



## Convention on Biological Diversity

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### Subsidiary Body on Implementation

#### Sixth meeting

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Item 5 of the provisional agenda\*

#### Gender Plan of Action

## Midterm review of the implementation of the Gender Plan of Action 2023–2030

### Note by the Secretariat

## I. Introduction

1. At its fifteenth meeting, by its decision [15/11](#), the Conference of the Parties to the Convention on Biological Diversity adopted the Gender Plan of Action (2023–2030). In the same decision, it encouraged Parties to submit information on efforts and steps taken to implement the Plan of Action in their national reporting and requested the Executive Secretary to undertake a midterm review of implementation of the Plan of Action on the basis, inter alia, of that information, and with the support of relevant partners, to identify progress, lessons learned and further work to be undertaken, for consideration by the Subsidiary Body on Implementation at a meeting held before the seventeenth meeting of the Conference of the Parties.

2. On 8 August 2025, the Secretariat issued notification No. [2025-103](#) to seek the information requested from Parties, other Governments, indigenous peoples and local communities, and relevant stakeholders, including women's groups, and received a total of 34 submissions (20 from Parties<sup>1</sup> and 14 from observers).<sup>2</sup> A synthesis of the submissions is provided in section IV below, while the full submissions are available online.<sup>3</sup>

## II. Overview of the Gender Plan of Action (2023–2030)

3. The purpose of the Gender Plan of Action is to support and promote the gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework and to support a gender-responsive approach to applying the implementation mechanisms associated with the Framework.

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\* [CBD/SBI/6/1](#).

<sup>1</sup> Brazil, Canada, Colombia, Costa Rica, Democratic Republic of the Congo, Dominican Republic, Ecuador, Eswatini, European Union, Finland, Germany, Guatemala, Indonesia, Malawi, Mexico, Nigeria, Peru, Spain, Tajikistan and United Kingdom of Great Britain and Northern Ireland.

<sup>2</sup> Forest Stewardship Council International, Fundación Ambiente y Recursos Naturales, Department of Economic and Social Affairs of the United Nations, HATOF Foundation, Indigenous Determinants of Health Alliance, International Union for Conservation of Nature, Nepal Indigenous Nationalities Preservation Association, SouthSouthNorth, SwedBio at the Stockholm Resilience Centre on behalf of Women4Biodiversity, United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), United Nations Development Programme, United Nations Environment Programme – Climate Technology Centre and Network, Women's Environment and Development Organization on behalf of the CBD Women's Caucus, and World Wide Fund for Nature International.

<sup>3</sup> See [www.cbd.int/notifications/2025-103](http://www.cbd.int/notifications/2025-103).

4. In paragraph 7 (h) of section C of the Framework, it is recognized that the successful implementation of the Framework will depend on ensuring gender equality and the empowerment of women and girls, and on reducing inequalities. Target 23, to be achieved by 2030, is to ensure gender equality in the implementation of the Framework through a gender-responsive approach, where all women and girls have equal opportunity and capacity to contribute to the three objectives of the Convention, including by recognizing their equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action, engagement, policy and decision-making related to biodiversity. The Gender Plan of Action is the main instrument for guiding Parties in achieving Target 23.

5. The Gender Plan of Action is structured around three expected outcomes to be reached by 2030, namely:

(a) Outcome 1: all people, in particular all women and girls, have equal opportunity and capacity to contribute to the three objectives of the Convention;

(b) Outcome 2: biodiversity policy, planning and programming decisions address equally the perspectives, interests, needs and human rights of all people, in particular of all women and girls;

(c) Outcome 3: enabling conditions are created to ensure gender-responsive implementation of the Framework.

