



## **Guidelines and template for comments on the draft REVISED outline of a new gender plan of action for the post-2020 period**

### ***I. Background***

Further to the recent deliberations of the Subsidiary Body on Implementation (SBI) at the virtual formal session of its third meeting, under agenda item 5 concerning the post-2020 global biodiversity framework, an additional period of consultation is proposed on the draft outline of a post-2020 gender plan of action (document [CBD/SBI/3/4/Add.2/Rev.1](#))

The outputs of the consultation will contribute to the preparation of a draft gender plan of action for the post-2020 period, for consideration by the Conference of the Parties at its fifteenth meeting, as envisaged in the SBI Conference Room Paper on other matters related to the post-2020 global biodiversity framework (CBD/SBI/3/CRP.9). Earlier versions of the draft outline of a gender plan of action were made available in two consultations through notifications 2020-055 (<https://www.cbd.int/doc/notifications/2020/ntf-2020-055-gender-en.pdf>) and 2021 014 (<https://www.cbd.int/doc/notifications/2021/ntf-2021-014-gender-en.pdf>).

Submissions are available [HERE](#).

The extended consultation will comprise a virtual discussion (27 and 29 July 2021) and written submissions on the draft outline.

The outputs of the consultation will contribute to the preparation of a draft gender plan of action for the post-2020 period, for consideration by the Conference of the Parties at its fifteenth meeting, as envisaged by the Subsidiary Body on Implementation in the conference room paper on other matters related to the post-2020 global biodiversity framework (CBD/SBI/3/CRP.9). This consultation is intended to build on inputs already received on earlier versions of the draft outline of a gender plan of action.

Relevant information, will be made available in advance of the meeting on its webpage at: <https://www.cbd.int/meetings/GB-OM-2021-03>

### **II. Submitting Comments**

1. To ensure that your comments are given due consideration, please provide them at your earliest convenience but **no later than 28 July 2021, 9AM Bangkok (Thailand) Time**.
2. When submitting comments, please adhere to the following guidelines as much as possible:
  - a. Please note that this submission is being collated and put together by the CBD Women Caucus.



- b. Please provide full contact information for the individual/Government/organization submitting the comments.
- c. Please avoid commenting on issues related to grammar, spelling, or punctuation, unless it affects the overall meaning of the text, as the document will be edited as the final draft is prepared.
- d. To facilitate the consultation process please be as specific as possible in your comments. In areas where you feel additional or alternative text or information is required, please suggest, if possible, what this text may look like or what should be included.
- e. If you refer to additional sources of information, please include these with your comments when possible or provide a complete reference or hyperlink.
- f. Please provide all comments in writing in this google document using the template provided below.



### **III. Template for Comments**

1. Please use the review template below when providing comments.
2. The complete draft outline has been released in a portable document format (PDF). The draft outline is presented as a table containing column letters and row numbers, and page numbers are also indicated. Please use these as a reference for providing your comments, as illustrated in the template below. General comments on the draft outline can be included by referring to Page 0 and Line 0.

### **TEMPLATE FOR COMMENTS**

<b>Review comments on the revised draft outline of a gender plan of action for the post-2020 period</b>	
<i>Contact information</i>	
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			<i>Comments</i>
<b>Page</b>	<b>Column letter</b>	<b>Row number</b>	<b>Comment</b>
0	0	0	<p><b>General Comment</b>  <b>purpose of a new gender plan of action?</b></p> <p>The GPA should serve as a mirror to the whole global biodiversity framework (GBF), providing clear indication of how gender issues are relevant and how implementation of the GBF and GPA will be aligned to ensure gender-responsive action and effectiveness.</p> <p>A well articulated guidance document for parties, stakeholders and rights holders, reflecting the GBF structure, to ensure that the implementation of the GBF is fully gender-responsive and support women empowerment and adequate allocation of resources for women and girls to fully and effectively participate in the governance and decision-making related to biodiversity, to access information, justice and remedies, and enjoy fair benefits and recognition of rights, including land rights.</p> <p>The purpose of the plan is well explained. However, It needs to make clear that the Gender Plan of Action (GPA) is relevant not only for the effective implementation of the Post2020 GBF, but also to achieve transformative changes in policies, governance of biodiversity and fare redistribution of benefits towards empowerment of women and inclusive/equitable society, including a healthy planet.</p> <p>GPA as an implementation mechanism hence accountability aspect should be strengthened with monitoring and Reporting on GPA implementation by Parties should be in national reports.</p> <p>The GPA should support the possibility of working in the totality of the diversity of women.</p> <p>-There is a lack of coherence about the rationale and what is in the GPA. It says its intended to be aligned to the CBD's 3 objectives but the outcomes are so short and do not reflect the Convention objectives. Besides, it is needed GPA aligns with the GBF if we want it to be applied, but stills in that sense there is no coherence.</p> <p>- If the GPA is the instrument that will guide Parties in to apply</p>

