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CONFERENCE OF THE PARTIES TO THE
CONVENTION ON BIOLOGICAL DIVERSITY
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Agenda item 9D

DECISION ADOPTED BY THE CONFERENCE OF THE PARTIES TO THE CONVENTION ON BIOLOGICAL DIVERSITY

15/11. Gender Plan of Action

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 and girl's empowerment to ensure the effective implementation of the Kunming-Montreal Global Biodiversity Framework,¹

Recognizing also 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 Gender Plan of Action contained in the annex to the present decision;
2. *Urges* Parties, and invites other Governments, subnational governments, cities and other local authorities, and relevant organizations to implement the Gender Plan of Action to support and advance gender mainstreaming and gender responsive implementation of the Kunming-Montreal 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 Kunming-Montreal Global Biodiversity Framework, through identifying synergies and drawing on relevant experience from related processes;
4. *Urges* Parties and invites where appropriate, relevant organizations to incorporate the Gender Plan of Action in 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 and gender indicators, where possible;

¹ Decision 15/4, annex.

5. *Invites* Parties to implement the Gender Plan of Action in synergy with gender plans or strategies developed under other relevant multilateral environmental agreements or related multilateral processes, as appropriate;

6. *Encourages* Parties to submit information on efforts and steps taken to implement the Gender Plan of Action in their national reporting, including sex-disaggregated data;

7. *Also encourages* Parties to appoint and provide support for a national gender and biodiversity focal point for biodiversity negotiations, implementation and monitoring;

8. *Requests* the Executive Secretary, in collaboration with Parties, indigenous peoples and local communities, women's and youth organizations, and other relevant stakeholders, to facilitate outreach and capacity-building and development activities with a view to exchanging experiences, good practices, and lessons learned, to support the implementation of the Gender Plan of Action;

9. *Also requests* the Executive Secretary, based inter alia on the information received pursuant to paragraph 6 above and with the support of relevant partners, to undertake a mid-term review of implementation of the 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;

10. *Invites* the Global Environment Facility and relevant bilateral and multilateral funding organizations to provide technical and financial support, as well as capacity-building and development, for implementation of the Gender Plan of Action;

11. *Encourages* Parties to increase representation of women in their delegations to meetings of the Convention on Biological Diversity, with a view to achieving gender equality, including through requests for support for participation through the Special Voluntary Trust Fund (BZ), where applicable;

12. *Invites* Parties, and relevant public and private entities, to increase the gender responsiveness of biodiversity capacity-building and development, technical and scientific cooperation and technology transfer, provision of financial resources, and other means of implementation, with the aim of strengthening the support for the full and effective participation of women and girls.

Annex

GENDER PLAN OF ACTION (2023-2030)

I. PURPOSE

1. The purpose of the Gender Plan of Action is to support and promote the gender responsive implementation of the Kunming-Montreal Global Biodiversity Framework. The Plan of Action 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,² are based on the following modalities:

(a) Maximizing synergies between gender equality and the conservation, sustainable use and the fair and equitable sharing of benefits arising from the utilization of genetic resources, considering also the consequences of climate change and land and sea-use change as drivers of biodiversity loss. Recognizing the links between gender equality and key environmental concerns, the implementation of the Gender Plan of Action aims to mainstream gender equality and contribute to maximizing synergies between these areas, towards meeting shared objectives and supporting the implementation of the Kunming-Montreal Global Biodiversity Framework;

(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 and the implementation of the Kunming-Montreal Global Biodiversity Framework;

(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 benefits arising from the utilization of genetic resources, and noting that resolution A/RES/76/300 adopted by the United Nations General Assembly recognized the right to a clean, healthy and sustainable environment as a human right. 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 intersecting ways in which gender inequalities may be amplified for all women and girls. 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, 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 women and girls, with particular attention to those facing all forms of discrimination. The implementation of the Gender Plan of Action 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 benefits arising out of the utilization of genetic resources;

(e) Ensuring meaningful and effective engagement and empowerment of women and girls from indigenous peoples and local communities. Indigenous women and girls, and those from local

² These modalities are put forward as measures to ensure the effective implementation of the Gender Plan of Action. As the Plan is intended to enable the gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework, the modalities put forward may also be considered relevant to the implementation of the Framework.

