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DRAFT OUTLINE OF A POST-2020 GENDER PLAN OF ACTION

I. INTRODUCTION

1. The present document contains a revised draft outline of a gender plan of action for the post-2020 period. The draft has been revised on the basis of submissions received during two consultations on the draft outline, the first of which was open for comments from 4 to 31 August 2020¹ and the second of which was open from 2 to 22 March 2021.² This draft is also informed by and is intended to align with the updated zero draft of the post-2020 global biodiversity framework, dated 17 August 2020 ([CBD/POST2020/PREP/2/1](#)).

2. The present document provides a summary of comments received during the most recent consultation, and outlines the purpose of the proposed gender plan of action. A set of foundational principles are put forward as a basis to guide the implementation of the gender plan of action. The draft outline is framed around a series of expected outcomes, objectives and actions, which are mapped against the draft goals, targets and proposed indicators of the updated zero draft of the post-2020 global biodiversity framework, with further mapping to demonstrate the coherence with other relevant international commitments. A short rationale is provided to highlight key linkages between the proposed outcomes, objectives and actions of the gender plan and the main themes of the updated zero draft of the post-2020 framework.

Summary of comments received

3. A total of 21 submissions³ were received during the second consultation period, including 11 from Parties and 10 from other relevant stakeholders. Comments largely addressed the formulation of the proposed principles, goals, objectives and actions, including the alignment with the post-2020 global biodiversity framework, and coherence with other relevant international commitments. Submissions indicated that the proposed overarching goals of the updated draft outline should be aligned with the core objectives of the Convention, and that the terms used in the draft outline (goals, implementation mechanisms) should be changed to avoid confusion with those of the post-2020 global biodiversity framework. The structure of the draft outline was also seen to be overly complex. Submissions further noted the need for the gender plan to explicitly allocate responsibilities, deliverables, indicators, and timelines to provide clear guidance to Parties and other relevant stakeholders. In respect of alignment with the post-

* CBD/SBI/3/1.

¹ <https://www.cbd.int/doc/notifications/2020/ntf-2020-055-gender-en.pdf>

² <https://www.cbd.int/doc/notifications/2021/ntf-2021-014-gender-en.pdf>

³ Notification No. [2021-014](#).

2020 global biodiversity framework, submissions highlighted the importance of more comprehensive alignment of the plan with the framework's goals and targets, and further clarification was requested on how the plan of action's goals and objectives will support the implementation of the post-2020 framework. Specific text proposals were also provided, including to ensure a reflection of greater gender diversity and intersectionality, and variously to broaden or clarify the scope of principles, goals, objectives and actions. Proposals for additional actions and objectives were put forward, and submissions requested that guidance and examples be provided on possible actions that could be taken by Parties. A number of proposals were received for additional elements for inclusion in the section on "Coherence with relevant international commitments" of the draft outline, with requests to maintain this section in the gender plan of action.

4. With respect to process, one submission noted that there has been no formal agreement by Parties to develop a new gender plan of action, indicating that this needs to be addressed at the formal meeting of the third meeting of the Subsidiary Body on Implementation, with agreement needed as to the most effective and efficient approach to developing a new plan. One submission proposed that the gender plan of action be presented for further consideration by Parties at the third meeting of the Open-Ended Working Group on the Post-2020 Global Biodiversity Framework, as part of the package to be adopted at the fifteenth meeting of the Conference of the Parties. Various text proposals were also put forward for inclusion of language related to gender in the goals and targets of the updated zero draft of the post-2020 global biodiversity framework.

5. In response to the proposals put forward in these submissions, this version of the draft outline has been reformulated to group the proposed objectives and actions under three expected outcomes, which encompass the objectives previously identified as implementation and review mechanisms. This change is intended to simplify the structure of the plan and to align more directly with the objectives of the Convention, as well as to reduce confusion caused by the use of similar terms to those in the post-2020 global biodiversity framework. Changes have been made to better reflect the alignment of the objectives of the draft outline with the goals and targets of the post-2020 framework, which are explained in some more depth in a following section of the document. Further, to clarify the linkages between the proposed gender objectives and the draft goals and targets of the post-2020 global biodiversity framework, a short rationale has been added. In order to simplify the table in which the expected outcomes, objectives and actions are identified, the section on coherence with relevant international commitments has been moved to annex I. Two additional sections have been added to the draft outline to identify deliverables and timelines as well as responsible actors. While some suggestions have been put forward for responsible actors for each of the proposed actions, the section on deliverables and timelines has been left blank, to be completed on the basis of further inputs to the draft gender plan of action.

II. PURPOSE

6. The revised draft outline is intended to serve as a basis for a post-2020 gender plan of action, which would serve as the implementation mechanism of the gender elements of the post-2020 global biodiversity framework. As indicated in the updated zero draft, the theory of change of the global biodiversity framework acknowledges the need for appropriate recognition of gender equality, women's empowerment, and gender-responsive approaches in its implementation. Gender equality, gender-responsive approaches and empowerment of women and girls are also highlighted as one of the enabling conditions required for the implementation of the framework. The post-2020 gender plan of action should therefore be seen as a means to support the gender-responsive implementation of the post-2020 global biodiversity framework. The draft expected outcomes, objectives and actions proposed in the draft outline of the gender plan of action are intended to be relevant for the effective implementation of all of the goals and targets of the post-2020 global biodiversity framework.