### **III. Gender considerations in national biodiversity strategies and action plans and national targets**

6. In paragraph 4 of decision [15/11](#), the Conference of the Parties urged Parties and invited, where appropriate, relevant organizations, to incorporate the Gender Plan of Action in national biodiversity strategies and action plans. In paragraph 6 of decision [15/6](#), it requested Parties to revise or update their national biodiversity strategies and action plans to align them with the Framework and its goals and targets. The present section contains a brief analysis of how gender had been considered in the revised or updated national biodiversity strategies and action plans and national targets submitted to the Secretariat pursuant to decision [15/6](#) by 31 May 2025.<sup>4</sup> As at that date, 51 Parties had submitted revised or updated national biodiversity strategies and action plans through the online reporting tool. In addition, 130 Parties had submitted a total of 3,035 national targets, also through the online reporting tool, including 110 Parties that had submitted 198 national targets related to Target 23.

7. The majority of Parties made reference to gender in their revised or updated national biodiversity strategies and action plans, often in relation to gender equality, gender sensitivity, gender mainstreaming, gender inclusiveness and gender responsiveness, while a small number made explicit reference to the Gender Plan of Action. Twenty-five per cent of Parties mentioned the engagement of women in the development of national biodiversity strategies and action plans, including through the consultation of women's groups and the inclusion of women in the revision committee, while 12 per cent referred to the future involvement of women's groups in the implementation of the Framework.

8. Fifty-two per cent of the 198 national targets submitted by Parties in relation to Target 23 were reported as having a high degree of alignment with Target 23, while 27 per cent were identified as having medium alignment, and 13 per cent as having low alignment. For the remaining 8 per cent, Parties did not indicate a degree of alignment. Approximately one fifth (17 per cent) of Parties reported national targets that fully addressed all three elements of Target 23 (i.e. ensuring the full, equitable, meaningful and informed participation of women and girls; recognizing their equal rights to land and natural resources; and ensuring gender equality in implementation through a gender-responsive approach). Many Parties (about 60 per cent), however, had set national targets that did not address any aspect of Target 23.

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<sup>4</sup> An updated analysis will be provided as an information document closer to the present meeting.

9. Around one third of Parties (34 per cent) reported national targets that fully addressed the issue of gender equality through a gender-responsive approach, and 35 per cent of national targets addressed the issue of ensuring the full and informed participation and leadership of women and girls. About 20 per cent of national targets addressed the issue of women's equal rights and access to land and natural resources.

10. Over half (55 per cent) of the national targets related to Target 23 included information on means of implementation, which were commonly focused on the meaningful participation of women and girls at all levels of decision-making related to biodiversity, in line with objective 2.1 of the Gender Plan of Action. They included the development of national gender strategies and action plans, the establishment of quotas and measures to support female representation in decision-making bodies and the development and strengthening of laws and policies. Other measures were focused on supporting and protecting the rights of women, reforming discriminatory laws and policies, and awareness-raising and capacity-building for women and girls in relation to biodiversity. Only 10 per cent of national targets referred to the involvement of actors other than national Governments, those being mainly civil society organizations, indigenous peoples and local communities, and the private sector.

11. Target 22 of the Framework, on ensuring participation in decision-making and access to justice and information related to biodiversity for all, is also relevant to expected outcomes 2 and 3 of the Gender Plan of Action. Just over half (53 per cent) of the national targets submitted by Parties as linked to Target 23 were also identified as relevant to Target 22.

#### IV. Synthesis of submissions

12. The synthesis of the submissions received in the present section has been prepared to assess progress in the implementation of the Gender Plan of Action. It is structured to show how the information in the submissions addresses or contributes to the achievement of the expected outcomes of the Plan of Action.

##### **Outcome 1. All people, in particular all women and girls, have equal opportunity and capacity to contribute to the three objectives of the Convention**

13. Many submitters noted that legal and institutional frameworks for gender equality, such as federal or constitutional laws on gender equality and human rights, had been established at the national level. In that regard, it was emphasized that those frameworks often provided that women and men enjoyed legal equality, including as regards ownership and control over land and resources. Many submitters also highlighted cross-sectoral gender equality strategies, action plans and analysis tools to mainstream gender across relevant policy areas, including biodiversity, climate change and rural development.

