equality is an important prerequisites for biodiversity conservation and sustainable development.

26. It is expected that under the process of harmonization of the Rio Conventions, the CBD Gender Plan of Action will inspire similar processes in the other Conventions.

27. This Plan pursues four strategic objectives:

- To mainstream a gender perspective into the implementation of the Convention and the associated work of the Secretariat;
- To promote gender equality in achieving the three objectives of the Convention on Biological Diversity and the 2010 Biodiversity Target;
- To demonstrate the benefits of gender mainstreaming in biodiversity conservation, sustainable use and benefit sharing from the use of genetic resources; and
- To increase the effectiveness of the work of the Secretariat of the Convention on Biological Diversity.

28. The Plan outlines a framework for integrating a gender perspective within all Secretariat divisions and units during the period 2008–2012. It establishes strategies with reachable targets and proposes instruments to address gender concerns in the areas of the Convention on Biological Diversity. CBD Secretariat's substantive activities under the present Plan of Action are concentrated in four spheres: policy, organizational, delivery and constituency.

A. Policy sphere

29. The policy sphere is concerned with building an appropriate policy framework so as to provide the mandate, political support and resources to ensure the mainstreaming of gender within the implementation of the Convention. The actions and activities foreseen under this sphere are described below.

1. Make gender and biodiversity a strategic priority of the Convention

30. The effective mainstreaming of gender within the Convention will require its integration within the Strategic Plans of the Convention and the Protocol such that gender mainstreaming will be fully considered at all levels and stages of planning and implementation.

31. Reports on progress on the Strategic Plans should, therefore, include information and updates on the activities contained within the Gender Plan of Action. Likewise, when the Strategic Plans are revised, the gender perspective must be fully incorporated.

32. The Secretariat should, additionally, provide updates to Parties and partners on progress towards achieving gender equality including, when possible, through the annual audit of the Secretariat.

2. Secure ongoing commitments from funders to support gender and biodiversity

33. It is critical to ensure that the resource mobilization strategy of the Secretariat fully takes into account the implementation of the CBD Gender Plan of Action including through the identification of a specific budget line.

34. In collaboration with the resource mobilization task force, the gender focal point should further develop a project proposal and target donor Governments to encourage funding of the CBD Gender Plan of Action.

35. Furthermore, the resource mobilization task force should explore how funding for gender mainstreaming can contribute to implementation of the activities of the Secretariat for which voluntary contributions are required.

36. With regard to supporting gender mainstreaming in implementation at the international, regional, national and local level, it is critical that awareness of gender and biodiversity links is built among donors to the Convention on Biological Diversity. It will also be important to harmonize gender planning with the GEF Secretariat and the GEF Agencies through the provision of COP guidance to the GEF.

3. Secure high-level commitment for gender and biodiversity within the Secretariat

37. High-level commitments and prioritization by senior management within the Secretariat is essential for the success of the Gender Plan of Action. It is important therefore to present gender-biodiversity issues to senior management to build awareness and secure their support for mainstreaming.

38. Efforts should be conducted to mainstream gender within the four-year rolling work plan of the Secretariat. For this purpose, the management committee should further contribute to the mainstreaming of gender within all relevant activities of the Secretariat by providing strategic direction on the implementation of the work plan.

B. Organizational sphere

39. The organizational sphere addresses gender equality in staffing of the Convention on Biological Diversity, institutional capacity, staff development, accountability and related equal opportunity policies. There are five recommended actions under this sphere.

1. Establish a body within the SCBD to support gender mainstreaming

40. In order to strengthen CBD's gender-biodiversity expertise, there is an urgent need to appoint a full-time gender focal point (GFP) at the programme officer level. The GFP will have substantial background in both gender and biodiversity. This person will not have other responsibilities within the institution. Resources must be assigned for the establishment and operation of this position.

Responsibilities of the GFP will include:

- Liaising with UNEP Sr. Gender Adviser
- Leading gender task force (GTF)
- Conducting gender analysis of CBD's work
- Guiding management and staff on how to best integrate gender in its work
- Awareness-raising and training
- Monitoring the implementation of gender mainstreaming within the CBD
- Revising and supporting documents of the programmes of work, thematic areas and cross-cutting issues
- Collecting and disseminating gender-biodiversity information and data
- Guiding and supporting NFPs and other CBD stakeholders on gender-biodiversity
- Reporting to the Executive Secretary on progress in the advancement of gender mainstreaming
- Establishing alliances with structures addressing gender both within the One UN Pilot Programme

The gender task force (GTF) will support the work of the GFP.

2. *Strengthen gender-specific capacities of all Secretariat staff*

41. Aside from implementing the UNEP gender training plan, the GFP will, in collaboration with the GTF, assess existing gender training materials of United Nations sister organizations (e.g. UNDP's Gender Journey and manual). Gender workshops and trainings cannot be stigmatized as specialized courses reserved for "gender specialists" or for women alone. The Secretariat will increase staff understanding of gender mainstreaming and its implications for their work. Targeted training must be conducted – for example on gender and forests – as well as general. The impact of these trainings on the work of staff will regularly be monitored.

42. Through analysing the experience of similar processes it has been emerged that one of the most effective ways to develop the capacity of the personnel is through a coaching system of learning-by-doing, this process will result in the creation of an internal and external gender peer-review mechanism.

3. *Ensure gender equality is reflected in human resource management*

43. Human resources should follow UNEP's HR policy regarding gender, as this is in compliance with the requirements of the United Nations in relation to equal opportunities for all staff. The GFP will ensure that SCBD HR is informed of UNEP's gender policy.