Principles

7. The development of the gender plan of action, its proposed expected outcomes, objectives, and actions, and their intended implementation,⁴ are based on the following principles:

(a) 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, towards meeting shared objectives;

(b) 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, in line with the biodiversity agenda;

(c) 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 recognizing the structural barriers faced by women and girls and those who identify as such, the implementation of the 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;

(d) Recognizing that indigenous women and girls 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 biodiversity, special provisions will be made, including through targeted action, to ensure the meaningful, informed and effective engagement of indigenous women and girls and to address their needs in implementation of the gender plan of action. This will include the recognition and valuing of indigenous women's 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;

(e) Recognizing that rural women and girls, including pastoralists, small holder farmers, small-scale fishers, among others, play critical roles in biodiversity conservation and sustainable use, yet disproportionately experience poverty and exclusion, and face significant constraints and marginalization in decision-making processes, access and ownership of resources, including land, and in the receipt of benefits,⁵ targeted measures are proposed. Special provisions will be made to support the engagement and address the needs of rural women and girls in the implementation of the gender plan of action.

8. It is important to note that, for ease of readability of the document, individual references to indigenous and rural women and girls, and to the diversity of women and girls, are not included in each of the statements put forward in the draft outline (under expected outcomes, objectives, and actions). As indicated in the above principles, it is intended that special provisions be made to support the effective engagement and address the needs of indigenous and rural women and girls, and the most marginalized women and girls in all areas of the final plan. The references to "women and girls" in the expected outcomes,

⁴ 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.

⁵ [CEDAW C/GC/34 General recommendation No. 34 on the rights of rural women.](#)

objectives and actions should thus be understood to include all women and girls, including indigenous, rural and those from diverse and marginalized groups.

III. REVISED STRUCTURE OF THE DRAFT OUTLINE

9. As indicated above, this draft outline has been restructured to contain three expected outcomes, under which are grouped a series of objectives and actions. The expected outcomes and associated objectives are put forward below, with further elements, including proposed actions, provided in the table below.

Draft expected outcomes

Expected outcome 1: All genders, in particular women and girls, have equal opportunity and capacity to contribute to and benefit from the conservation and sustainable use of biodiversity.

Objective 1.1: Increase women's access to ownership and control over land, waters and biological resources, including by identifying and removing gender-related barriers

Objective 1.2: Eliminate, prevent and respond to all forms of gender-based violence in access to, and sustainable use and conservation of biodiversity (including protecting women environmental human rights defenders)

Objective 1.3: Ensure equal access for women to resources, services and technologies to support their governance, conservation and sustainable use of biodiversity (including financial services, credit, training, relevant information and education, among others)

Objective 1.4: Ensure equitable access to and receipt of benefits from the conservation and sustainable use of biodiversity (including nutrition, food security, livelihoods, health and well-being)

Expected outcome 2: Biodiversity policy, planning and programming decisions address equally the perspectives, interests and needs of all genders, in particular women and girls.

Objective 2.1: Increase and strengthen the meaningful, informed and effective participation and leadership of women at all levels of decision-making related to biodiversity

Objective 2.2: Enhance the meaningful, informed and effective participation and leadership of women in processes of the Convention, including through the engagement of women's groups and women delegates

Objective 2.3: Integrate gender equality, intergenerational equity and human rights considerations into national biodiversity strategies and action plans (NBSAPs) and their implementation, budgeting, monitoring and reporting

Expected outcome 3: Enabling conditions are created to ensure gender-responsive implementation of the post-2020 global biodiversity framework.

Objective 3.1: Enhance the capacity of governments and other relevant stakeholders to collect, analyse and apply biodiversity data disaggregated by sex and other demographic factors, including data based on insights from traditional knowledge of indigenous women and girls

Objective 3.2: Strengthen the evidence base, understanding and analysis of the gender-related impacts of biodiversity conservation, sustainable use and fair and equitable benefit-sharing, and the role of women as agents of change in conservation and sustainable use

Objective 3.3: Support effective engagement of women's organizations, networks and gender experts in implementation and reporting on the post-2020 global biodiversity framework

Objective 3.4: Ensure coherent gender-responsive implementation of the post-2020 global biodiversity framework, by identifying synergies and drawing on relevant experience from related United Nations and international processes (UNFCCC, UNCCD, 2030 Agenda for Sustainable Development)

Objective 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

Objective 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

Rationale – Alignment with the Post-2020 Global Biodiversity Framework

10. The expected outcomes, objectives and actions of the draft outline are put forward with the aim of supporting the achievement of 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. This rationale is intended to highlight some of the key linkages between the outcomes, objectives and actions put forward in the draft outline and the three main themes of the post-2020 framework: reducing threats to biodiversity; meeting people's needs through sustainable use and benefit-sharing; and tools and solutions for implementation and mainstreaming.

Reducing threats to biodiversity

11. Although women and girls play critical roles in biodiversity conservation and sustainable use, these are typically undervalued and overlooked, resulting in little reflection in policy, planning and programming decisions. Lack of attention to these roles, and the associated needs, priorities and interests of women and girls, has also served to limit access to the resources and services required for women and girls to contribute more fully to the efforts to combat biodiversity loss. Due to sociocultural norms and discriminatory systems and practices, women and girls around the world face inequalities in access to biological resources such as land and water, and essential services. Globally, less than 15 per cent of landholders are women,⁶ and, while 164 countries recognize women's rights to own, use, make decisions and use land as collateral on equal terms with men, due to discriminatory customary and religious laws, only 52 countries guarantee these rights in law and practice.⁷ The gender inequalities in the ownership of biological resources also result in greater exclusion in access to support services, such as credit and financial services, information pertaining to sustainable use and conservation, new technologies and other incentives, which further limit women's potential to contribute to sustainable solutions.⁸ Women farmers are less likely than male farmers to use modern inputs, such as improved seeds, organic pest control measures, and mechanical tools.⁹ Ensuring land ownership and rights for women in law and practice enables women to have more substantive engagement in decision-making processes, and strengthens their capacity and incentive to invest in sustainable practices.

