

Initial Consultation Document – Developing a basis for a post-2020 gender plan of action

Introduction

1. In [decision 14/18](#), the Conference of the Parties requested the Executive Secretary, subject to availability of resources, to undertake a review of the implementation of the 2015-2020 Gender Plan of Action,¹ in parallel to the development of the fifth edition of the Global Biodiversity Outlook and the second edition of the Local Biodiversity Outlooks, in order to identify gaps, best practices and lessons learned. Document [CBD/SBI/3/2/Add.3](#) on the Review of implementation of the 2015-2020 Gender Plan of Action was prepared in response to this request.
2. Among other findings, this review highlighted the value of the 2015-2020 Plan as a policy and advocacy tool, and proposed that a new plan be developed in a participatory and consultative manner. On this basis, and taking into account the extended timeframe before the fifteenth meeting of the Conference of the Parties¹, the Secretariat now proposes to initiate a consultation on the development of a new gender plan of action for the post-2020 period. The present document puts forward a draft outline for a new gender plan of action, based on findings from the review of the 2015-2020 Plan as well as consultations on gender in the post-2020 global biodiversity framework. It includes guiding questions to support the provision of input by Parties and stakeholders to the Convention.
3. The purpose of this consultation is to provide initial feedback on the structure of a draft plan, to obtain input on the identification of priority areas for action and associated objectives. National and sub-national actions may be specified at a later stage of development of the draft plan. Inputs are requested on this draft outline, to prepare a revised draft outline for discussion at the third meeting of the Subsidiary Body on Implementation², to support the preparation of a new gender plan of action for consideration at the fifteenth meeting of the Conference of the Parties in 2021.
4. **Comments are requested by 31 August 2020** using the template accessible from <https://www.cbd.int/sbi/review.shtml>.

Background

Review of implementation of the 2015-2020 Gender Plan of Action

5. The proposed draft outline of a gender plan of action for the post-2020 period draws on experience and inputs received in the review of the implementation of the 2015-2020 Gender Plan of Action³, which included the identification of best practices, lessons learned and gaps.
6. Best practices identified in the implementation of the Gender Plan of Action included reviews and analyses of policies to make them more gender-responsive, as well as the application of sex-disaggregated data to determine such things as restoration options to benefit women as well as men, and gender gaps in land ownership. Best practices at the institutional level included commitments to improve accountability and reporting on actions to reduce gender gaps, and raise funds for gender-responsive action. Initiatives that served to raise awareness, build capacity and share learning to support equitable engagement of women in biodiversity-related sectors, were also identified as best practices.

¹ <https://www.cbd.int/doc/notifications/2020/ntf-2020-050-sbstta-sbi-en.pdf>

² Proposed dates 9-14 November 2021, Quebec City, Canada (to be confirmed)

³ [CBD/SBI/3/2/Add.3 – Review of Implementation of the 2015-2020 Gender Plan of Action](#)

7. Lessons learned pointed to the value of the Gender Plan of Action as a policy/advocacy tool, although the Plan was found to be more useful in supporting global efforts to implement the Convention than national ones, suggesting that attention should be paid to ensure a new plan can better advance national implementation. The need for clear, actionable and measurable gender-biodiversity objectives to support implementation, long-term investment and concerted action was also identified, as well as the need to build on project results to strengthen action at larger scales.

8. Gaps, or areas requiring further attention, also related to enhancing national implementation of the plan. These included the need for further capacity development, the collection and analysis of sex-disaggregated data, as well as adequate financing and reporting.

Guidance for addressing a gender perspective in the post-2020 period

9. The review suggested that a new gender plan of action or strategy, along with measurable targets and appropriate indicators, will be needed to support the implementation of a gender-responsive post-2020 global biodiversity framework. It was indicated that the development of a post-2020 gender plan of action should follow a consultative and participatory process, which engages Parties and relevant organizations and stakeholders. The review also found that gender-responsive implementation in the post-2020 period will require gender to be fully mainstreamed in national biodiversity strategies and action plans (NBSAPs), integrated in the post-2020 review process, and addressed in national reporting.