4. *Increase awareness of responsibility of all staff for gender mainstreaming*

44. The execution of this plan of action, as well as mainstreaming gender with divisions and units of the Convention on Biological Diversity, is not the sole responsibility of the GFP and GTF. This commitment to mainstream gender within the processes of the Convention on Biological Diversity will be reflected in the SCBD strategic plan. Gender mainstreaming will be the responsibility of everyone within Convention on Biological Diversity and will require commitment from all staff. In order to define staff roles in relation to this plan of action, the Convention on Biological Diversity will adapt UNEP's manual for staff responsibilities for gender mainstreaming in close cooperation with the relevant divisions and units. This will provide a platform to measure responsibility and accountability of gender mainstreaming. Successful accountability should be accompanied by rewards and incentives.

5. *Develop indicators to measure the extent of gender mainstreaming within the Secretariat*

45. In relation to the development indicators to measure the extent of gender mainstreaming within the Secretariat there will be a need to hold a workshop with the GTF and partner gender specialists to develop indicators to complement the CBD Gender Plan of Action. The performance of senior managers will include progress towards the relevant indicators when assessing the performance of senior managers.

C. *Delivery sphere*

46. The delivery sphere deals with mainstreaming a gender perspective in the formulation and implementation of the Convention on Biological Diversity. It is also concerned with the ways in which gender is addressed in the underlying theory, methodology and applied research upon which interventions are based. Four recommendations emerged as relevant to this sphere.

1. *Collect and disseminate gender-biodiversity related information*

47. The conceptual and practical bases for enriching biodiversity conservation efforts with a gender-related perspective will require knowing who is doing what at all levels including in the field and making the latest information available. The Secretariat is well positioned to collect and disseminate information on gender and biodiversity with a view to establishing a knowledge base to inform action by the Conference of the Parties, individual Contracting Parties and partners to support implementation of the Convention. The sources of information are widespread. Partners such as United Nations sister organizations, international organizations, regional networks and national level NGOs can assist the

process by providing information on their activities. Case-studies and other information (e.g. indigenous women experiences) establishing the linkages between gender and biodiversity conservation can be prepared by the Secretariat for internal and external use through the Knowledge Management Platform of the Convention on Biological Diversity and made available through, for example, the CBD Clearing-House Mechanism. The website of the Convention on Biological Diversity needs to be expanded to include content on gender and biodiversity. It can provide links to other resources, events and partners working on the ground.

2. *Link gender, biodiversity and poverty eradication*

48. Within the Convention on Biological Diversity, there is a need to develop or enhance guidelines on integrating gender equality into poverty eradication with particular attention to the root causes of inequality between women and men. This guideline should be developed with support from external partners.

49. The Millennium Ecosystem Assessment and the ecosystem approach provide the conceptual basis to link biodiversity conservation to the Millennium Development Goals because of the centrality of ecosystem goods and services to human well-being and the increasing evidence that gender sensitive approaches can make significant contributions to biodiversity conservation and sustainable use. As these linkages are not necessarily apparent to the wide variety of actors working on biodiversity conservation at international, regional and national levels, overcoming conceptual barriers and reinforcing linkages between gender, biodiversity and poverty eradication will be critically important. Pilot CBD level project work on gender and biodiversity needs to be linked to the implementation at country level of the One United Nations approach.

3. *Identify, develop/improve and promote gender-biodiversity implementation tools and methodologies*

50. Moving from concepts and policy to action in the enhanced implementation phase of the Convention will require implementation tools to mainstream gender into biodiversity-related activities. The Conference of the Parties to the Convention on Biological Diversity has already developed and adopted a number of work programmes, principles and guidelines to guide the work of Parties and others as they organize their approaches to biodiversity conservation and sustainable use. A threshold activity is to review these existing tools for any linkages to gender. From these entry points required work on gender and biodiversity can be determined. A key consideration will be to develop additional tools to show Parties and others “how-to” integrate a gender perspective into their biodiversity conservation activities.

4. *Establish the basis for Parties to the Convention on Biological Diversity to integrate a gender perspective into the national biodiversity planning processes*

51. The implementation of both the Convention and the Protocol are primarily actuated at the country-level through national biodiversity planning processes and the development and implementation of National Biodiversity Strategies and Action Plans and National Biosafety Frameworks. While national biodiversity planning processes provide a logical and readily available entry point for mainstreaming gender considerations, the usefulness of linking gender to biodiversity conservation may not be readily apparent to National CBD and Biosafety Focal Points. Therefore a key consideration will be to support awareness-raising amongst Focal Points, including assisting them to learn about and draw from national level processes – including stakeholders that are already active on gender and gender-environment issues. Progress to integrate gender considerations into national level biodiversity activities should be measured in an outcome oriented way with indicators. Opportunities should be provided for Parties to report on their approaches, progress and obstacles encountered to the Conference of the Parties to the Convention on Biological Diversity and the Conference of the Parties serving as the meeting of the Parties (COP-MOP) to the Protocol.

52. In order to promote the development of appropriate national level indicators on gender-biodiversity within the framework of the 2010 biodiversity target there is a need to closely collaborate with the Biodiversity Indicators Partnership.

D. Constituency sphere

53. In order to enhance effectiveness and efficiency towards the mainstreaming of gender issues, it is important that the Convention on Biological Diversity mobilizes partners and builds on existing efforts, best practices and lessons learned. Potential partners include *inter alia*, academic institutions, non-governmental organizations, intergovernmental organizations, indigenous peoples and local communities, United Nations agencies, and civil society.

1. Build partnerships and establish networks to promote the mainstreaming of gender within the Convention on Biological Diversity

54. As a first step, a stocktaking and review of relevant partners should be carried out so as to identify opportunities for collaboration and to avoid overlap. This identification can be carried out in collaboration with known partners including *inter alia*, UNEP, the Indigenous Women's Biodiversity Network, the Interagency Task Force on Gender, etc.

55. Outputs could include a database of partners, their objectives and mandates, principle activities and an evaluation of their relevance to the three objectives of the Convention on Biological Diversity.

56. Based on the review of partners, the Secretariat should seek to support such efforts through, for example, (i) the provision of technical advice and scientific information, (ii) support for resource mobilization for the implementation of COP- and COP-MOP-mandated activities, and (iii) knowledge sharing.