14. Many submitters provided examples of technical and financial support provided to women-led community conservation and restoration efforts, including support for the acquisition of equipment. It was also noted that training on financial literacy and community-based monitoring systems had been conducted. Some submitters also indicated that they had produced resources, including knowledge products and other information tools and materials.

##### **Outcome 2. Biodiversity policy, planning and programming decisions address equally the perspectives, interests, needs and human rights of all people, in particular of all women and girls**

15. Several submitters reported progress with regard to the meaningful and effective participation and leadership of women in decision-making related to biodiversity. In that regard, it was pointed out that several national policies and strategies were being implemented to strengthen the participation of women in activities related to the conservation, restoration and sustainable use of biodiversity. Some submitters further highlighted that they had appointed national gender-biodiversity focal points.

16. Several submitters reported the integration of gender considerations into the revised or updated national biodiversity strategies and action plans through dedicated targets on gender equality and participation or by mainstreaming gender in the implementation of other targets and actions, which was consistent with the results of the analysis of said strategies, plans and national targets. Some submitters also highlighted efforts towards engaging women's groups in the revision or updating of national biodiversity strategies and action plans through consultations, workshops and trainings. Some described activities that had been conducted to facilitate the inclusion of gender in national biodiversity strategies and action plans, including through the provision of technical support and guidance.

### **Outcome 3. Enabling conditions are created to ensure gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework**

17. Several submitters reported some progress in the production and use of disaggregated data. Initiatives included a national disaggregated data action plan and collaboration in one country between the national statistics office and the ministry for women. Some also highlighted specific efforts and steps taken towards making disaggregated data publicly available and accessible, such as reports, gender statistics hubs and interactive data visualization tools. A few submitters included information pointing to specific data gender disaggregation, such as data on female labour force in relevant sectors.

18. Several submitters also reported progress towards the implementation of gender-responsive funding programmes. Some provided information on the adoption of funding modalities whereby all projects had to be gender-responsive. Examples of funding programmes that targeted or prioritized women and women-led initiatives were provided. Submitters pointed to the importance of international finance mechanisms, such as the Green Climate Fund and the Global Environment Facility, and of support from the Biodiversity Finance Initiative, noting that part of the funding provided through those entities should be directed to women's groups. In that context, a few submitters emphasized the need to increase efforts to ensure a stronger understanding of the linkages between gender and biodiversity, in particular the contribution and role of women in the conservation and sustainable use of biodiversity.

19. Some submitters provided information on specific actions towards building the capacity of women's organizations and woman delegates to support the integration of gender considerations into biodiversity-related programmes. In that regard, examples of activities, such as trainings, thematic briefings and workshops, were provided.

## **V. Lessons learned**

20. The analysis of the submissions shows that gaps remain in terms of the implementation of policies and programmes on gender. While national frameworks pertaining to equality have been developed in a number of countries, more work is needed at the national level to ensure effective implementation. Furthermore, barriers still exist in terms of women's ownership and control over land, as well as their participation in decision-making.

21. Some submitters emphasized the importance of developing an intersectoral approach to ensure that gender is mainstreamed across various sectors. Some submitters noted that women from indigenous peoples and local communities faced greater challenges and that targeted technical and financial support should be prioritized.

22. Some submitters highlighted a need to further strengthen the capacity of women and women's groups to engage in biodiversity governance and decision-making. This is consistent with the analysis of the national biodiversity strategies and action plans submitted thus far, which showed that less than half the Parties mentioned the engagement of women's groups in the development of said strategies and plans or named them as implementing partners for achieving gender-responsive biodiversity outcomes.

23. Several submitters highlighted that gender-disaggregated data, specifically data linking gender and biodiversity, remained insufficient, fragmented or unavailable at the national level in many contexts, which limited the ability to monitor progress or design measures that led to evidence-based implementation. Lack of institutional capacity, adequate resources and coordination among the various actors involved in the generation, management and governance of the data were identified as obstacles. Several submitters highlighted the importance of developing gender-responsive indicators for monitoring and evaluation.