10. Regarding structure, results from the review indicated that a new plan should provide clear actions, activities, SMART⁴ targets, and gender-responsive indicators. It was also proposed that a new plan should be framed around key priority areas: equal access to decision-making processes, equal access to biological resources, and equal access to benefits from conservation and sustainable use of biodiversity.

Consultations – integrating gender equality in the post-2020 global biodiversity framework

11. UN-Women, in partnership with the Secretariat of the Convention on Biological Diversity, organized an expert workshop to develop recommendations on possible ways to integrate a gender perspective in the post-2020 global biodiversity framework, held on 11 to 12 April 2019 in New York, USA⁵. Key recommendations emerging from discussions included the need for:

- Increasing women's leadership, participation and access to decision-making fora, including through quotas to ensure women's equitable representation;
- Strengthening women's collective action;
- Promoting and protecting women's rights and access, control and ownership of resources, including land; and
- Enabling actions to enhance and ensure equitable benefits and human well-being, taking into account targeted, adequate and reliable means of implementation.

12. The results of this consultation were further developed in a strategy session held by UN-Women on the margins of the first meeting of the Open-ended Working Group on the Post-2020 Global Biodiversity Framework, and have been shared in subsequent online discussions.

⁴ Specific, Measurable, Achievable, Relevant, Time-bound

⁵ More details on the expert workshop, including the workshop report, can be found at <https://www.cbd.int/conferences/post2020/gender>

Structure of a new plan and alignment with the post-2020 global biodiversity framework

13. A draft outline of a gender plan of action has been prepared as a basis for consultation, taking into account the findings of the review of implementation of the 2015-2020 Gender Plan of Action and consultations on addressing gender in the post-2020 global biodiversity framework. The draft outline is intended to align with the zero draft of the post-2020 global biodiversity framework and its goals and targets, including the proposed target 20 of the draft monitoring framework, which addresses issues of equitable participation in decision-making and rights over relevant resources⁶. Recognizing that gender equality and women's empowerment are essential cross-cutting components for achievement of the goals and targets of the framework, the objectives put forward are intended to be relevant for and apply to all goals and targets of the framework. A new gender plan of action is proposed to serve as a means to implement the post-2020 global biodiversity framework in a gender-responsive manner. The aim is that a new gender plan of action would advance national, sub-national and local implementation.

14. This draft outline builds on the 2015-2020 Gender Plan of Action by expanding the focus on objectives and actions for Parties, with the proposed role of the Secretariat to provide technical support, guidance and coordination where appropriate. Objectives put forward are intended to be measurable and support the achievement of relevant international gender and biodiversity-related commitments, including those under the 2030 Agenda for Sustainable Development and its Sustainable Development Goals, the Convention on the Elimination of all forms of Discrimination Against Women, gender action plans under the United Nations Framework Convention on Climate Change (UNFCCC) and the United Nations Convention to Combat Desertification (UNCCD), and other relevant frameworks.

15. Furthermore, this draft outline is based on the understanding that all relevant actors have a role to play in implementing the Convention and supporting the objectives of gender mainstreaming. Taking a gender-responsive approach to the implementation of the post-2020 global biodiversity framework and the Convention entails a participatory, inclusive process. As such, Parties, as well as international and UN system entities, indigenous peoples and local communities, women's groups, youth, the private sector and other relevant stakeholders are invited to provide inputs and support the development and effective implementation of a new gender plan of action.

16. The draft outline laid out in the table below includes three sections: I. Draft Action Areas, II. Implementation Support Mechanisms, and III. Responsibility and Transparency, Outreach, Awareness and Uptake. In Section I, three draft action areas are indicated – these are based on the language of the draft target 20 (of the draft post-2020 monitoring framework) and supporting measures to advance gender-responsive implementation. Parties and other relevant actors and stakeholders are invited to consider these draft action areas as a basis from which to propose priority action areas, and to identify related objectives. Section II includes objectives for a series of Implementation Support Mechanisms, which are taken from those put forward in the zero draft of the post-2020 global biodiversity framework. Section III contains objectives relevant for the areas of Responsibility and Transparency, and Outreach, Awareness and Uptake, in alignment with the structure of the zero draft of the post-2020 global biodiversity framework. The table also indicates the coherence of the draft objectives with internationally agreed commitments relevant for gender and biodiversity.

