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## SUBSIDIARY BODY ON IMPLEMENTATION

Third meeting (resumed)  
Geneva, Switzerland, 12 – 28 January 2022  
Agenda item 5

### DRAFT POST-2020 GENDER PLAN OF ACTION

#### I. INTRODUCTION

1. The present document contains the first draft of a gender plan of action for the post-2020 period. The draft has been prepared on the basis of inputs and submissions received during the extended consultation on the revised draft outline of the gender plan of action, held from 23 June to 29 July 2021, and the Virtual Consultation, held on 27 and 29 July 2021.<sup>1</sup> This draft is also informed by and is intended to align with the first draft of the post-2020 global biodiversity framework, dated 5 July 2021 (CBD/WG2020/3/3).

2. The present document outlines the purpose of the draft gender plan of action and includes a set of modalities as a basis to guide implementation. The draft plan is framed around a series of expected outcomes, objectives and actions. All elements of the draft plan, including the expected outcomes, associated objectives, indicative actions, possible deliverables, proposed timelines and responsible actors are outlined in a table contained in the annex to the present document. An accompanying information note<sup>2</sup> contains a short rationale highlighting key linkages between the proposed outcomes, objectives and actions of the gender plan and the main themes of the first draft of the post-2020 framework, and includes a mapping of the gender plan objectives against the long-term goals and action targets of the draft framework, among other information.

3. In response to the proposals and text edits received during the extended consultation and virtual discussion, changes have been made to some of the expected outcomes and objectives, as well as the indicative actions, while further information has been included on possible deliverables and timelines. This draft plan attempts to strike a balance between ambition and feasibility – as such an attempt has been made to limit the number of indicative actions, and through the inclusion of possible deliverables and proposed timelines, to define how these may be carried out.

#### II. BACKGROUND

4. The preamble of the Convention on Biological Diversity recognizes the vital role that women play in the conservation and sustainable use of biological diversity and the need for the full participation of women at all levels of policymaking and implementation for biodiversity conservation. This draft gender plan of action under the Convention serves as a response to this recognition, and the corresponding aim to address gender considerations in the implementation of the Convention. The plan further recognizes that the term ‘gender’ encompasses all those who identify as women and girls, boys and men, and non-binary individuals. Acknowledging that women and girls around the world face a disproportionate burden of costs

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<sup>1</sup> <https://www.cbd.int/doc/notifications/2021/ntf-2021-046-gender-en.pdf>;  
<https://www.cbd.int/doc/c/ca42/eb5c/0942e662e0d8f38de7b3ca88/gb-om-2021-03-01-en.pdf>

<sup>2</sup> CBD/SBI/3/INF/41.

related to biodiversity loss as well as conservation and sustainable use, and a comparatively low receipt of benefits derived from genetic resources, this plan prioritizes the needs and interests of all those who identify as women and girls, with particular attention to those facing multiple and intersecting forms of discrimination.

5. The draft gender plan of action defines a set of expected outcomes, associated objectives and indicative actions that are put forward to advance a gender responsive approach in the implementation of the global biodiversity framework and the achievement of the three objectives of the Convention. The plan is based on the understanding that action is needed by all Parties, stakeholders, and indigenous peoples and local communities, with support from the Secretariat, to enable progress at local, national, regional and global levels. The draft gender plan of action builds on the 2015-2020 Gender Plan of Action contained in decision [XII/7](#), which was welcomed by the Conference of the Parties at its twelfth meeting. The draft plan is a key instrument to guide the continuing response under the Convention to the global commitments of recent decades and to the recommendations of the Parties to the Convention, in compliance with major mandates within the United Nations system. It is also a reflection of the increasing understanding that gender equality is an important prerequisite for sustainable development and for the achievement of the objectives of the Convention.

### III. ELEMENTS OF A DRAFT RECOMMENDATION

6. In the light of the considerations above, the Subsidiary Body on Implementation at its third meeting may wish to consider making a recommendation along the following lines:

*The Subsidiary Body on Implementation,*

*Recalling* decisions [XII/7](#) on mainstreaming gender considerations and [IX/24](#) on the first gender plan of action for the Convention,

*Recalling also* the decision of the Conference of the Parties at its fourteenth meeting to establish a comprehensive, participatory and gender responsive process for the preparation of the post-2020 global biodiversity framework,

1. *Takes note* of the findings of the review of implementation of the 2015-2020 Gender Plan of Action,<sup>3</sup> which identified the need for a new gender plan of action or strategy to support the implementation of a gender responsive post-2020 global biodiversity framework;