57. At the same time, the potential contributions of partners to the implementation of the Gender Plan of Action should be mobilized especially with regards to how their activities, tools, methodologies, etc. are relevant to the implementation of the Plan. In mobilizing these contributions it is important to define roles, responsibilities, timelines and conditions for collaboration through joint activities. Partnership agreements should take full account of cultural considerations (e.g. inter-cultural agreements).

58. In relation to partnership agreements between the Secretariat and other partners, there is a need to gender proof existing and new agreements before they are revised or signed.

59. It may also be useful to explore opportunities for the consolidation of partners at the regional and/or thematic levels in order to enhance information sharing and strengthen the capacities of relevant organizations. This could include facilitating the exchange of information through, for example, information technology and communication tools.

60. Building partnerships between relevant organizations and national focal points will also be important for the effective mainstreaming of gender. As such, details on regional and national gender organizations should be compiled and made available as an online database within the CBD website. This could be a first step in bringing together national focal points and potential partners, e.g. through regional workshops, CEPA activities, side events, etc. to identify how gender can be mainstreamed into the implementation of the Convention.

2. Link the CBD Gender Plan of Action with the UN System's activities

61. There are a number of existing mandates on the mainstreaming of gender issues, which should be considered by the Convention on Biological Diversity to ensure consistency. Means to accomplish this include *partnerships with gender focal points* firstly in MEA's but also in other United Nations agencies, so as to strengthen cooperation and support the gender focal point under the Convention on Biological Diversity.

62. The effectiveness of gender mainstreaming in the Convention on Biological Diversity could benefit from experiences. Best practices, and lessons learned can be garnered through linking ongoing gender mainstreaming efforts through the One United Nations process.

63. Further benefits will be achieved by connecting with the Interagency Task Force on Gender and by including gender in the agenda of the Joint Liaison Group and Biodiversity Liaison Group.

3. *Build awareness of biodiversity issues among gender and women's organizations*

64. In order to increase the understanding of biodiversity issues among women and gender organizations, it is necessary to implement an awareness-raising campaign - this for example could be done through the CEPA Global Initiative. This will allow participating organizations to identify opportunities for their full participation in the processes and implementation of the Convention on Biological Diversity.

65. As such, the Secretariat should ensure, to the extent possible, that outreach material and technical publications are translated into the six United Nations languages and encourage the translation of such material into local and indigenous languages.

66. Additional material should also be developed including material on (i) the relevance of biodiversity to livelihoods, culture, traditional knowledge, health and food security, (ii) the link between biodiversity and the provision of basic human rights, such as access to water, and (iii) training modules on the relevance of biodiversity to the consideration of gender issues.

67. To enhance dissemination to relevant organizations it would be useful to identify regional or national organizations, who can act as the repository for relevant material and include such organizations on the mailing list.

4. *Build capacity of women, particularly indigenous women, to participate in CBD processes and decision-making*

68. Convention processes will benefit from building women's capacity, and ensuring the equitable involvement of women, particularly indigenous women at all levels of decision making relevant to the Convention on Biological Diversity.

69. To facilitate such capacity building and equitable involvement in decision making processes, a needs assessment in collaboration with gender experts and women, particularly indigenous women should be conducted to analyze and plan for capacity building needs of these groups.

70. Based on these needs, preparatory meetings and trainings for women, particularly indigenous women leaders, should be supported prior to each Conference of the Parties. Support should also be enhanced for capacity-building on biodiversity and gender implemented by indigenous women's alliances and other relevant gender organizations including through the establishment of a pool of experts/facilitators to support capacity-building.

IV. IMPLEMENTING THE GENDER PLAN OF ACTION

POLICY SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
Make gender and biodiversity a strategic priority of the Convention and the Protocol	Integrate gender into the Strategic Plans of the Convention and the Protocol	<ul style="list-style-type: none"> • Gender considerations are fully integrated into the Strategic Plan of the Convention
	Seek endorsement for the CBD Gender Plan of Action from the Parties	<ul style="list-style-type: none"> • CBD Gender Plan of Action presented to COP 9 • CBD Gender POA endorsed
	Communication of existing efforts / policies towards the promotion of gender equality within the CBD and the UN at large.	<ul style="list-style-type: none"> • Documentation of the gender equality initiative elaborated • CBD and UN system informed about the process of gender mainstreaming
Secure ongoing commitments from funders to support gender and biodiversity	Integrate gender into the CBD Resource Mobilization Strategy	<ul style="list-style-type: none"> • Budget allocated to gender mainstreaming • Percentage of biodiversity-gender initiatives with assigned resources
	Build awareness of gender and biodiversity links among CBD donors	<ul style="list-style-type: none"> • Information on gender and biodiversity linkages facilitated to CBD donors • Agreements with donors made, including mobilizing and allocating resources to strengthen the mainstreaming of gender at the CBD
	Harmonize gender planning with GEF Secretariat and the GEF Agencies	<ul style="list-style-type: none"> • Number of initiatives funded to CBD by GEF that includes gender considerations
Secure high-level commitment for gender and biodiversity within the CBD Secretariat	Present gender – biodiversity issues to senior management to build awareness and secure their support for mainstreaming	<ul style="list-style-type: none"> • Workshop on gender and biodiversity for Senior Management Officers carried out • Inclusion of gender on the agenda of Senior Management Meetings • Executive Secretary communicates to the SCBD the commitment with gender equality