Meeting people's needs through sustainable use and benefit-sharing

12. The loss and degradation of biodiversity affects men and boys and women and girls in different ways, with women and girls often facing greater disadvantages. For example, threats to food security can have particularly detrimental impacts on women and children. Although all household members will suffer in times of food insecurity, evidence suggests that women and girls risk receiving less and lower quality of

⁶ FAO (2018), *The Gender Gap in Land Rights*, <http://www.fao.org/3/I8796EN/i8796en.pdf>

⁷ OECD (2019), SIGI 2019 Global Report: Transforming Challenges into Opportunities, *Social Institutions and Gender Index*, <https://doi.org/10.1787/bc56d212-en>

⁸ CBD (2019), *Addressing Gender Issues and Actions in Biodiversity Objectives*, https://www.cbd.int/gender/doc/cbd-towards2020-gender_integration-en.pdf

⁹ Ibid.

food than their male counterparts, with dire consequences for their health and nutrition status.¹⁰ Women are typically also more disadvantaged with respect to formal employment opportunities, with women's jobs often more precarious than men's, and with women overrepresented in the informal sector and at the lower levels of supply chains.¹¹ Significant underinvestment in gender equality in economic infrastructure sectors also limits opportunities for women to participate in the green economy.¹² Ensuring that benefits from biodiversity are available for all entails that measures be taken to address gender imbalances in respect of employment opportunities related to biodiversity. Such action can also strengthen biodiversity outcomes. For example, ensuring that both women and men benefit from livelihood opportunities based on the sustainable management of wild species is an important means to ensure broad community support for such management, as well as to promote gender equality.¹⁰

13. Across biodiversity-related spheres and sectors, gender-based violence serves as a means to assert control over natural resources, and to diminish the efforts of those working towards a safe and healthy environment.¹³ Gender-based violence has been shown to escalate in situations of resource scarcity and increased environmental stress, including in post-natural disaster contexts. Gender-based violence is also prevalent in survival strategies and everyday negotiations for resources, such as in the practice of trading sex for fish in sub-Saharan Africa.¹⁴ Environmental crime, which is the fourth largest form of transnational crime, regularly employs gender-based violence to conduct harmful environmental practices, such as illegal fishing, mining, and wildlife trafficking. For example, in South-East Asia, men and boys are trafficked for forced labour in the illegal fishing industry.¹⁵ Measures to eliminate gender-based violence can thereby contribute to curbing practices harmful to biodiversity, upholding human rights, and creating the conditions necessary to enable more sustainable management of natural resources.

Tools and solutions for implementation and mainstreaming

14. Women are underrepresented in decision-making processes related to biodiversity at all levels. While participation is important in itself as a fundamental right, there is evidence that diversity in decision-making leads to stronger outcomes.¹⁶ Studies have demonstrated that increased involvement of women in local resource decision-making leads to better resource governance, management and conservation outcomes, and that success rates of community-based natural resource management are impacted positively when more women participate in decision-making.¹⁷ Globally, studies show correlations between women in positions of political authority and lower national carbon footprints.¹⁸ However, women remain significantly underrepresented in environmental ministries and district or

¹⁰ FAO (2016), Sustainable Wildlife Management and Gender, *CPW Factsheet*, <https://www.cbd.int/gender/doc/swm-fs5-gender.pdf>

¹¹ OECD (2019), SIGI 2019 Global Report: Transforming Challenges into Opportunities, *Social Institutions and Gender Index*, <https://doi.org/10.1787/bc56d212-en>

¹² OECD (2016), Making climate finance work for women: Overview of bilateral ODA to gender and climate change, <https://www.oecd.org/environment/cc/Making-Climate-Finance-Work-for-Women.pdf>

¹³ Castañeda Camey, I., Sabater, L., Owren, C. and Boyer, A.E (2020), Gender-based violence and environment linkages: The violence of inequality, Wen, J. (ed.) *IUCN*, https://www.iucn.org/sites/dev/files/gbv_issues_brief_september_2020_final.pdf

¹⁴ Ibid.

¹⁵ Ibid.

¹⁶ Leisher, C et al. (2016), Does the gender composition of forest and fishery management groups affect resource governance and conservation outcomes? A systematic map, *Environmental Evidence*, vol. 5, No. 6, pp. 1-10, DOI 10.1186/s13750-016-0057-8

¹⁷ Leisher, C et al. (2016), Does the gender composition of forest and fishery management groups affect resource governance and conservation outcomes? A systematic map, *Environmental Evidence*, vol. 5, no. 6, pp. 1-10, DOI 10.1186/s13750-016-0057-8.

¹⁸ OHCHR (2019), Climate Change: Protecting Women's Rights, <https://www.ohchr.org/Documents/Issues/ClimateChange/materials/2PGenderLight.pdf>

community level committees; as of 2020, only 15 per cent of national environmental ministries were led by women.¹⁹

15. Gender statistics and sex-disaggregated data are essential for evidence-driven policy and programme development and implementation to support gender-responsive action for biodiversity. However, persistent data gaps due to the limited collection, dissemination, and application of gender-environment statistics at various levels limit the ability to establish baselines, monitor progress and assess outcomes relative to gender.²⁰ Closing data gaps in the gender-biodiversity nexus will support the development of more effective, equitable and efficient efforts to address biodiversity-related issues across sectors.