2. *Welcomes* with appreciation the participation and contributions to the preparation of the post-2020 gender plan of action by Parties, Other Governments, United Nations and international organizations, and other relevant organizations and stakeholders;

3. *Recognizes* that coherence with relevant United Nations processes, in particular the 2030 Agenda for Sustainable Development, through national implementation, will contribute to improving the efficiency and effectiveness of efforts to integrate gender considerations into action to address biodiversity loss;

4. *Recommends* that the Conference of the Parties at its fifteenth meeting adopt a decision along the following lines:

*The Conference of the Parties,*

*Recalling* decisions [XII/7](#) and [IX/24](#), welcoming earlier versions of a gender plan of action for the Convention,

*Recognizing* the importance of advancing efforts to achieve gender equality and women's empowerment to ensure the effective implementation of the post-2020 global biodiversity framework,

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<sup>3</sup> <https://www.cbd.int/doc/c/2a29/307a/3235fdabd9edd01b9576e42b/sbi-03-02-add3-en.pdf>

*Also recognizing* that the full and effective participation and leadership of women in all aspects of Convention processes, particularly in policy and action at national and local levels, is vital for achieving long-term biodiversity goals, and the 2050 Vision of Living in Harmony with Nature,

1. *Adopts* the post-2020 gender plan of action;
2. *Invites* Parties, other Governments and relevant organizations to take the gender plan of action into consideration to support and advance gender responsive implementation of the post-2020 global biodiversity framework;
3. *Invites* relevant organizations of the United Nations family and other international organizations and initiatives to support coherent gender responsive implementation of the post-2020 global biodiversity framework, through identifying synergies and drawing on relevant experience from related processes;
4. *Urges* Parties and relevant organizations to incorporate steps to implement the post-2020 gender plan of action in their national biodiversity strategies and action plans, and to include gender-specific indicators in the development of national indicators, collecting data disaggregated by sex, age and other demographic factors, where possible;
5. *Invites* Parties to submit information on efforts and steps taken to implement the post-2020 gender plan of action in their national reporting, including sex-disaggregated data;
6. *Encourages* Parties to appoint and provide support for a national gender and biodiversity focal point, for biodiversity negotiations, implementation and monitoring;
7. *Requests* the Executive Secretary, in collaboration with Parties and other relevant organizations, to facilitate outreach and capacity-building activities with a view to exchanging experiences, good practices, and lessons learned, to support the implementation of the gender plan of action;
8. *Also requests* the Executive Secretary, based inter alia on the information received pursuant to paragraph 5 above and with the support of relevant partners, to undertake a mid-term review of implementation of the post-2020 gender plan of action, identifying progress, lessons learned, and further work to be undertaken for consideration by the Subsidiary Body on Implementation at its fifth meeting;
9. *Invites* relevant bilateral and multilateral funding organizations as well as the Global Environment Facility to provide technical and financial support as well as capacity-building, for implementation of the gender plan of action;
10. *Invites* Parties and relevant organizations to provide voluntary contributions to establish a Women's Delegate Fund to support representation and active participation of women from least developed countries and small island developing States in Convention processes;
11. *Also Invites* Parties, and relevant public and private entities, to increase the gender responsiveness of biodiversity capacity-building and provision of financial resources and of other means of implementation, with an aim to strengthen the support for women's full and effective participation.

*Annex*

**GENDER PLAN OF ACTION**

**I. PURPOSE**

1. The purpose of the gender plan of action is to support and advance the gender responsive implementation of the global biodiversity framework. The plan will also support a gender responsive approach to applying the implementation mechanisms associated with the framework.

## II. MODALITIES

2. The implementation of the gender plan of action and its proposed expected outcomes, objectives, and actions,<sup>4</sup> are based on the following modalities:

(a) Maximizing synergies between gender equality and biodiversity, climate change, and land degradation. Recognizing the links between gender equality and key environmental concerns, the implementation of the gender plan of action aims to contribute to maximizing synergies between these areas, towards meeting shared objectives;

(b) Ensuring coherence and coordination with the 2030 Agenda for Sustainable Development. The 2030 Agenda for Sustainable Development and its Sustainable Development Goals include gender equality as both a standalone goal and critical cross-cutting component, and emphasize the indivisibility of the different goals and targets. The gender plan of action is intended to complement and support the implementation of the different Sustainable Development Goals, in line with the biodiversity agenda;