POLICY SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
	<p>Mainstream gender within the four-year rolling work plan of the Secretariat.</p> <ul style="list-style-type: none"> • Develop a checklist / guidance to ensure that gender issues are taken into account in the draft four-year rolling work plan currently being developed and revise the plan as needed. 	<ul style="list-style-type: none"> • Inclusion of gender considerations throughout the rolling work plan of the Secretariat • Checklist to ensure gender mainstreaming in the work plan of the Secretariat elaborated • Work Plan of the SCB includes gender considerations
ORGANIZATIONAL SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
Establish a body within the SCBD to support gender mainstreaming	<p>Appoint full time gender focal point (GFP)</p> <ul style="list-style-type: none"> • Earmark/assign adequate resources • Train the gender focal point 	<ul style="list-style-type: none"> • TORs of the GFP of the Convention specify full time dedication to the mainstreaming of gender • GFP appointed at the programme officer level • Adequate resources guaranteed for the establishment and operation of this position • GFP received training to carry out the CBD POA
	<p>Create a gender task force (GTF)</p> <ul style="list-style-type: none"> • Apply UNEP TORs for GTF (annex III) • Appoint a staff member from each division to the GTF • Train task force members 	<ul style="list-style-type: none"> • Gender Task Force created to support the work of the GFP • TORs of the GTF defined • Representation of staff members of each division in the GTF • GTF members trained on gender mainstreaming
Strengthen gender-specific capacities of all SCBD staff	Develop and implement a training programme for the SCBD	<ul style="list-style-type: none"> • SCBD participates in gender training programme (general and specialized training) • In-house gender expertise developed to support gender mainstreaming in all divisions and programmes • Gender mainstreamed in the work of the SCBD (percentages of documents that mainstream gender, initiatives that mainstream gender)

ORGANIZATIONAL SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
	Establish a coaching system of learning-by-doing <ul style="list-style-type: none"> • Create internal gender peer review mechanism drawing on external expertise • Monitor how gender peer review mechanism has impacted SCBD documents and other products 	<ul style="list-style-type: none"> • SCBD gender mainstreaming capacity enhanced with the support of external gender experts • Number of documents and other CBD products that integrate a gender equality perspective
	Monitor regularly how gender training has impacted the work of the staff	<ul style="list-style-type: none"> • Monitoring and Evaluation System in place to assess the impacts of the gender training programme • Percentage of staff and initiatives that are gender-sensitive
Ensure gender equality is reflected in human resource management	Follow UNEP Human Resources policy regarding Gender Plan of Action	<ul style="list-style-type: none"> • A Gender Sensitive Human Resources Policy for the CBD defined • Parity of women and men hired and recruited • Number of men and women in decision-making positions
Increase awareness of responsibility of all staff for gender mainstreaming	Adapt and apply UNEP manual for staff responsibilities for gender mainstreaming	<ul style="list-style-type: none"> • Manual for staff responsibilities adapted from UNEP's manual • Manual for staff responsibilities disseminated to all SCBD
	Establish a system of incentives and rewards for gender mainstreaming based on UNEP system	<ul style="list-style-type: none"> • System of incentives and rewards established
Develop indicators to measure the extent of gender mainstreaming within the Secretariat	Hold a workshop with GTF and partner specialist to develop indicators to complement the CBD Gender POA	<ul style="list-style-type: none"> • Indicators for the Gender POA of the CBD defined and incorporated
	Include progress toward the gender indicators when assessing the performance of Senior Manager	<ul style="list-style-type: none"> • Gender performance include in E-Pas
DELIVERY SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
Collect and disseminate gender-biodiversity related information	Identify who is doing what in gender-biodiversity work	<ul style="list-style-type: none"> • Partners and initiatives on gender and biodiversity identified • Alliances established with key organizations and institutions

DELIVERY SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
	Collect and disseminate gender-biodiversity related materials, such as case-studies, into SCBD knowledge management platform (including CHM/BCH and website)	<ul style="list-style-type: none"> • Case-studies and materials on biodiversity and gender collected • Information on gender and biodiversity disseminated into the SCBD knowledge management platform • CHM/BCH and website include gender-biodiversity related information • Personnel using new methodologies and informed on gender and biodiversity
	Identify and publicize special events on gender-biodiversity linkages	<ul style="list-style-type: none"> • Information on special events related to gender-biodiversity identified and disseminated
Link gender, biodiversity and poverty eradication	Reinforce linkages between MDGs and CBD objectives	<ul style="list-style-type: none"> • Percentage of documents that establish the linkage with MDG3 and biodiversity
	Reinforce linkages between the Millennium Ecosystem Assessment, gender and CBD objectives	<ul style="list-style-type: none"> • Percentage of documents that establish the linkages between the Millennium Ecosystem Assessment, gender and CBD objectives
	Link Swiss gender-biodiversity project to SCBD poverty initiatives	<ul style="list-style-type: none"> • Number of initiatives that link gender and poverty promoted by the SCBD
Identify, develop/improve and promote gender-biodiversity implementation tools and methodologies	Review existing CBD tools from a gender perspective (e.g., principles, guidelines and work programmes)	<ul style="list-style-type: none"> • Number of existing CBD tools reviewed from a gender perspective
	Identify entry points for gender-biodiversity linkages in CBD implementation processes (e.g., NBSAPs, national reporting, CEPA)	<ul style="list-style-type: none"> • Entry points for the gender perspective into the CBD identified • Number of process that mainstream gender
	Develop/improve and promote appropriate “how-to” tools (e.g., guidelines, outreach materials, workshops)	<ul style="list-style-type: none"> • Tools for the mainstreaming of gender in biodiversity elaborated and disseminated • Inclusion of gender considerations into guidelines, principles and work programmes • Number of divisions and staff using these gender and biodiversity guidelines