16. The table below, containing the draft outline of the gender plan of action, proposes a set of three expected outcomes with associated objectives and actions. Actions are intended to guide efforts to achieve the objectives of the plan, through a variety of measures directed at developing capacity and knowledge, assessing status and undertaking reforms, fostering engagement, and facilitating and strengthening financing, among others. These actions are put forward as areas for which particular attention is needed, recognizing that other actions will be required both to complement and further define the efforts to achieve the proposed objectives at national as well as regional and international levels. It is important to note that capacity development has not been proposed as an objective under the draft outline, as this element is intended to be reflected in the actions to be carried out. Additional columns have been included in the draft outline for deliverables and timelines and responsible actors. While indicative actors are proposed (in leading and contributing roles), it is anticipated that further inputs may be provided, as well as on possible deliverables and timelines going forward. The table also includes key areas of coherence with the post-2020 global biodiversity framework, and links to the proposed framework indicators.²¹ Further consideration may be given to the inclusion of indicators beyond those identified in the post-2020 monitoring framework of the draft post-2020 global biodiversity framework.

17. The section on coherence with relevant international commitments reflects the intention of the gender plan of action to support the achievement of relevant international gender and biodiversity-related commitments. This section has been moved to an annex in order to simplify the table and maintain a focus on the key elements of the plan, primarily the expected outcomes, objectives and actions, and related information. The section on coherence was proposed for reference purposes, to ensure a clear understanding of the linkages and as a basis for determining suitable outcomes, objectives and actions under the Convention on Biological Diversity. It is important to emphasize that this section is not meant to be exhaustive, recognizing that there are numerous commitments at various levels that could potentially be included. The commitments put forward are instead meant to be indicative of the most significant or most relevant linkages with the existing international framework addressing gender- and biodiversity-related issues.

18. The table includes a mapping of the expected outcomes and associated objectives against the goals, milestones and targets of the updated zero draft of the post-2020 global biodiversity framework. To note, this mapping is intended to reflect the most directly relevant goals, milestones and targets of the framework, in order to support the targeted integration of gender actions into respective areas of national biodiversity strategies and action plans. This mapping is not intended to suggest that gender issues are not relevant for other targets under the post-2020 framework, it is only proposed to draw attention to targets where gender linkages are most direct. Further guidance may be provided at a later stage to articulate with more clarity

¹⁹ IUCN (2021), New data reveals slow progress in achieving gender equality in environmental decision making, <https://www.iucn.org/news/gender/202103/new-data-reveals-slow-progress-achieving-gender-equality-environmental-decision-making>.

²⁰ UNEP and IUCN (2018), Gender and Environment Statistics: Unlocking information for action and measuring the SDGs, <https://www.unep.org/resources/report/gender-and-environment-statistics-unlocking-information-action-and-measuring-sdgs>

²¹ These indicators are taken from those presented in document [CBD/SBSTTA/24/3](#).

gender linkages with the remaining targets of the framework. Additionally, as this mapping is based on draft goals, targets and indicators of the post-2020 global biodiversity framework, it is intended to be updated in line with the framework going forward.

19. As has been previously indicated, the process for developing a new 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 development and effective implementation of a new gender plan of action.

Draft outline of a post-2020 gender plan of action						Row #
A. Objectives	B. Actions	C. Deliverables and Timelines	D. Responsible Actors	E. Coherence with updated zero draft post-2020 Global Biodiversity Framework	F. Link to GBF indicators	
Expected Outcome 1. All genders, in particular women and girls, have equal opportunity and capacity to contribute to and benefit from the conservation and sustainable use of biodiversity						1
1.1 Increase women's access to ownership and control over land, waters and biological resources, including by identifying and removing gender-related barriers	Review land legislation and undertake necessary reforms, including removing legal and systemic barriers, to give women equal rights to access, own and control land, water and natural resources		<i>Leading:</i> Parties	<p><i>GBF Goal A:</i> The area, connectivity and integrity of natural ecosystems increased by at least [X%] supporting healthy and resilient populations of all species while reducing the number of species that are threatened by [X%] and maintaining genetic diversity</p> <p><i>GBF Goal B:</i> Nature's contributions to people have been valued, maintained or enhanced through conservation and sustainable use, supporting the global development agenda for the benefit of all people</p>	20.0.2 Population with secure tenure rights to land (disaggregate by sex and type of tenure)	2
	Provide training, education and support to: - Women and girls to understand and exercise their rights, - Community, village and religious leaders, men and boys to raise awareness, and - Government representatives to raise awareness and build capacity to address gender barriers		<i>Leading:</i> Parties, relevant organizations	<p><i>Gender related milestone:</i> Nature contributes to the sustainable nutrition and food security, access to safe drinking water and resilience to natural disasters</p> <p><i>GBF Target 8:</i> By 2030, ensure benefits, including nutrition, food security, livelihoods, health and well-being, for people, especially for the most vulnerable through sustainable management of wild species of fauna and flora.</p> <p><i>GBF Target 9:</i> By 2030, support the productivity, sustainability and resilience of biodiversity in agricultural and other managed ecosystems through conservation and</p>		