(c) Applying a human rights-based approach to advancing gender equality in the conservation and sustainable use of biodiversity and the fair and equitable sharing of genetic resources. International human rights instruments and mechanisms, including the Convention for the Elimination of All Forms of Discrimination Against Women and the committee of experts it establishes, offer critical guidance for gender responsive environmental action that benefits both people and planet;

(d) Addressing the diversity of all those who identify as women and girls, and the intersecting ways in which gender inequalities may be amplified for all genders. 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. Recognizing the structural barriers and power imbalances that hamper inclusiveness of the whole of society, the implementation of the gender plan of action will take an intersectional approach, prioritizing the needs and interests of all those who identify as women and girls, with particular attention to those facing multiple and intersecting forms of discrimination. 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;

(e) Ensuring meaningful and effective engagement of women and girls from indigenous peoples and local communities. Indigenous women and girls and those from local communities are integrally involved in the conservation and sustainable use of biodiversity, and yet continue to face discrimination and remain marginalized in decision-making processes, access and ownership over resources including land, and in the receipt of benefits associated with genetic resources. As such, it is proposed that implementation of the gender plan of action include a focus on supporting the meaningful, informed and effective engagement of women and girls from indigenous peoples and local communities to address their needs and to recognize and value their traditional knowledge, innovations, practices, technologies and cultures and their related rights in support of the conservation and sustainable use of biodiversity, and in the fair and equitable sharing of benefits.

3. For readability, individual references to women and girls from indigenous peoples and local communities and to the diversity of all those who identify as women and girls, are not included in each of the statements put forward below. The gender plan of action includes a focus on supporting the effective engagement of women and girls from indigenous peoples and local communities, and those facing multiple and intersecting forms of discrimination, in all actions. The references to “women and girls” in the expected outcomes, objectives and actions should thus be understood to include those who identify as women and

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<sup>4</sup> These principles are put forward as measures to ensure the effective implementation of the post-2020 gender plan of action. As the plan is intended to enable the gender-responsive implementation of the post-2020 global biodiversity framework, the principles put forward may also be considered relevant to the implementation of the framework.

girls in all of their diversity, including from indigenous peoples and local communities and those facing multiple and intersecting forms of discrimination.

### III. EXPECTED OUTCOMES AND OBJECTIVES

4. The gender plan of action contains three expected outcomes, under which are grouped a series of indicative objectives and actions and associated deliverables and timelines, as provided in the table below. The expected outcomes, objectives and actions of the gender plan of action are put forward with the aim of supporting the achievement of all the goals and targets of the post-2020 global biodiversity framework, recognizing that effective action on biodiversity requires all members of society to be fully engaged.<sup>5</sup>

5. The indicative actions are intended to guide efforts to achieve the objectives of the plan, through a variety of measures directed at developing capacity and knowledge, preparing and applying guidance and relevant recommendations, fostering engagement, and facilitating and strengthening financing, among others. These actions are proposed as areas for which particular attention is needed, recognizing that other actions may be required both to complement and further define the efforts to achieve the associated objectives at national as well as regional and international levels. Possible deliverables and proposed timelines are put forward to guide the implementation of the different actions.

6. The process for developing a post-2020 gender plan of action 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 United Nations system entities, indigenous peoples and local communities, women's groups, youth, the private sector and other relevant stakeholders are invited to support the continued development and effective implementation of the post-2020 gender plan of action.

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<sup>5</sup> CBD/SBI/3/INF/41.

**POST-2020 GENDER PLAN OF ACTION**

<b>A. Objectives</b>	<b>B. Indicative actions</b>	<b>C. Possible deliverables</b>	<b>D. Proposed timelines</b>	<b>E. Responsible actors</b>	<b>Row number</b>
<b>Expected outcome 1:</b> All genders, in particular women and girls, have equal opportunity and capacity to contribute to the conservation and sustainable use of biodiversity and the fair and equitable sharing of genetic resources					<b>1</b>
1.1 Increase women and girls' access to ownership and control over biological resources, including land and waters, to support the conservation and sustainable use of biodiversity	Compile baseline data and research on the relationship between conservation interventions, sustainable use and women's rights over biological resources, and prepare guidance for national-level action	Baseline data, research and guidance on women and girls' rights over biological resources in the context of biodiversity conservation and sustainable use made available to Parties for SBI-4	<i>Timeframe:</i> 2024	<i>Leading:</i> Secretariat, relevant organizations  <i>Contributing:</i> Parties	<b>2</b>
	Take measures to update national legislation so that women and girls have equitable access to ownership and control over biological resources, including land and waters	Legislation that provides equal rights of access, ownership and control of land for women and men	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations	<b>3</b>
	Support women's organizations/networks to participate, lead and take decisions in the formulation of land policy and land tenure reforms, including through provision of financial support; hold consultations with women and gender advocates	Consultations that included effective engagement of women's organizations/networks; Financial and other relevant support provided to women's organizations/networks to strengthen their capacity	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations	<b>4</b>