DELIVERY SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
Establish the basis for CBD and Protocol Parties to integrate a gender perspectives into the national biodiversity planning processes	Raise CBD and Protocol National Focal Point awareness on linkages between gender-biodiversity (e.g., develop a communications strategy, outreach materials, NBSAP workshops, CBD work programmes)	<ul style="list-style-type: none"> • The awareness communication strategy for the CBD and Protocol National Focal Points is designed and implemented • Outreach materials elaborated for the CBD and Protocol National Focal Points on gender and biodiversity • Number of national focal points using outreach materials on biodiversity • NBSAPs workshops on gender and biodiversity carried out • Number of NBSAPs that include gender considerations into their planning process • Gender mainstreamed in the CBD and Protocol Programmes of work and cross-cutting issues
	Link CBD and Protocol National Focal Points to existing national level processes and networks on gender and environment (e.g., UNDP, GEF Small Grants Programme, NGOs)	<ul style="list-style-type: none"> • CBD and Protocol National focal points participate in national level processes • CBD and Protocol National focal points integrated into existing networks on gender and environment
	Promote development of appropriate national level indicators on gender-biodiversity within the framework of the 2010 Biodiversity Target	<ul style="list-style-type: none"> • Gender indicators included within the framework of the 2010 Biodiversity Target • Gender indicators used by the countries in their reports to the 2010 Biodiversity Target
	Request CBD and Protocol Parties to report to the COP and COP-MOP on their efforts to integrate gender perspectives into their country's national biodiversity planning processes	<ul style="list-style-type: none"> • By COP 10 50% of Parties to the CBD report to the COP about their efforts to a integrate gender perspectives into their National Biodiversity Planning Processes

CONSTITUENCY SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
Build partnerships and establish networks to promote the mainstreaming of gender within the Convention on Biological Diversity and the Protocol	Identify networks working on gender and biodiversity/environment (including <i>inter alia</i> , academia, ILC's, NGO's, network of women Ministers of Environment, other UN agencies (WIPO, Permanent Forum on Indigenous Issues, UNEP and its Regional Offices, etc.))	<ul style="list-style-type: none"> • Networks of partners established • Regular meetings with partners and networks
	Identify how the CBD can promote these existing networks and partners	<ul style="list-style-type: none"> • GFP of the CBD participating in gender and biodiversity/environment networks
	Identify how existing networks and partners can contribute to the implementation of the CBD Gender Plan of Action	<ul style="list-style-type: none"> • Network assists with programme advice and securing of new funds • Partners and networks exchange information on how to mainstream gender into the POA
	Formalize partnerships through joint activities	<ul style="list-style-type: none"> • Execute activities and initiatives with partnerships
	Review new and existing partnership agreements in order to mainstream gender	<ul style="list-style-type: none"> • Number of partnership agreements that mainstream gender
	Develop of database of relevant gender organizations at the regional and national level and make this information available to Parties and partners	<ul style="list-style-type: none"> • Data-base in place and disseminated to Parties
Link the CBD Gender Plan of Action with the UN System's activities	Build partnerships with gender focal points in other UN agencies	<ul style="list-style-type: none"> • Number of activities and initiatives carried out with UN agencies
	Connect with the One UN process	<ul style="list-style-type: none"> • CBD Gender Plan of Action taken into consideration within the One UN process
	Connect with the Inter-agency Task Force on Gender	<ul style="list-style-type: none"> • Participation of the CBD gender focal point in the Inter-agency Task Force on Gender
	Include gender in the agenda of the Joint Liaison Group and Biodiversity Liaison Group	<ul style="list-style-type: none"> • Gender included in the agenda of the Joint Liaison Group and Biodiversity Liaison Group

CONSTITUENCY SPHERE		
TARGETS	ACTIONS/STEPS	INDICATORS
Build awareness of biodiversity issues among gender and women organizations	Disseminate International Biodiversity Day material, and other relevant publications to gender experts / organizations	<ul style="list-style-type: none"> Materials produced on the linkages of biodiversity conservation and gender shared with women's organizations and gender experts
	Provide gender experts / organizations with information on the importance of biodiversity	<ul style="list-style-type: none"> Number of women's organizations and gender experts updated in the importance of gender in biodiversity
	Develop and disseminate training modules on the relevance of biodiversity to the consideration of gender issues	<ul style="list-style-type: none"> Dissemination of materials and expertise in linking gender and biodiversity with women's organizations and gender experts Number of women's organizations and gender experts supporting biodiversity initiatives
Build capacity of women, particularly indigenous women, to participate in CBD processes and decision-making	Conduct a capacity building needs assessment	<ul style="list-style-type: none"> A capacity building needs assessment carried out
	Hold preparatory meetings and training for women, particularly Indigenous women leaders, prior to each COP and COP-MOP	<ul style="list-style-type: none"> Number of women participating in COP and COP-MOP Impact of the training in quality of participation of women during COP and COP-MOP.
	Enhance support for capacity building on biodiversity and gender implemented by indigenous women's alliances and other relevant gender organizations	<ul style="list-style-type: none"> Budget allocation and technical assistance for capacity building on biodiversity and gender for indigenous women's alliances and other relevant gender organizations

V. CONCLUSION

71. The present Gender Plan of Action is the first attempt to mainstream gender comprehensively throughout the organization. The Convention on Biological Diversity is at a considerable advantage in this respect, because the methodology outlined in the Plan of Action draws on recommendations resulting from other experiences in gender mainstreaming both inside and outside of the United Nations system. Thus, in implementing the Gender Plan of Action, the Convention on Biological Diversity will learn from and build on previous successes and challenges.

72. The present Gender Plan of Action recommends a number of actions be taken by the Convention on Biological Diversity in the realm of gender equality and biodiversity. There are some specific conditions that may prevent the comprehensive mainstreaming of gender equality in the Convention on Biological Diversity, and other conditions that would facilitate the success of gender mainstreaming. Both sets of conditions are outlined below to inform the implementation of the present Plan of Action.

A. *Conditions that prevent gender mainstreaming*^{2/}

73. The following conditions may obstruct efforts to mainstream gender equality in activities of the Convention on Biological Diversity:

- (a) A hostile or indifferent institutional culture;
- (b) “Ghettoization” of gender;
- (c) A failure to highlight the construction of male as well as female gender identities, and the impact of changing gender roles and relations on men and masculinity, in any gender mainstreaming initiative;
- (d) A failure to connect organisational (internal) gender mainstreaming efforts to broader political, social, economic and environmental realities;
- (e) Framing of gender mainstreaming as a single and finite target, rather than a long-term undertaking, requiring extensive capacity-building and organizational change; and
- (f) Unavailability of sex-disaggregated data, and inadequacies in indicators, data and analyses that would otherwise reveal the gendered dimensions of issues.