		<p>a gender-responsive GBF, objectives and outcomes should address directly Parties plus others, putting in clear Parties responsibilities.</p> <p>- As it is now the gender plan of action portrays a binary perspective of gender in most of its proposals, but stills speaks about "all genders" '. There is a need to explain more about gender diversity and why we mostly focus on women and girls.</p> <p><b>To further improve the draft outline of the proposed plan of action to facilitate and support the gender-responsive implementation of the post-2020 global biodiversity framework</b></p> <p>The draft outline is overall stronger but needs to be updated based on the <b>new GBF Draft 1</b>. It is also important to ensure that the GBF structure is adequately reflected in the GPA (not enough emphasis on rights and governance, and women's knowledge, access to justice), and ensure that the GBF contains more gender elements and specific reference to women and girls (several targets).</p> <p>The efforts to align the GPA with the GBF are appreciated, and we hope this alignment will facilitate GPA implementation. It is also important to ensure that the new draft GBF reflects the outcomes and objectives of the GPA in its structure at goal/milestone/targets levels, and indicators ) e.g., in GBF draft 1) the following targets 3,5,8,9, 10,14, 19, 20, 21 where reference to gender and women would be important.</p> <p>The updated outline must therefore be more explicit about how the GPA is coherent with the overall framework; additional indication of coherence, transparency and accountability should be reflected moreclearing, including synergies with other Rio Convention and other biodiversity related MEAs.</p> <p>Suggests that a more consistent effort be made to include more inclusive language throughout. We recommend being more inclusive in certain language in the outline. Specifically, rather than noting “barriers faced by women and girls and those who identify as such” instead state “barriers faced by those who identify as women and girls.”</p> <p>The draft action areas can go much further to ensure indigenous women and women in rural communities are a key part of the</p>
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			<p>gender plan of action, recognizing the importance of these voices historically excluded from international processes and decision making, and the relevance of their inclusion in sustainable use.</p> <p><b>Additional Principles</b></p> <ul style="list-style-type: none"> <li>- Must also include a stronger recognition of the importance of equitable inclusion, and must also more explicitly recognize the existing limitations women and indigenous women face in accessing information and participation in decision making</li> </ul> <p>Other explicit rights to mention in the GPA (in the principles section): <b>Please refer to the comments in the next section below.</b></p> <p>We want to emphasize the importance of explicitly including resource mobilization and a review mechanism of this mobilization. There could be stronger mention of the value of law and legal frameworks to contribute to triggering transformative change. For example the legal recognition of land owned by women.</p> <p>The earlier version (CBD/SBI/3/4/Add.2) of the Gender Plan of Action had a section on “Implementation and Review Mechanism” which had addressed specific on these important elements (knowledge, partnerships and collaborations, monitoring and reporting, resource and transparency and coherence - now thought they are under Outcome 3 under Enabling Conditions, we would like to ensure that the essence of these critical elements be strengthened in the activities and the deliverables.</p> <p>We would like to suggest if that section could be brought back as in the earlier version under section “Implementation and Review Mechanism” (refer to Add.2)</p> <p>Important to strengthen the GBF in terms of more gender responsive and gender equity GBF (several targets would be relevant to be specifically referenced in this respect). Important in the Principles section to add the Right to a Healthy, Safe, Clean and Sustainable Environment and strengthen the RBA in this section (already mentioned in objectives and actions).</p> <p>Allocation of financial resources for the implementation of the</p>
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			GPA (including capacity building/strengthening) is missing, in this sense we suggest to include another expected outcome, as it was indicated in previous draft version of the GAP (CBD/SBI/3/4/Add.2, 18 February 2021)
<b>Page</b>	<b>Column letter</b>	<b>Row number</b>	<b>Comment</b>
0	0	0	Throughout the text, change “indigenous women and girls” to IPLCs women and girls. Indigenous peoples and local communities (IPLC) is the current accepted language under the CBD as per CBD/COP/Decision XII/12. The identity and identification as “peoples” including women and girls has been highlighted as important by many indigenous peoples considering collective generation of traditional knowledge and collective rights. This is something that could also be specified in the proposed glossary.
3	7	0	<p><b>Additional Recommendations on the Section on Principles</b></p> <ul style="list-style-type: none"> <li>- Overarching (Chapaeu) principles that takes note of the CBD’s preamble paragraph 13 of the CBD text of 1992, Preamble, recognizes “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,” and, the Subsidiary Body on Scientific, Technical and Technological Advice (SBSTTA) mentions women’s practices, knowledge, and gender roles in food production.</li> <li>- Access to justice and remedies (what do people have in terms of access to a remedy when justice is not implemented)</li> <li>- Right to a healthy environment. The action plan must more explicitly and strongly appreciate and acknowledge and protect indigenous women environmental defenders</li> <li>-Right to access to biodiversity resources use for livelihood and traditional productive activities and rights to access benefits.</li> </ul> <p>Rights to participate in governance bodies of biodiversity conservation/management.</p>