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A. Objectives	B. Actions	C. Deliverables and Timelines	D. Responsible Actors	E. Coherence with updated zero draft post-2020 Global Biodiversity Framework	F. Link to GBF indicators	
	Support women’s organizations/networks to participate in the formulation of land policy and land reforms, including through provision of financial support		<i>Leading:</i> Parties, relevant organizations	sustainable use of such ecosystems, reducing productivity gaps by at least [50%]. <i>GBF Target 20:</i> 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.		
1.2 Eliminate, prevent and respond to all forms of gender-based violence in access to, sustainable use and conservation of biodiversity (including protecting women environmental human rights defenders)	Generate and disseminate information and tools on gender-based violence and biodiversity linkages, including methodologies for monitoring in planning and implementation of biodiversity policies and programming		<i>Leading:</i> relevant organizations, Secretariat <i>Contributing:</i> Parties	<i>GBF Goal B</i> <i>Gender related milestone:</i> Nature contributes to the sustainable nutrition and food security, access to safe drinking water and resilience to natural disasters <i>GBF Target 8</i> <i>GBF Target 11:</i> By 2030, increase benefits from biodiversity and green/blue spaces for human health and wellbeing, including the proportion of people with access to such spaces by at least [100%], especially for urban dwellers.		3
	Integrate measures to identify, address and monitor gender-based violence in planning, implementation and monitoring of biodiversity policies,		<i>Leading:</i> Parties, relevant organizations	<i>GBF Target 20</i>		

Draft outline of a post-2020 gender plan of action						Row #
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	programmes and projects					
1.3 Ensure equal access for women to resources, services and technologies to support their governance, conservation and sustainable use of biodiversity (including financial services, credit, training, relevant information and education, among others)	Identify gender gaps and take measures to enable equal access of women and girls to financial services, credit, training, relevant information and education, among other relevant resources and services		<i>Leading:</i> Parties, relevant organizations	<p><i>GBF Goal A</i></p> <p><i>GBF Goal B</i></p> <p><i>Gender related milestone:</i> Nature contributes to the sustainable nutrition and food security, access to safe drinking water and resilience to natural disasters</p> <p><i>GBF Target 8</i></p> <p><i>GBF Target 9</i></p> <p><i>GBF Target 10:</i> By 2030, ensure that, nature-based solutions and ecosystem approach contribute to regulation of air quality, hazards and extreme events and quality and quantity of water for at least [XXX million] people.</p> <p><i>GBF Target 20</i></p>		4
1.4 Ensure equitable access to and receipt of benefits from the conservation and sustainable use of biodiversity (including nutrition, food security, livelihoods, health and well-being)	Conduct participatory assessments of gender-differentiated roles, needs, contributions and impacts related to conservation and sustainable use of biodiversity, identifying access to		<i>Leading:</i> Parties, relevant organizations, the research community	<p><i>GBF Goal A</i></p> <p><i>GBF Goal B</i></p> <p><i>Gender related milestone:</i> Nature contributes to the sustainable nutrition and food security, access to safe drinking water and resilience to natural disasters</p> <p><i>Goal C:</i> The benefits, from the utilization of genetic resources are shared fairly and equitably</p>	C.0.1 Amount of monetary benefits (in United States dollars) received by countries from utilization of genetic resources as a result of an ABS agreement, including traditional	6

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	and receipt of associated socio-economic benefits			<p><i>Gender related milestones:</i> i) Access and benefit-sharing mechanisms are established in all countries; ii) Benefits shared increased by [X%].</p> <p><i>GBF Target 8</i></p> <p><i>GBF Target 10</i></p> <p><i>GBF Target 11</i></p> <p><i>GBF Target 12:</i> By 2030, increase by [X] benefits shared for the conservation and sustainable use of biodiversity through ensuring access to and the fair and equitable sharing of benefits arising from utilization of genetic resources and associated traditional knowledge.</p>	<p>knowledge (disaggregate by beneficiary – including indigenous peoples and local communities and gender</p> <p>C.0.2 Number of research and development results or publications shared as a result of an ABS agreement (disaggregate by beneficiary – including indigenous peoples and local communities and gender)</p> <p>10.0.2 Ecosystems providing reduced coastal erosion, flood protection and other services</p>	
	Track sex-disaggregated data on beneficiaries from interventions intended to meet people’s needs, including through financing from relevant environmental funds and trusts, and take necessary measures to address gender gaps		<p><i>Leading:</i> Parties, relevant organizations, Global Environment Facility</p>			

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					(disaggregate by sex) 12.0.1 Numbers of users that have shared benefits from the utilization of genetic resources and/or traditional knowledge associated with genetic resources with the providers of the resources and/or knowledge (disaggregate by sex and indigenous status of user – head of user organization)	
1.5 Promote women’s economic empowerment including through access to safe, quality and paid formal employment and entrepreneurial opportunities for women and girls in	Map/analyse women’s and men’s roles across biodiversity-based supply chains and sectors to determine gender gaps, and promote and implement supportive		<i>Leading:</i> Parties, relevant organizations <i>Contributing:</i> Private sector	<i>GBF Goal B</i> <i>Gender related milestone:</i> Nature contributes to the sustainable nutrition and food security, access to safe drinking water and resilience to natural disasters <i>GBF Target 8</i> <i>GBF Target 14:</i> By 2030, achieve reduction of at least [50%] in negative impacts on	8.0.2 Percentage of the population in traditional employment (disaggregate by sex and indigenous status)	7