A. Objectives	B. Indicative actions	C. Possible deliverables	D. Proposed timelines	E. Responsible actors	Row number
1.2 Ensure equal access for women to resources, services and technologies to support their engagement in the governance, conservation and sustainable use of biodiversity (including financial services, credit, education, training and relevant information among others)	Conduct assessments to identify gender gaps and effective measures to enable equal access to resources, services and technologies relevant for the governance, conservation and sustainable use of biodiversity	Assessments undertaken and compilation shared through side events and on webpages of the Convention	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations <i>Contributing:</i> Secretariat	5
	Take targeted measures to facilitate equal access of women and girls to financial services and credit, education, training, information, among other relevant resources, services and technologies	Initiatives/programmes established to facilitate equal access of women and girls to financial services and credit, training, information and other relevant measures	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations <i>Contributing:</i> Secretariat	6
1.3 Ensure gender equitable access and distribution of benefits from the utilization of genetic resources	Develop, test and promote relevant methodologies to mainstream a gender perspective in ABS regimes	Guidance on mainstreaming gender in ABS regimes made available to Parties	<i>Timeframe:</i> 2026	<i>Leading:</i> Relevant organizations, the research community, Secretariat <i>Contributing:</i> Parties	7
1.4 Promote women's empowerment, through access to safe, quality and paid employment in public and private institutions, ensuring equality in salaries, and entrepreneurial opportunities for women in biodiversity-based supply	Conduct assessments on gender roles across biodiversity-based supply chains and sectors to determine gender gaps	Assessments and case studies are shared through webinars and side events	<i>Timeframe:</i> 2026	<i>Leading:</i> Private sector, Parties, relevant organizations <i>Contributing:</i> Secretariat	8

A. Objectives	B. Indicative actions	C. Possible deliverables	D. Proposed timelines	E. Responsible actors	Row number
chains and sectors, to support sustainable management and production practices	Implement supportive interventions to ensure equitable employment opportunities in biodiversity-based supply chains and sectors	Initiatives/programmes established to facilitate equal access of women to employment opportunities in biodiversity-based supply chains and sectors	<i>Timeframe:</i> 2026	<i>Leading:</i> Private sector, Parties, relevant organizations	<b>9</b>
1.5 Identify and eliminate, prevent and respond, to all forms of gender-based discrimination and violence related to control, ownership and access to sustainable use and conservation of biodiversity, including protecting women environmental human rights defenders	Develop and deploy data, tools, and strategies, to understand and address gender-based violence and biodiversity linkages, including with focus on the protection of women environmental human rights defenders, to support biodiversity policy and programming development and implementation	Data and/or knowledge products, campaigns, tools, webinars, on the links between gender-based violence and biodiversity, produced and made available to Parties and stakeholders	<i>Timeframe:</i> 2026	<i>Leading:</i> Relevant organizations, Secretariat <i>Contributing:</i> Parties	<b>10</b>
<b>Expected outcome 2:</b> Biodiversity policy, planning and programming decisions address equally the perspectives, interests, needs and human rights of all genders, in particular women and girls					<b>11</b>
2.1 Increase opportunities and strengthen the meaningful and effective participation and leadership of women at all levels of	Convene expert group meeting to develop guidance and recommendations to address gender gaps	Report of Expert Group meeting and recommendations made available to Parties and stakeholders	<i>Timeframe:</i> 2024	<i>Leading:</i> Secretariat, relevant organizations, Parties	<b>12</b>