			<p>A glossary should be accompanied with the document for some of the key definitions including but not limited to definition on "gender equality, intergenerational equity and human rights approach.</p> <ul style="list-style-type: none"> <li>- A mention of women's rights to a healthy environment, to water and sanitation, etc should be stated in the principles.</li> <li>- Shortened text (headlines) for Principles that captures the essence of the longer para.</li> </ul>
3	7	a	<p><b>Suggest re-introduction into Text</b></p> <p>Recognizing the links between gender equality, biodiversity, climate change and land degradation, among other environmental concerns, the implementation of the gender plan of action will contribute to maximizing synergies between these areas of work <u>including through the collection and use of data disaggregated by sex and other demographic factors[MR1]</u>, towards meeting shared objectives</p> <hr/> <p>Text from earlier version of GPA – request to reintroduce.</p>
3	7	b	<p>Recognizing the emphasis on gender equality as a standalone goal and critical cross-cutting component in the 2030 Agenda for Sustainable Development and the Sustainable Development Goals, and the indivisibility of these universally adopted goals and targets, the gender plan of action is intended to complement and support the implementation of the Sustainable Development Goals, <u>and in line with</u> the biodiversity agenda;</p>
3	7	c	<p><b>Suggested addition to Text</b></p> <p><u>Biodiversity loss affects women, men, girls, boys and non-binary persons differently, and has severe intergenerational repercussions for children and for future generations, who will inherit the irreversible results of environmental degradation.</u></p> <p><del>Recognizing that women and men and boys and girls around the world experience marginalization in different, multiple and intersecting ways depending on their ethnicity, social status, caste, sexual orientation and gender identity, age, and environment, among other factors, and</del> <u>R</u>ecognizing the structural barriers <u>and power imbalances that hamper inclusiveness of the whole of society, faced by women and girls and those who identify as such,</u> the implementation of the</p>