B. *Conditions that facilitate successful gender mainstreaming*

74. The following conditions may facilitate efforts to mainstream gender equality in activities of the Convention on Biological Diversity:

- (a) An institutional culture that is open to gender perspective and willing to undertake the self-assessment necessary to overcome obstacles to the mainstreaming of a gender perspective;
- (b) The presence of external and internal pressures to undertake gender mainstreaming and responsiveness to those pressures;
- (c) Identification of gender-mainstreaming as a cross-cutting responsibility;
- (d) An understanding that gender mainstreaming is a continuous and evolving undertaking;
- (e) Careful and consistent use of available sex-differentiated data, indicators and analysis and deployment of adequate resources to support their collection.
- (f) Accountability (including real consequences) for failures to implement agreed gender mainstreaming policies and practices routinely; and

^{2/} Adapted from Seager & Hartmann, 2005.

(g) Political commitment to the goal of securing gender equality on the part of the Executive Secretary and the leadership at the highest levels.

75. The present Plan of Action is not a static document and will continue to evolve according to changing institutional, political, and global and regional realities. It is most likely that the United Nations reform process will, once completed, require the Plan to be revisited and updated. The Plan will serve as a direct input into annual work plans developed by the various divisions and units of the Convention on Biological Diversity, and these work plans are expected to integrate elements of the Plan gradually.

Annex I

ACRONYMS

BLG	Biodiversity Liaison Group
CBD	Convention on Biological Diversity
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CEPA	Communication, Education and Public Awareness
COP	Conference of the Parties
COP – MOP	Conference of the Parties to the Convention on Biological Diversity serving as the Meeting of the Parties to the Cartagena Protocol on Biosafety
ECOSOC	Economic and Social Council of the United Nations
FAO	Food and Agriculture Organization
GEF	Global Environment Facility
GEF SGP	Global Environment Facility Small Grants Programme
GTF	Gender Task Force
HR	Human Resources
ILC	Indigenous and Local Communities
ILO	International Labour Organisation
IUCN	World Conservation Union
JLG	Joint Liaison Group
MDG	Millennium Development Goal
NBSAP	National Biodiversity Strategies and Action Plans
NFP	National Focal Point
NGO	Non-governmental Organization
POA	Plan of Action
SBSTTA	Subsidiary Body on Scientific, Technical and Technological Advice
SCBD	Secretariat Convention on Biological Diversity
TOR	Terms of reference
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children Fund
UNIFEM	United Nations Development Fund for Women
WEDO	Women in Environment and Development Organization
WHO	World Health Organization
WIPO	World Intellectual Property Organization

Annex II

LEGAL FRAMEWORK IN RELATION TO GENDER AND BIODIVERSITY

Convention on Biological Diversity (CBD)	
Main inputs	Opened for signature at the Earth Summit in Rio de Janeiro in 1992, the Convention on Biological Diversity is the international framework for the conservation and sustainable use of biodiversity and the equitable sharing of its benefits.
Specific text	<p>Preamble, paragraph 13 “Recognizing also the vital role that women play in the conservation and sustainable use of biological diversity and affirming the need for the full participation of women at all levels of policy-making and implementation for biological diversity conservation...”</p> <p>COPs Decision V/16: Article 8(j) and related provisions: “Recognizing the vital role that women play in the conservation and sustainable use of biodiversity, and emphasizing that greater attention should be given to strengthening this role and the participation of women of indigenous and local communities in the programme of work”.</p> <p>Programme of work Implementation 8(j) CBD General Principles: “Full and effective participation of women of indigenous and local communities in all activities of the programme of work”.</p> <p>Task 4 (e): “Promote culturally appropriate and gender specific ways in which to document and preserve women's knowledge of biological diversity”.</p> <p>WGR-2The report of the second meeting of the Ad Hoc Open-ended Working Group on the Review of Implementation on the Convention “<i>Recalling</i> the guidance provided by the Conference of the Parties concerning national biodiversity strategies and action plans, annexed to this recommendation, and <i>taking note</i> of the lessons learned from the in-depth review, <i>urges</i> Parties in developing, implementing and revising their national and, where appropriate, regional, biodiversity strategies and action plans, and equivalent instruments, in implementing the three objectives of the Convention, to (d) promote the mainstreaming of gender considerations</p>
Agenda 21	
Main inputs	<p>Agenda 21, which establishes a blueprint for sustainable development, was adopted at the United Nations Conference on Environment and Development, in Rio de Janeiro in 1992.</p> <p>It includes a complete chapter on gender related issues, which calls upon governments to make necessary constitutional, legal, administrative, cultural, social, and economic changes in order to eliminate all obstacles to women’s full involvement in sustainable development and in public life.</p>
Specific text	Agenda 21 recognizes the importance of the knowledge and traditional practices