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biodiversity-positive supply chains and sectors	interventions to ensure equal opportunities			biodiversity by ensuring production practices and supply chains are sustainable.		
	Provide training for women to develop technical skills and income-generating activities related to the conservation and sustainable use of biodiversity		<i>Leading:</i> Parties, relevant organizations			
Expected Outcome 2: Biodiversity policy, planning and programming decisions address equally the perspectives, interests and needs of all genders, in particular women and girls						8
2.1 Increase and strengthen the meaningful, informed, and effective participation and leadership of women at all levels of decision-making related to biodiversity	Identify gender gaps and undertake necessary measures, including setting objectives/targets for women's meaningful, informed, and effective participation and their equal opportunities for leadership in biodiversity-related governance bodies at all levels		<i>Leading:</i> Parties, relevant organizations	<p><i>GBF Goal D:</i> Means of implementation are available to achieve all goals and targets in the framework</p> <p><i>Gender related milestones:</i> i) By 2022, means to implement the framework for the period 2020 to 2030 are identified and committed; ii) By 2030, means to implement the framework for the period 2030 to 2040 are identified or committed.</p> <p><i>GBF Target 13:</i> By 2030, integrate biodiversity values into policies, regulations, planning, development processes, poverty reduction strategies and accounts at all levels, ensuring that biodiversity values are mainstreamed across all sectors and integrated into assessments of environmental impacts.</p>	D.0.1 Index of coverage of national biodiversity strategies and action plans with formal processes for ensuring that women, indigenous and local communities and youth are engaged and which capture means of implementation	9
2.2 Enhance the meaningful, informed	Promote initiatives for capacity-building		<i>Leading:</i> Secretariat,	<i>GBF Target 20</i>		10

Draft outline of a post-2020 gender plan of action						Row #
A. Objectives	B. Actions	C. Deliverables and Timelines	D. Responsible Actors	E. Coherence with updated zero draft post-2020 Global Biodiversity Framework	F. Link to GBF indicators	
and effective participation and leadership of women in CBD processes, including through the engagement of women's groups and women delegates	in leadership, negotiation, and facilitation for women delegates, including through webinars and in-session training		relevant organizations		20.0.3 Extent to which indigenous peoples and local communities, women and girls as well as youth participate in decision-making related to biodiversity	
	Establish a Women's Delegate Fund to support representation and active participation of women from least developed countries and small island developing states, inviting Parties and stakeholders to provide voluntary contributions		<i>Leading:</i> Parties			
2.3 Integrate gender equality, intergenerational equity and human rights considerations into national biodiversity strategies and action plans (NBSAPs) and their implementation, budgeting,	Provide capacity-building for governments and other relevant stakeholders on gender-responsive development, implementation and monitoring of NBSAPs, including gender-responsive		<i>Leading:</i> Relevant organizations, Secretariat, Parties			

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monitoring and reporting	project planning and reporting as well as gender budgeting					
	Appoint national gender-biodiversity focal points to support knowledge exchange, sharing experiences and best practices, peer-to-peer learning, mentoring and coaching		<i>Leading:</i> Parties, <i>Contributing:</i> Secretariat, relevant organizations			
	Engage women's groups and national women and gender institutions in the process of developing, implementing and updating biodiversity policies, plans, strategies and action, as appropriate, at all levels		<i>Leading:</i> Parties, relevant organizations			
Expected Outcome 3: Enabling conditions are created to ensure gender responsive implementation of the post-2020 global biodiversity framework						12
3.1 Enhance the capacity of governments and other relevant	Build knowledge and capacity of national statistical mechanisms to ensure the systematic		<i>Leading:</i> Parties, relevant organizations	<i>GBF Implementation Mechanism:</i> Knowledge Generation, Management and Sharing		13

Draft outline of a post-2020 gender plan of action						Row #
A. Objectives	B. Actions	C. Deliverables and Timelines	D. Responsible Actors	E. Coherence with updated zero draft post-2020 Global Biodiversity Framework	F. Link to GBF indicators	
stakeholders to collect, analyse and apply biodiversity data disaggregated by sex and other demographic factors, including data based on insights from traditional knowledge of indigenous women and girls	collection of sex disaggregated biodiversity data and the development and use of relevant gender-specific indicators			i) Greater protection of traditional knowledge and recognition of its contributions to the conservation and sustainable use of biodiversity; ii) Promotion of biodiversity science and education and organizational learning <i>GBF Target 19:</i> By 2030, ensure that quality information, including traditional knowledge, is available to decision makers and public for the effective management of biodiversity through promoting awareness, education and research.		
	Share sample indicators, data, best practices and relevant guidance on developing and monitoring data disaggregated by sex and other demographic factors and per sector		<i>Leading:</i> Parties, Secretariat, relevant organizations			
3.2 Strengthen the evidence base, understanding and analysis of the gender-related impacts of biodiversity conservation, sustainable use and fair and equitable benefit sharing, and the role of women as agents of change in	Build expertise and support the collection, consolidation, application and accessibility of data and information on gender and biodiversity conservation, sustainable use and benefit sharing, including gender-differentiated		<i>Leading:</i> Parties, Secretariat, relevant organizations		19.0.2 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b)	14

Draft outline of a post-2020 gender plan of action						Row #
A. Objectives	B. Actions	C. Deliverables and Timelines	D. Responsible Actors	E. Coherence with updated zero draft post-2020 Global Biodiversity Framework	F. Link to GBF indicators	
conservation and sustainable use	traditional knowledge				curricula, (c) teacher education and (d) student assessments	
3.3 Support effective engagement of women's organizations, networks and gender experts in implementation and reporting on the post-2020 global biodiversity framework	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		<i>Leading:</i> Parties, relevant organizations	<i>GBF – Responsibility and Transparency</i>		16
3.4 Ensure coherent gender responsive implementation of the post-2020 global biodiversity framework, through identifying synergies and drawing on relevant experience from related UN and	Establish coordination mechanisms among women's organizations/networks, ministries responsible for gender and those responsible for environment,		<i>Leading:</i> Parties, relevant organizations	<i>GBF Target 7:</i> By 2030, increase contributions to climate change mitigation adaption and disaster risk reduction from nature-based solutions and ecosystems based approaches, ensuring resilience and minimizing any negative impacts on biodiversity. <i>GBF Target 13</i> <i>GBF – Enabling conditions</i>		