			gender plan of action will take an intersectional approach, prioritizing the needs and interests of all women and girls, with particular attention to the most marginalized. The implementation of the plan will also seek to ensure the engagement of men and boys, to ensure a collaborative and supportive approach towards achieving gender equality in the conservation and sustainable use of biodiversity and the fair and equitable sharing of genetic resources;
3	7	d	<b>Suggested Addition</b> Recognizing that indigenous women and girls.....to ensure <b>equitable</b> , meaningful, informed and effective engagement....and equitable sharing of benefits;
3	7	e	<b>Add “local” besides rural, and at the end of the para reflect on the traditional knowledge, practices and innovations held by local women and girls too.</b>
4	III	9	<b>Suggested Text</b> <b>Expected outcome 1:</b> All genders, in particular women and girls have equal opportunity and capacity <b>and their roles, knowledge and rights are recognised to effectively</b> contribute to and benefit from the conservation, <b>restoration, governance</b> and sustainable use of biodiversity <b>and fair and equitable benefit sharing of genetic resources.</b>  <u>Same to also be changed in Page 9, Column A, Row 1</u>
4	III	9	Suggest deleting  <i>Objective 1.2:</i> Eliminate, prevent and respond to all forms of gender-based violence in access to, and sustainable use and conservation of biodiversity <del>(including protecting women environmental human rights defenders)</del>
4	III	9	<u>[refer to Annex – missed here]</u> <u>Suggested with Additional Text</u>

			<p><u>Objective 1.5 Promote women’s economic empowerment including through access to safe, quality <b>equal pay for equal value of work and opportunity ensuring decent work for all. and paid formal employment and entrepreneurial opportunities for women and girls in biodiversity positive supply chains and sectors</b></u></p> <p><b><u>“Equal pay for equal value of work...”</u></b></p> <p>This is in reference under ILO convention C100<sup>[1]</sup>.</p> <p>Women’s economic opportunities and rights continue to be undermined by lack of gender responsive public services, decent work, equal pay and living wage, sharing of unpaid care burden and control over natural resources.</p> <p>As in UNCCD Action Plan, it will be important to add “quality” employment opportunities, as this action plan is not promoting any kind of paid employment opportunities, but <b><i>safe and equal working opportunities</i></b>.</p> <p>This action area needs to address and ensure the recognition of women and girls pre-post value chain work related to biodiversity resources in the framework of decent work to all. We need to add a new Draft Action Area based on several concerns: The majority of rural and indigenous women work related to biodiversity use still do so in a non-formal, non recognized way.</p> <p>Build a strong mechanism to empower and to promote and support involvement of more women in paid employment opportunities for women in biodiversity related sectors.</p> <p>Make incentives mechanisms to increase Indigenous women involvement by promoting traditional and Indigenous knowledge-based employment.</p> <p>Recognized traditional/ Indigenous occupation/agriculture systems and practices to secure the livelihood and food security of indigenous women.</p>
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			<p>Protect traditional and Indigenous Knowledge systems of diverse groups of women (urban, rural and indigenous) and ensure that they have access, control and have equitable benefit sharing arising from the utilisation of genetic resources and including biodiversity conservation and sustainable use.</p> <p>Promote and support Indigenous Women initiatives for the local enterprise.</p> <hr/> <p><sup>111</sup> <u>ILO (No.100). Equal Remuneration Convention</u>  <a href="https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_84_en.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_84_en.pdf</a></p>
4	III	9	<p>Expected outcome 1: To add “equitable and fair” besides equal. To speak also about ABS (3rd CBD’ Objective)</p>
4	III	9	<p><b>Proposed Addition to Text</b></p> <p><b>Expected outcome 2:</b> Biodiversity policy, planning and programming decisions address equally the perspectives, <b>rights</b>, interests and needs of all genders, in particular women and girls.</p> <p><u>Same to also be changed in Page 14, Column 0, Row 8</u></p>
4	III	9	<p><b>Expected outcome 2:</b> add “equitably and fair” besides “equally”. To add “ those who identify as”</p>
4			
4	III	9	<p><b>Suggested addition to Text</b></p> <p><b>Expected outcome 3:</b> Enabling conditions are created to ensure gender-responsive <b>planning, monitoring, reporting and review for the</b> implementation of the post-2020 global biodiversity framework.</p> <p><u>Same to also be changed in Page 16, Column 0, Row 12</u></p>
4 and 9	A		<p><b>Suggested NEW Objective 1.6</b></p>