	<p>of women, and underscores the contribution women have made to biodiversity conservation (section 24.2 (c)). Agenda 21 calls for the adoption of measures to translate its objectives into clear strategies (section 24 (f)).</p>
<p>Beijing Declaration and Platform for Action</p>	
<p>Main inputs</p>	<p>Two documents emanated from the IV World Conference on Women: the Beijing Declaration and Platform for Action. These documents establish a strategy and responsibilities for State Parties. The Platform for Action warns that: “the human rights of women, as defined by international human rights instruments, will only be dead words unless they are fully recognized, protected, applied, and effectively enforced, at national legal and practical levels...” (Paragraph 218).</p> <p>Strategic Objective K of the Beijing Platform for Action commits to securing the active involvement of women in environmental decision-making; integrating gender concerns and perspectives in policies and programmes for sustainable development; and strengthening or establishing mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women.</p>
<p>Specific text</p>	<p>Strategic objective K.1.</p> <p>Involve women actively in environmental decision-making at all levels</p> <p>Point 253.Calls upon Governments, at all levels, including municipal authorities, as appropriate to take actions to be:</p> <p>c) Encourage, subject to national legislation and consistent with the Convention on Biological Diversity, the effective protection and use of the knowledge, innovations and practices of women of indigenous and local communities, including practices relating to traditional medicines, biodiversity and indigenous technologies, and endeavor to ensure that these are respected, maintained, promoted and preserved in an ecologically sustainable manner, and promote their wider application with the approval and involvement of the holders of such knowledge; in addition, safeguard the existing intellectual property rights of these women as protected under national and international law; work actively, where necessary, to find additional ways and means for the effective protection and use of such knowledge, innovations and practices, subject to national legislation and consistent with the Convention on Biological Diversity and relevant international law, and encourage fair and equitable sharing of benefits arising from the utilization of such knowledge, innovation and practices;</p> <p>Strategic objective K.2.</p> <p>Integrate gender concerns and perspectives in policies and programmes for sustainable development.</p> <p>Strategic objective K.3.</p> <p>Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women.</p>
<p>Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)</p>	
<p>Main inputs</p>	<p>The principal instrument for the protection of women’s rights is the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) adopted</p>

	in 1979 by the General Assembly of the United Nations (UN). ³
Specific text	<p>CEDAW defines discrimination against women as: “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field” (Article 1).</p> <p>In a provision of much relevance to the Convention on Biological Diversity, the Convention obliges States Parties to take “all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development” and, “participate in the elaboration and implementation of development planning at all levels”, and “in all community activities”(Article 14.2).</p>
UN Declaration on the Rights of Indigenous Peoples	
Main inputs	On the 13th of September 2007, after more than 20 years of negotiation the United Nations Declaration on the Rights of Indigenous Peoples (DECRIPS) was finally adopted.
Specific text	DECRIPS specifically prohibits discrimination against women (Article 22.2), providing that all the rights and freedoms recognized in the declaration be guaranteed equally to male and female indigenous people (Article 44). This sets a standard, which should inform the implementation of the Declaration.
WSSD Plan of Implementation	
Main inputs	The World Summit on Sustainable Development (WSSD) Plan of Implementation 2002, adopted in Johannesburg, promotes women’s equal access to and full participation in decision-making at all levels, on the basis of equality with men. It calls for mainstreaming gender perspectives in all policies and strategies, the elimination of all forms of discrimination against women and the improvement of the status, health and economic welfare of women and girls through full and equal access to economic opportunities, land, credit, education and health-care services.
Millennium Development Goals	
Main inputs	At the 8 th plenary session of the UN General Assembly in September 2000, countries adopted the Millennium Declaration, committing themselves to respect the equal rights of all without distinction as to race, sex, language or religion. The UN also adopted the Millennium Development Goals (MDGs), which are referred as a blueprint for the realisation of the Millennium Declaration.
Specific text	<p>The Declaration identifies certain fundamental values to be essential to international relations in the twenty-first century. To secure their realisation signatories commit to:</p> <ul style="list-style-type: none"> • Assure equal rights and opportunities for women and men (Article 6). • Promote equality between sexes and the empowerment of women as effective means to combat poverty, hunger and diseases, and promote a truly sustainable development. • Ensure that all may take advantage of the benefits of new technologies, particularly information and communication technologies, and • Secure the full implementation of the Convention on Biological Diversity.

^{3/} As of April 2007 CEDAW had been ratified by 185 countries, <http://www.ohchr.org/english/law/cedaw.htm>

Leipzig Declaration and the Global Action Plan for the Conservation and Sustainable Utilization of Genetic Resources	
Main inputs	Draws the international community's attention to the role women have played in the conservation and development of genetic resources. They express as a desirable objective, the equitable distribution of the benefits derived from the use of traditional knowledge, taking into account the contributions made by women, especially rural women.
Specific Text	The declaration points out the imbalance between women's responsibilities for conserving nature, the disadvantages faced, and their under-representation in decision-making venues (Articles 248, 249 and 250).
United Nations Economic and Social Council (ECOSOC) Resolution 2005/31	
Main inputs	In 2005, the United Nations Economic and Social Council (ECOSOC) adopted a resolution with a view to ensuring the mainstreaming of a gender perspective in all the policies and programs of the United Nations system
Specific text	<p>The ECOSOC resolution calls upon "all entities of the United Nations system, including United Nations agencies, funds and programs, to intensify efforts to address the challenges involving the integration of gender perspectives into policies and programs, including:</p> <ul style="list-style-type: none"> • Developing action plans with clear guidelines on the practical implementation of gender mainstreaming; • Fully incorporating a gender perspective into programme budgets; • Ensuring continuous awareness raising and training on gender issues for all staff; • Requiring gender analysis for both policy formulation and programmatic work; • Ensuring commitment by senior management to gender mainstreaming; • Strengthening accountability systems for gender mainstreaming; • Incorporating a gender perspective into operational mechanisms, such as those relating to the implementation of Millennium Development Goals; • Continuing to support governments and to work with civil society in their efforts to implement the Beijing Platform for Action; • Development and institutionalization of monitoring and evaluation tools and gender impact analysis methodologies, promoting the collection, compilation and analysis of sex-disaggregated data; • Promoting mainstreaming of gender perspectives into key macroeconomic and social development policies and national development programmes."

Annex III

TERMS OF REFERENCE FOR CBD GENDER FOCAL POINT

1. In order to promote the implementation of CBD's Gender Plan of Action 2008-2010, several organizational steps have been planned to enhance the process.
2. One of the main elements at the institutional level is the establishment of a gender focal point. Although the overall responsibility for gender mainstreaming is recognized as an institutional responsibility and all staff and senior management are held accountable for performance in this area, the gender focal point will act as a resource person on gender mainstreaming and be a catalyst for gender issues in divisions or offices.
3. The gender focal point (f/m) will be selected for a renewable term of two years.