⁶ [Draft monitoring framework for the post-2020 global biodiversity framework for review](#) – Target 20: By 2030, ensure equitable participation in decision-making related to biodiversity and ensure rights over relevant resources of indigenous peoples and local communities, women and girls as well as youth, in accordance with national circumstances

Draft outline for a new post-2020 gender plan of action

Section I – Draft Action Areas			
A. Draft Action Areas	B. Draft Objectives	C. Coherence with relevant international commitments	Row Number
Ensure equitable participation in decision-making related to biodiversity for women and girls (<i>*language from draft target 20</i>)	Equal representation and leadership of women in biodiversity-related governance bodies at all levels	SDG 5.5; SDG 16.7; UNCCD Gender Action Plan : “Parties will seek to increase and strengthen the participation and leadership of women at all levels in decision-making and local implementation of the [UNCCD], including in [drought management and sand and dust storms and LDN interventions,] and aim to reach gender parity by 2030”	1
	Enhanced engagement of women’s groups and women delegates in CBD processes	SDG 5.5; SDG 16.7; UNFCCC Gender Action Plan : “B.2 Promote travel funds as a means of supporting the equal participation of women in all national delegations at [UNFCCC sessions], as well as funds to support the participation of grass-roots local and indigenous peoples’ communities from developing countries, the least developed countries and small island developing States and encourage Parties and relevant organizations to share information on travel funding”	2
	Gender-responsive development, revision, implementation and monitoring of national biodiversity strategies and action plans (NBSAPs), including	CBD Decisions: IX/8; X/19; XI/2; XII/7; XIII/1	3

	gender-responsive project planning and reporting		
Ensure rights over relevant resources for women and girls (*language from draft target 20)	Legal and societal barriers to women’s access, ownership and control over land and other biological resources are removed	<p>SDG 1.4; SDG 2.3; SDG 5.a: Undertake reforms to give <i>women equal rights</i> to economic resources, as well as <i>access to ownership and control over land and other forms of property</i>, financial services, inheritance <i>and natural resources</i>, in accordance with national laws</p> <p>Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security;</p> <p>UNCCD Gender Action Plan: “Parties will aim to increase women’s land rights by 2030 through diverse and innovative approaches”</p> <p>CEDAW General recommendation No. 34 (2016) on the rights of rural women</p>	4

	<p>Reduced risks to women environmental defenders, and of gender-based violence in the context of biodiversity conservation and sustainable use</p>	<p>HCR Resolution - A/HRC/40/L.22/Rev.1; “...calls upon States to take appropriate, robust and practical steps to protect women human rights defenders and to integrate a gender perspective into their efforts to investigate threats and attacks against human rights defenders, and to create a safe and enabling environment for the defence of human rights, as called for by the General Assembly in its resolutions 68/181 and 72/247”</p> <p>UNEP Policy - Promoting Greater Protection for Environmental Defenders;</p> <p>CEDAW General recommendation No. 34 (2016) on the rights of rural women;</p> <p>IUCN – Gender-based violence and environment linkages</p>	5
<p>Ensure equitable benefits for women and girls (<i>advancing gender-responsive implementation</i>)</p>	<p>Women and men have equal access to benefits associated with biodiversity conservation and sustainable use, and from the utilization of genetic resources</p>	<p>SDG 15.6</p>	6
	<p>Increased paid employment opportunities for women in biodiversity-related sectors</p>	<p>SDG 8.5</p> <p>UNCCD Gender Action Plan: “Parties will aim to promote women’s economic empowerment by breaking down gender-related barriers and creating quality income-earning opportunities for rural women involved in implementation activities”</p>	7
<p><i>Do the draft action areas reflect priority gender-biodiversity issues in your country or region?</i></p>	<p><i>Do the draft objectives reflect priority gender-biodiversity issues in your country or region?</i></p> <p><i>Are there other objectives you would propose that are important for gender</i></p>		8