			<p>The Gender Plan of action needs to include indicators to be associated with each priority action area (taking reference of UNCCD and UNFCCC Gender Action Plan and SDGs is not enough), and a specific body must be assigned the responsibility of tracking these indicators, as has been reflected in the introduction of this document. This structure might also enable for the post2020 to deliver SMART pathways and guidance to Parties and the whole of society to engage and integrate the gender considerations in all their work. The task should be on how to stream like these synergies into the already existing national systems, which seems to be missing.</p> <p>The reports of the Thematic Consultation on Synergies (Bern I and Bern II)<sup>[11]</sup> is an important link in identifying some of those elements that could be incorporated into the new Gender Plan of Action including elements, components and objectives of the GPA to feed into the <a href="#">Monitoring, Reporting and Review discussions</a><sup>[21]</sup> and the Synergies (Bern I and II) that is taking place parallel.</p> <p>The action area table should include a column which notes the type of support needed to achieve the action area to ensure accountability and commitment in pursuit of ensuring that the Post2020 GBF leaves no one behind, including women and girls.</p> <p>It could be very important to move general objectives up and strengthen activities and deliverable/outcomes in the table and have a specific deliverable per activity</p> <p><b>Split Column C, as Deliverable and Timelines reflect different purposes.</b></p>
9	A	2	Objective 1.1 To add “and girls”
9	B	2	<p><b>Suggested change</b></p> <p>Review land legislation and undertake necessary reforms, including removing legal and systemic barriers, to give women equal rights to access, own, <b>inherit</b> and control <b>and govern</b> land, water and natural resources.”</p>

			Explicitly recognize how inheritance plays a role in land ownership
10	A	3	Objective 1.2 To add “against women and girls” after GBV
10	A	3	Objective 1.2 Speak about the CBD 3rd objective, too! Patrimonial, economic and symbolic violence are present when it comes to benefit sharing
10	A	3	Objective 1.2 and 1.3 To eliminate parentheses as it makes these to seem as something optional
10	B	3	<b>NEW Addition</b>  Actions should address access to justice and remedies
11	A	4	Objective 1.3 To add “equitable and fair”
11	A	6	Objective 1.4 To eliminate parentheses as it makes these to seem as something optional
11	B	6	1.4. Missing: Value women’s contributions/solutions; objectives 1.3 and 1.4. It is not enough good intentions to 'ensure equal access...' include here the statement of the previous version of GPA: this is: "Ensure mechanisms are in place to enable equal access..."
13	A  a	7	Appreciate objective 1.5, and would like to emphasize the importance of appreciating the risk of overburdening women and girls. In forthcoming draft actions we recommend more explicitly appreciating this risk and establishing protections and recognition to avoid doing so.  In terms of process:  - Suggest another layer/round of indicator definition and assign Parties and stakeholders to provide specific feedback  - Clarity from Secretariat on how the GPA informs and supports implementation, how to make the GPA complementary to

			implementation (SBI)?
14	A	9	Objective 2.1 To define somewhere what is “meaningful” and how it is going to be measured
14	A	9	Objective 2.1 To add “and girls”
14	F	9	Objective 2.1 no longer is coherent with indicator D.0.1. in the GBF, as this indicator has been removed from the most recent update to the framework
15	A	10	Objective 2.2 To add “and girls” and “at all levels and processes”
15	A	11	About Objective 2.3 mentions of gender equality, intergenerational equity and human rights: These concepts should be defined in the principles section
15	B	11	<b>Add NEW</b> <b><u>Develop, adopt and implement National Gender Plans of Action, in line with the CBD GPA</u></b>
17	A	13	Objective 3.1 and 3.2 could be merged
17	A	13	Objective 3.1 To add “and local”
17	A	14	Objective 3.2 To add “and girls”
17	F	14	Objective 3.2 no longer is coherent with indicator 19.0.2. in the GBF, as this headline indicator has been removed from the most recent update to the framework.
			Add an outcome on how conservation strategies and measures, local and global, sometimes are against women, or increase domestic and non-paid work as well as gender-based violence.
			Add an outcome on Women and girls access to information, participation and justice regarding biodiversity!



			Additional rows can be added to this table by selecting “Table” followed by “insert” and “rows below”

*Comments should be sent **no later than 28 August 2021, 9AM Bangkok (Thailand) Time.***