A. *Tasks and duties*

The gender focal point:

- has a strong commitment to the goal of gender equality;
 - supports the division or office in fulfilling his or her responsibilities for the achievement of gender equality and the implementation of the Gender Plan of Action and the development and implementation of the gender action plan for the division or office;
 - informs and assists Senior Management in monitoring efforts to achieve gender equality, keeping abreast of opportunities to improve the status of women in the organization and enhance gender equality, and assists in relevant development of policies and programmes;
 - encourages her/his colleagues to apply gender specific mechanisms for gender mainstreaming, such as gender assessments, gender specific indicators, gender budgeting;
 - acts as a catalyst in the Secretariat and takes steps to strengthen the capacity on gender-environment of her/his colleagues, e.g. by organizing training sessions;
 - stimulates a further deepening of the knowledge base on gender aspects of the work of the Secretariat;
 - networks with external centers of expertise on gender and environment (including international agencies, national institutes and NGOs), relevant for the Secretariat;
 - works closely with the gender focal points from the various UN agencies;
 - develops project proposals for specific activities in the area of gender-environment.
4. The gender focal point keeps the Senior Management fully informed, including through written reporting.

B. *Qualifications*

5. The gender focal point has the following qualifications:
 - analytical and scientific capacity
 - basic knowledge and understanding of gender-environment linkages in general and the divisional or regional context in particular
 - basic knowledge of gender specific methodologies
 - education or work experience in both social sciences and environment is an advantage
 - willingness to strengthen her/his own capacity in this area
 - well accustomed to the work of the division or office
 - team worker
 - strong communication skills, including writing skills and public speaking
 - networking ability

- at least 2 years working experience in SCBD

C. *Modalities of work*

- The gender focal point will have the standing in the office to do her/his job effectively, and should have direct access to the management.
- She/he will have a guaranteed allocation of her/his time to the tasks mentioned above. Approximately 80 to 90% of her/his time will be allocated to gender issues, depending on the Secretariat's needs. This will be reflected in the E-pas and evaluated at the mid-term and end of year reviews.
- She/he will have access to all information necessary to the discharge of her/his function
- The gender focal point will have access to training to strengthen her/his capabilities

D. *Selection process*

6. Staff interested in being a gender focal point should apply to their directors of office and/or division.
7. The Gender focal point will be appointed by the Executive Secretary, following consultations at the divisional or office level and in line with the qualifications described in the terms of reference.
8. Male candidates are encouraged and the directors of the division will seek to achieve a gender balance within the Secretariat when appointing the gender focal point.
9. Divisions shall select one gender focal point and will nominate an alternate to represent the gender focal point in case she/he is unable to attend meetings and or related activities.

Annex IV

GENDER-RELATED TERMINOLOGY

Access

1. Access to resources implies that women are able to use and benefit from specific resources (including material, financial, human, social and political ones).

Control

2. Control over resources implies that women can obtain access to a resource as and can also make decisions about the use of that resource. For example, control over land means that women can access land (use it), can own land (can be the legal title-holders), and can make decisions about whether to sell or rent the land.

Empowerment

3. Empowerment implies people – both women and men – taking control over their lives by setting their own agendas, gaining skills (or having their own skills and knowledge recognized), increasing their self-confidence, solving problems, and developing self-reliance. It is both a process and an outcome. Empowerment implies an expansion in women's ability to make strategic life choices in a context where this ability was previously denied to them.

Gender

4. The term gender refers to the social roles and relations between women and men. This includes the different responsibilities of women and men in a given culture or location. Unlike the sex of men or women, which is biologically determined, the gender roles of women and men are socially constructed and such roles can change over time and vary according to geographic location and social context.

Gender-blind

5. An approach/strategy/framework/programme may be defined as gender-blind when the gender dimension is not considered, although there is clear scope for such consideration. This is often as a result of lack of training in, knowledge of and sensitization to gender issues, leading to an incomplete picture of the situation being addressed and, consequently, to failure.

Gender-neutral

6. An approach/strategy/framework/programme may be defined as gender-neutral when the human dimension is not relevant, and thus gender is not an implication.

Gender analysis

7. A tool to assist in strengthening development planning, implementation, monitoring and evaluation, and to make programmes and projects more efficient and relevant. Ignoring gender issues has resulted in gender-blind development strategies that have caused many development programmes and projects to fail in reaching their principal goals and delivering the desired benefits to the target population and have sometimes led to unintended negative impacts.

8. Within the United Nations system, gender analysis has been established as a basic requirement for the gender mainstreaming strategy. The current situation of rural women and men in relation to different issues and problems and the impact of agricultural and rural development policies, legislation,

and projects and programmes on women and men respectively – and on the relations between them – should be analysed before any decisions are made.

9. Gender analysis should go beyond cataloguing differences to identifying inequalities and assessing relationships between women and men.

10. Gender analysis helps us to frame questions about women and men's roles and relations in order to avoid making assumptions about who does what, when and why. The aim of such analysis is to formulate development interventions that are better targeted to meet both women's and men's needs and constraints.

Gender equality

11. Gender equality entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender mainstreaming

12. In UNEP, gender mainstreaming involves ensuring that attention to gender equality is a central part of all environmental and sustainable development interventions, including analyses, policy advice, advocacy, legislation, research, and the planning, implementation, monitoring and evaluation of programmes and projects.

13. Gender mainstreaming has been defined by the ECOSOC Agreed Conclusions, in its resolution 1997/2 of 18 July 1997, as: “a strategy for making women’s, as well as men’s, concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Resources

14. Resources are means and goods, including those that are economic (household income) or productive (land, equipment, tools, work, credit); political (capability for leadership, information and organization); and time.