<i>Are there other action areas you would propose as priorities for addressing gender and biodiversity issues in your country or region?</i>	<i>and biodiversity in your country or region?</i>		
Section II. – Implementation Support Mechanisms			
A. Implementation Support Mechanisms	B. Draft Objectives	C. Coherence with relevant international commitments	Row Number
Resources	Sufficient financial and human resources are available for gender-responsive action	SDG 10.4; UNCCD Gender Action Plan : “Parties will seek to allocate resources to support gender-related initiatives and to ensure that budget expenditures promote gender equality and/or women’s empowerment in their interventions”	9
Capacity-building	Governments and other relevant stakeholders have developed sufficient capacity to address a gender perspective in developing, implementing and monitoring NBSAPs and related activities, and for national reporting under the CBD	UNFCCC Gender Action Plan : “A.1 Strengthen capacity-building efforts for governments and other stakeholders in mainstreaming gender in formulating, monitoring, implementing and reviewing, as appropriate, national [climate change] policies, plans, strategies and action, including [nationally determined contributions, national adaptation plans and national communications.]”	10
	Gender-biodiversity indicators and sex-disaggregated data are available to support implementation and monitoring	Ongoing efforts under the SDG framework CBD Decision: XIV/18	11

	of the post-2020 global biodiversity framework		
Generation and sharing of scientific knowledge	Strengthened evidence base and understanding of the differentiated impacts of biodiversity loss on women and men, and the role of women as agents of change in the conservation and sustainable use of biodiversity, and access and benefit sharing	UNFCCC Gender Action Plan	12
Partnerships and Collaboration	Women’s groups, leaders, and national women and gender institutions, and marginalized and vulnerable groups, are effectively participating in developing, revising and implementing national biodiversity strategies and action plans, and associated strategies and activities	UNFCCC Gender Action Plan: “D.5 Engage women’s groups and national women and gender institutions in the process of developing, implementing and updating [climate] policies, plans, strategies and action, as appropriate, at all levels”; UNCCD Gender Action Plan: “Parties will seek partnerships with experts, development partners, and relevant government and private sector agents which can enable women and girls to obtain resources for woman involved in [combating desertification, land degradation and mitigating the effects of drought].”	13
	<i>Are there other objectives related to Implementation Support that you think are important for the work of your government or organization on gender and biodiversity?</i>		14

Section III. – Responsibility and Transparency, Outreach, Awareness and Uptake			
A. Responsibility and Transparency, Outreach, Awareness and Uptake	B. Draft Objectives	C. Coherence with relevant international commitments	Row Number
Review Process	A gender perspective is integrated into global and national review processes		15
Monitoring and Reporting	National reports under the CBD are gender-responsive	<p>UNCCD Gender Action Plan: “In submitting their national reports, Parties will include the efforts to address gender equality and women’s empowerment in [UNCCD] implementation and the lessons learned.”</p> <p>UNFCCC Gender Action Plan “E.2 Monitor and report on the implementation of gender-responsive [climate policies, plans, strategies and action], as appropriate, reported by Parties in regular reports and communications under the [UNFCCC] process.”</p>	16
Outreach, Awareness and Uptake	Women’s groups and gender constituencies are effectively participating in outreach and awareness-raising on global and national biodiversity objectives and implementation, and are engaged in addressing gender linkages with related international commitments and processes (SDGs, Rio Conventions, etc)	<p>UNFCCC Gender Action Plan: “A.5 Promote the use of social media, web resources and innovative communication tools to effectively communicate to the public, in particular reaching out to women, on the implementation of the [Lima work programme on gender and its gender action plan and on gender equality.]”</p>	17
<i>Are there other topics that are important to the gender-biodiversity work of your</i>	<i>Are there other objectives related to these topics that you think are important for the work of your government or</i>		18

<i>government or organization that you think should be added to this list?</i>	<i>organization on gender and biodiversity?</i>		
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