A. Objectives	B. Indicative actions	C. Possible deliverables	D. Proposed timelines	E. Responsible actors	Row number
action, engagement and decision-making related to biodiversity	Apply guidance and recommendations to ensure women's informed and effective participation and equal leadership in biodiversity-related governance bodies at all levels	Data/information on women's participation and leadership in biodiversity-related governance bodies are included in national reports under the Convention on Biological Diversity	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations	<b>13</b>
2.2 Enhance the meaningful and effective participation and leadership of women in processes under the Convention on Biological Diversity, including through the engagement of women's groups and women delegates	Support capacity development in leadership, negotiation, and facilitation for women delegates, including through webinars and in-session training, through remote and in-person modalities	Webinars, in-session training, active engagement of representatives in the Friends of Gender Equality Group under the Convention on Biological Diversity	<i>Timeframe:</i> 2026	<i>Leading:</i> Secretariat, relevant organizations	<b>14</b>
	Ensure gender expertise included in all advisory and expert bodies under the Convention on Biological Diversity	Gender experts/women's group representatives are included in all advisory and expert bodies/-meetings under the Convention on Biological Diversity	<i>Timeframe:</i> 2026	<i>Leading:</i> Secretariat	<b>15</b>

A. Objectives	B. Indicative actions	C. Possible deliverables	D. Proposed timelines	E. Responsible actors	Row number
	Undertake assessments to determine measures to enable women’s meaningful, informed and effective participation in the new programme of work on Article 8(j) and analyse gender considerations to be addressed in this work programme	Measures to enable women’s meaningful, informed and effective participation and gender considerations are incorporated in the new programme of work on Article 8(j)	<i>Timeframe:</i> 2024	<i>Leading:</i> Indigenous peoples and local communities, Parties, relevant organizations <i>Contributing:</i> Secretariat	<b>16</b>
	Establish a Women’s Delegate Fund to support representation and active participation of women from least developed countries and small island developing States in processes under the Convention on Biological Diversity, inviting Parties and stakeholders to provide voluntary contributions	Women’s Delegate Fund established	<i>Timeframe:</i> 2024	<i>Leading:</i> Parties	<b>17</b>
2.3 Integrate gender equality and human rights considerations into national biodiversity strategies and action plans (NBSAPs)	Provide capacity development opportunities for governments and other relevant stakeholders on gender responsive development, planning, implementation, budgeting, monitoring, evaluation and reporting of NBSAPs	Capacity development initiatives undertaken, templates, guides and toolkits developed	<i>Timeframe:</i> 2026	<i>Leading:</i> Relevant organizations, Parties, Secretariat	<b>18</b>
	Appoint national gender-biodiversity focal points to support knowledge exchange, sharing experiences and best practices, peer-to-peer learning, mentoring and coaching	National gender-biodiversity focal points nominated, learning activities conducted, recommendations for support prepared	<i>Timeframe:</i> 2024	<i>Leading:</i> Parties <i>Contributing:</i> Secretariat, relevant organizations	<b>19</b>

A. Objectives	B. Indicative actions	C. Possible deliverables	D. Proposed timelines	E. Responsible actors	Row number
	Engage all relevant stakeholders, particularly women's groups, gender institutions and gender experts and indigenous peoples and local communities, in the process of developing and updating NBSAPs and related biodiversity policies, plans, and strategies at all levels	Gender responsive NBSAPs	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations	<b>20</b>
<b>Expected outcome 3:</b> Enabling conditions are created to ensure gender responsive implementation of the post-2020 global biodiversity framework					<b>21</b>
3.1 Develop national capacity to produce and use gender and biodiversity data, including relevant data disaggregation (e.g. sex, age, ethnicity and other demographic factors)	Build knowledge and capacity of national statistical offices to ensure the systematic collection of sex disaggregated biodiversity data and the development and use of relevant gender-specific indicators	Training tools developed and capacity development support provided	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations	<b>22</b>
	Share sample indicators, data, best practices and relevant guidance on developing and monitoring data disaggregated by sex and other demographic factors, per sector	Webinars, in-session workshops, prepare report highlighting best practices	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, Secretariat, relevant organizations	<b>23</b>
3.2 Strengthen the evidence base, understanding and analysis of the gender-related impacts of the implementation of the post-2020 global biodiversity framework and the role of women and girls as agents of change in achieving its goals and targets, including insights from traditional knowledge of women and girls from indigenous peoples and local communities	Undertake research and analysis, and collect and apply information and data, including gender-differentiated traditional knowledge, on the gender-differentiated impacts of the implementation of the post-2020 global biodiversity framework and the role of women and girls as agents of change	Information materials, available data sources/databases, reports and compilation documents shared through webinars, side events at meetings of Convention bodies, social media and on gender webpages of the Convention	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations  <i>Contributing:</i> Secretariat	<b>24</b>