Draft outline of a post-2020 gender plan of action						Row #
A. Objectives	B. Actions	C. Deliverables and Timelines	D. Responsible Actors	E. Coherence with updated zero draft post-2020 Global Biodiversity Framework	F. Link to GBF indicators	
international processes (UNFCCC, UNCCD, 2030 Agenda for Sustainable Development)	relevant focal points, and local partners to strengthen coherent programming on gender and biodiversity-related issues			Effective action on... e) Synergies among relevant multilateral environmental agreements and other relevant international processes, including the 2030 Agenda for Sustainable Development, and instruments at the global, regional and national levels, including through the strengthening or establishment of cooperation mechanisms;		
3.5 Ensure that national reports and submissions under the CBD 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		<i>Leading:</i> Parties, women's groups/networks, relevant organizations, Secretariat	<i>GBF – Responsibility and Transparency</i>		18
	Identify and track gender-specific indicators and include data disaggregated by sex in reporting on progress towards implementation of the gender plan of action and goals and		<i>Leading:</i> Parties			

Draft outline of a post-2020 gender plan of action						Row #
A. Objectives	B. Actions	C. Deliverables and Timelines	D. Responsible Actors	E. Coherence with updated zero draft post-2020 Global Biodiversity Framework	F. Link to GBF indicators	
	<p>targets of the post-2020 global biodiversity framework</p> <p>Prepare periodic reports 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</p>		<p><i>Leading:</i> Secretariat, relevant organizations, Parties</p>			
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	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		<p><i>Leading:</i> Secretariat, relevant organizations</p>	<p><i>GBF Goal D</i></p> <p><i>Gender related milestones:</i> (i) By 2022, means to implement the framework for the period 2020 to 2030 are identified and committed; (ii) By 2030, means to implement the framework for the period 2030 to 2040 are identified or committed.</p> <p><i>GBF Target 18:</i> By 2030, increase by [X%] financial resources from all international and domestic sources, through new, additional and effective financial resources commensurate with the ambition of the goals and targets of the</p>	D.0.2 National funding for implementation of the Global Biodiversity Framework (disaggregated where applicable by sex of beneficiaries (for instance Principal	20

Draft outline of a post-2020 gender plan of action						Row #
A. Objectives	B. Actions	C. Deliverables and Timelines	D. Responsible Actors	E. Coherence with updated zero draft post-2020 Global Biodiversity Framework	F. Link to GBF indicators	
initiatives, and applying gender responsive budgeting	grass-roots women’s organizations, indigenous peoples and local communities			framework and implement the strategy for capacity-building and technology transfer and scientific cooperation to meet the needs for implementing the post-2020 global biodiversity framework.	Investigators of projects, etc.))	
	Take measures to ensure the integration of gender considerations into public funding and public procurement procedures related to the implementation of national commitments and national biodiversity strategies and action plans		<i>Leading: Parties</i>			
	Establish targeted funding programmes or budget lines to support gender-related initiatives in implementation of the post-2020 global biodiversity framework		<i>Leading: Parties</i>			

Annex

COHERENCE OF DRAFT OBJECTIVES WITH RELEVANT INTERNATIONAL COMMITMENTS

Objective	Coherence with relevant international commitments	Row #
<p>1.1 Increase women’s access to ownership and control over land, waters and biological resources, including by identifying and removing gender-related barriers</p>	<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 and natural resources, 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> <p>C169 – Indigenous and Tribal Peoples Convention (No 169)</p> <p>UN Declaration on the Rights of Indigenous Peoples (UNDRIP) UN Declaration on the Rights of Peasants (UNDROPS)</p> <p><u>Paris Agreement “Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity.”</u></p>	<p>A1</p>
<p>1.2 Eliminate, prevent and respond to all forms of gender-based violence in access to, sustainable use and conservation of biodiversity (including protecting women environmental human rights defenders)</p>	<p>SDG 5.1; SDG 5.2; SDG 5.3; SDG 16.3.1</p>	<p>A2</p>

Objective	Coherence with relevant international commitments	Row #
	<p>HRC Resolution - 40/11: A/HRC/RES/40/11; “...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> <p>Escazu agreement – Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean</p> <p>UN Guiding Principles on Business and Human Rights (UNGPs)</p> <p>UNEA-4 Resolution (UNEP/EA.4/L.21) https://papersmart.unon.org/resolution/uploads/k1900914.pdf Promote gender equality, and the human rights and empowerment of women and girls in environmental governance</p> <p>UN Declaration on the Rights of Indigenous Peoples (UNDRIP)</p> <p>UN Declaration on the Rights of Peasants (UNDROPS)</p> <p>C169 (Indigenous and Tribal Peoples Convention)</p>	
<p>1.3 Ensure equal access for women to resources and services to support their governance, conservation and sustainable use of biodiversity (including financial services, credit, training, relevant information and education, among others)</p>	<p>SDG 1.4.2; SDG 5.a.1; 5.a.2; SDG 15.6</p> <p>UNCCD Gender Action Plan</p>	<p>A3</p>