24. Limited access to gender-responsive funding programmes was identified as a key gap. Several submitters noted that there remained insufficient dedicated funding for gender-responsive biodiversity-related programmes and women-led initiatives, in particular for women from indigenous peoples and local communities. Submitters emphasized the importance of embedding gender equality into national budgets and international funding mechanisms and of ensuring access to dedicated funding for women's groups.

25. The need to build institutional capacity to implement gender-responsive biodiversity-related policies and programmes at the national and local levels was emphasized. It was further noted that women's contributions and initiatives were often undervalued. The need to enhance gender-related expertise within relevant national institutions was highlighted by some submitters.

## VI. Recommendations

26. The Subsidiary Body on Implementation may wish to adopt a recommendation<sup>5</sup> along the following lines:

*The Subsidiary Body on Implementation*

*Recommends* that, at its seventeenth meeting, the Conference of the Parties adopt elements of a decision<sup>6</sup> along the following lines:

*The Conference of the Parties*

1. *Takes note* of the findings of the midterm review of the implementation of the Gender Plan of Action 2023–2030<sup>7</sup> submitted at the sixth meeting of the Subsidiary Body on Implementation;<sup>8</sup>

2. *Encourages* Parties, other Governments, subnational governments, cities and other local authorities and relevant organizations to continue and strengthen their efforts to implement the Gender Plan of Action, in particular by:

(a) Integrating gender-responsive approaches across all biodiversity-related policies, strategies and actions, in line with Target 23 of the Kunming-Montreal Global Biodiversity Framework;<sup>9</sup>

(b) Ensuring the full, equitable, meaningful and informed participation of women and girls and the leadership of women, including those from indigenous peoples and local communities, in biodiversity-related decision-making at all levels;

(c) Enhancing efforts to generate, use and report gender-disaggregated data, to support monitoring and the evaluation of progress with the implementation of the Plan of Action;

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<sup>5</sup> The estimated extrabudgetary resource requirements for the activities outlined in the draft recommendation are shown in the annex to the present document.

<sup>6</sup> Additional elements pertaining to the decision on capacity-building and development and technical and scientific cooperation will be submitted for consideration at the seventh meeting of the Subsidiary Body.

<sup>7</sup> Decision [15/11](#), annex.

<sup>8</sup> See CBD/SBI/6/5.

<sup>9</sup> Decision [15/4](#), annex.

(d) Promoting the allocation of adequate resources and strengthening institutional capacity for a gender-responsive implementation of the Plan of Action, including through targeted support for women-led initiatives, especially among indigenous peoples and local communities;

3. *Requests* the Executive Secretary, subject to the availability of resources, to continue to support Parties in the implementation of the Gender Plan of Action, including through technical guidance, capacity-building and knowledge exchange, in collaboration with indigenous peoples and local communities, women, youth and relevant stakeholders, in collaboration with the regional and subregional technical and scientific cooperation support centres.

## Annex

### Estimated extrabudgetary resource requirements

The table below has been prepared by the Secretariat to show the estimated extrabudgetary resource requirements for the activities requested of the Secretariat, as outlined in the draft recommendation, in support of its consideration. The present annex is not part of the draft recommendation submitted for consideration by the Subsidiary Body.

#### Extrabudgetary resource requirements

(United States dollars)

<i>OP</i>	<i>Activity</i>	<i>Meeting costs<sup>a</sup></i>	<i>Staff travel</i>	<i>Staff costs<sup>b</sup></i>	<i>Subtotal</i>	<i>PSC (13 per cent)</i>	<i>Total</i>
3	Three in-person capacity-building workshops	379 800	81 000	–	460 800	59 904	520 704
3	One online capacity-building workshop	5 000	–	–	5 000	650	5 650
<b>Total</b>					<b>465 800</b>	<b>60 554</b>	<b>526 354</b>

*Abbreviations:* PSC, programme support costs; OP, operative paragraph of the recommendation or draft decision.

<sup>a</sup> Including participants' travel and interpretation costs.

<sup>b</sup> Consultants, partners and additional staff.