A. Objectives	B. Indicative actions	C. Possible deliverables	D. Proposed timelines	E. Responsible actors	Row number
3.3 Support access to information and public participation of women's organizations, networks, leaders and gender experts in the resourcing, implementation, monitoring and reporting on the post-2020 global biodiversity framework	Organize capacity-building workshops and prepare guidelines to enhance the capacity of women's organizations, networks and gender experts to support planning, implementation and reporting on national biodiversity strategies and action plans and related activities, including integration of gender considerations into all biodiversity programming at all levels	Capacity-building workshops undertaken, and guidelines prepared Reporting on capacity-building initiatives and engagement of women's organizations, networks and gender experts included in national reports under the Convention on Biological Diversity	Timeframe: 2026  Timeframe: 2030	<i>Leading:</i> Secretariat, relevant organizations <i>Contributing:</i> Parties <i>Leading:</i> Parties, relevant organizations <i>Contributing:</i> Secretariat	<b>25</b>
3.4 Ensure coherent gender responsive implementation of the post-2020 global biodiversity framework, through identifying synergies and drawing on relevant experience from related United Nations and international processes (UNFCCC, UNCCD, 2030 Agenda for Sustainable Development, CEDAW, Beijing Platform for Action, Generation Equality Forum, Action Coalition for Feminist Action on Climate Justice)	Promote gender-biodiversity linkages in relevant tools, information and activities of United Nations and international processes, and undertake joint activities with Rio conventions, United Nations and international gender partners	Relevant linkages with United Nations and international processes promoted, joint activities, including high-level events at major international meetings	<i>Timeframe:</i> 2030	<i>Leading:</i> Secretariat, United Nations and international partners	<b>26</b>
	Establish coordination mechanisms among women's organizations/networks, ministries responsible for gender and those responsible for environment, relevant focal points, and local partners to strengthen coherent programming on gender and biodiversity-related issues	National-level gender-biodiversity/environment working groups/coordination mechanisms established, reports on progress provided; In-session workshop / side event to exchange experiences and discuss gaps, challenges	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations	<b>27</b>

A. Objectives	B. Indicative actions	C. Possible deliverables	D. Proposed timelines	E. Responsible actors	Row number
3.5 Ensure that national reports and submissions under the Convention on Biological Diversity provide information on the implementation of the gender plan of action and gender-responsive implementation of the post-2020 global biodiversity framework	Identify and compile best practices, lessons learned and gaps in gender responsive implementation, monitoring and reporting, with the engagement of women's organizations and networks, and gender experts	Best practices, lessons learned and identified gaps presented in in-session meetings or side events and shared on the website of the Convention on Biological Diversity	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, women's groups/-networks, relevant organizations, Secretariat	<b>28</b>
	Use gender-specific indicators and data disaggregated by sex in reporting on progress towards implementation of the goals and targets of the post-2020 global biodiversity framework, and report on progress in implementation of the gender plan of action	National reports under the Convention on Biological Diversity include reporting on implementation of the gender plan of action and include gender-specific indicators and sex-disaggregated data	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties	<b>29</b>
	Integrate reporting on women's and girl's contributions to the conservation and sustainable use of biodiversity, and on the integration of gender considerations into NBSAPs, including their implementation, budgeting and reporting, in existing national reporting mechanisms	National reports under the Convention on Biological Diversity include reporting on women's and girl's contributions to the conservation and sustainable use of biodiversity, and on the integration of gender considerations into NBSAPs, including their implementation, budgeting and reporting	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations	<b>30</b>

A. Objectives	B. Indicative actions	C. Possible deliverables	D. Proposed timelines	E. Responsible actors	Row number
3.6 Allocate adequate human and financial resources to support rights-based action and gender-responsive implementation of the post-2020 global biodiversity framework, including by tracking and reporting resource allocations for gender initiatives, and applying gender-responsive budgeting	Raise awareness of the financial and technical support available for promoting gender responsive approaches to biodiversity-related policies, plans, strategies and action, including good practices to facilitate access to finance for grass-roots women’s organizations, indigenous peoples and local communities	Webinars, communication materials, in-session workshops	<i>Timeframe:</i> 2024, 2026	<i>Leading:</i> Secretariat, relevant organizations	<b>31</b>
	Establish targeted funding programmes or budget lines to support gender-responsive implementation of the post-2020 global biodiversity framework and the gender plan of action	Targeted funding programmes and budget lines	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, Global Environment Facility, Green Climate Fund	<b>32</b>