Objective	Coherence with relevant international commitments	Row #
	“Parties will seek to build the knowledge capacities of female land-users in the areas targeted for [sustainable land management] to deliver appropriate technological resources, including information technologies, [sustainable land management], training, extension services and the education of girls.”	
1.4 Ensure equitable access to and receipt of benefits from the conservation and sustainable use of biodiversity (including nutrition, food security, livelihoods, health and well-being)	SDG 1.4.2; SDG 5.a.1; 5.a.2; SDG 15.6;	A4
1.5 Promote women’s economic empowerment including through access to safe, quality and paid formal employment and entrepreneurial opportunities for women and girls in biodiversity-positive supply chains and sectors	SDG 8.5 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” Beijing Platform for Action K.1 para 256 (i) “Develop programmes to involve female professionals and scientists, as well as technical, administrative and clerical workers, in environmental management, develop training programmes for girls and women in these fields, expand opportunities for the hiring and promotion of women in these fields and implement special measures to advance women’s expertise and participation in these activities”	A5
2.1 Increase and strengthen the meaningful, informed, and effective participation and leadership of women at all levels of decision-making related to biodiversity	SDG 5.5; 5.5.1; 5.5.2; 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” Beijing Platform for Action , K.1 para 254 (d) “Establish strategies and mechanisms to increase the proportion of women, particularly at grass-roots levels, involved as decision makers, planners, managers, scientists and technical advisers and as	A6

Objective	Coherence with relevant international commitments	Row #
	beneficiaries in the design, development and implementation of policies and programmes for natural resource management and environmental protection and conservation”; UNEP/EA.4/L.21 Promoting gender equality and the human rights and empowerment of women and girls in environmental governance	
2.2 Enhance the full, equal and meaningful participation and leadership of women in CBD processes, including through the engagement of women’s groups and women delegates	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”	A7
2.3 Integrate gender equality, intergenerational equity and human rights considerations into national biodiversity strategies and action plans (NBSAPs) and their implementation, budgeting, monitoring and reporting	CBD Decisions: IX/8; X/19; XI/2; XII/7; XIII/1 Beijing Platform for Action , K.2 – Integrate gender concerns and perspectives in policies and programmes for sustainable development	A8
3.1 Enhance the capacity of governments and other relevant stakeholders to collect, analyse and apply biodiversity data disaggregated by sex and other demographic factors, including data based on insights from traditional knowledge of indigenous women and girls	Ongoing efforts under the SDG framework CBD Decision: XIV/18 UNFCCC Gender Action Plan “D.7 Enhance the availability of sex-disaggregated data for gender analysis, taking into consideration multidimensional factors, to better inform gender responsive climate policies, plans, strategies and action, as appropriate” Beijing Platform for Action , K.2, K.3	A9
3.2 Strengthen the evidence base, understanding and analysis of the gender-related impacts of biodiversity conservation, sustainable use and fair and equitable benefit	UNFCCC Gender Action Plan “A.4 Strengthen the evidence base and understanding of the differentiated impacts of [climate change] on men and women and the role of women as agents of change and on opportunities for women”	A10

Objective	Coherence with relevant international commitments	Row #
<p>sharing, and the role of women as agents of change in conservation and sustainable use</p>	<p>“D.4 Support the collection and consolidation of information and expertise on gender and [climate change] in sectors and thematic areas as well as identifying experts on gender and [climate change], as needed, and enhance knowledge platforms on gender and [climate change]”</p> <p>Beijing Platform for Action, K.1, K.2, K.3 K.1 para 256 (f) “Promote knowledge of and sponsor research on the role of women, particularly rural and indigenous women, in food gathering and production, soil conservation, irrigation, watershed management, sanitation, coastal zone and marine resource management, integrated pest management, land-use planning, forest conservation and community forestry, fisheries, natural disaster prevention, and new and renewable sources of energy, focusing particularly on indigenous women’s knowledge and experience”</p>	
<p>3.3 Support effective engagement of women’s organizations, networks and gender experts in implementation and reporting on the post-2020 global biodiversity framework</p>	<p>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”;</p> <p>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].”</p> <p>Beijing Platform for Action, K.1</p>	<p>A11</p>
<p>3.4 Ensure coherent gender responsive implementation of the post-2020 global biodiversity framework, through identifying synergies and drawing on relevant experience from related UN and international processes (UNFCCC, UNCCD, 2030 Agenda for Sustainable Development)</p>	<p>SDG 17.14</p> <p>UNFCCC Gender Action Plan “C.3 Strengthen coordination between the work on gender considerations of the subsidiary bodies under the Convention and the Paris Agreement and other relevant United Nations entities and processes, in particular the 2030 Agenda for Sustainable Development, as applicable”</p>	<p>A12</p>
<p>3.5 Ensure that national reports and submissions under the CBD provide information on the implementation of the</p>	<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>A13</p>

Objective	Coherence with relevant international commitments	Row #
<p>gender plan of action and gender-responsive implementation of the post-2020 global biodiversity framework</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>	
<p>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</p>	<p>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” UNFCCC Gender Action Plan “D.1 Share experience and support capacity-building on gender budgeting, including on the integration of gender-responsive budgeting into national budgets to advance gender-responsive [climate] policies, plans, strategies and action, as appropriate” “D.2 Raise awareness of the financial and technical support available for promoting the strengthening of gender integration into [climate] policies, plans, strategies and action, as appropriate, including good practices to facilitate access to [climate] finance for grass-roots women’s organizations and indigenous peoples and local communities” Addis Ababa Action Agenda, para 30 “...We will increase transparency and equal participation in the budgeting process, and promote gender responsive budgeting and tracking. ...”</p>	<p>A14</p>