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. As such, it is proposed that implementation of the Gender Plan of Action include a focus on empowering and supporting the meaningful, informed and effective engagement of women and girls from indigenous peoples and local communities to address their rights, needs and interests, 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. 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 all 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 all women and girls, including from indigenous peoples and local communities and those facing all forms of discrimination. When consulting women and girls from indigenous peoples and local communities, it should be done under the principle of free, prior and informed consent.

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 Plan of Action are put forward with the aim of supporting the achievement of all the goals and targets of the Kunming-Montreal Global Biodiversity Framework in a gender responsive manner, recognizing that effective action on biodiversity requires all members of society to be fully engaged.³

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, subnational, 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 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 Kunming-Montreal Global Biodiversity Framework and of the Convention entails a participatory and inclusive process. As such, Parties, together with subnational governments, cities and other local authorities, 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 effective implementation of the Kunming-Montreal Global Biodiversity Framework, including the Gender Plan of Action.

³ CBD/SBI/3/INF/41.

GENDER PLAN OF ACTION: OBJECTIVES, ACTIONS, DELIVERABLES, TIMELINES AND ACTORS

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
Expected outcome 1: All people in particular all women and girls, have equal opportunity and capacity to contribute to the three objectives of the Convention				
1.1 Increase all women and girls' rights to ownership and control over land and access to natural resources and to water, to support the conservation and sustainable use of biodiversity	1.1.1 Compile baseline data and research on the relationship between conservation interventions, sustainable use and all women and girls' rights to ownership and control over land and access to natural resources and to water, and prepare guidance for national-level action	Baseline data, research and guidance on all women and girls' rights to ownership and control over land and access to natural resources and to water 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
	1.1.2 Take measures to update national legislation so that all women and girls have equitable access to ownership and control over biological resources, as well as land and waters	Created or updated legislation that provides equal rights of access, ownership and control of land and waters for women and men	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations
	1.1.3 Support women's organizations and networks to have equal opportunities to lead or participate in decision-making on policies relating to the three objectives of the Convention, including related to land and waters, land tenure and property reforms through inter alia, consultation of women, in accordance with national law, and the provision of financial support	Consultations that included effective engagement of women and girls' organizations/networks; Financial and other relevant support provided to women and girls' organizations/networks to strengthen their capacity	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations
1.2 Ensure equal access for all women and girls to resources, services and technologies to support their engagement in the governance, conservation and sustainable use of biodiversity	1.2.1 Conduct participatory assessments with baselines 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

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
(including financial services, credit, education, training and relevant information among others)	1.2.2 Take targeted measures to facilitate equal access of women to financial services and credit, and of all women and girls to education, training, information, among other relevant resources, services and technologies relevant for their engagement in the governance, conservation and sustainable use of biodiversity and the fair and equitable sharing of benefits arising out of the utilization of genetic resources	Initiatives/programmes established or enhanced to facilitate equal access of women to financial services and credit, and of all women and girls to training, information and other relevant measures	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations <i>Contributing:</i> Secretariat
	1.2.3 Take specific measures to respect, preserve and maintain the traditional knowledge, innovations and practices of all women and girls from indigenous peoples and local communities, as well as their corresponding rights relevant to the conservation and sustainable use of biological diversity	Assessment and case studies undertaken on specific measures and policies to respect, preserve and maintain traditional knowledge, innovations and practices of all women and girls from indigenous peoples and local communities	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, indigenous peoples and local communities, relevant organizations, the research community, Secretariat
1.3 Ensure gender equitable access in relation to access and benefit-sharing instruments, as appropriate	1.3.1 Develop, test and promote relevant methodologies to mainstream gender perspectives in access and benefit-sharing instruments, as appropriate	Guidance on mainstreaming gender equality in relation to access and benefit-sharing instruments made available to Parties	<i>Timeframe:</i> 2026	<i>Leading:</i> Relevant organizations, the research community, Secretariat <i>Contributing:</i> Parties
1.4 Promote women's empowerment and entrepreneurial opportunities in biodiversity-based supply chains and sectors, that support sustainable	1.4.1 Conduct assessments on gender roles across biodiversity-based supply chains and sectors to determine gender gaps and make use of assessments already undertaken in this regard	Assessments and case studies inform decision-making and are shared through webinars and side events	<i>Timeframe:</i> 2026	<i>Leading:</i> Private sector, Parties, relevant organizations <i>Contributing:</i> Secretariat

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
management and production practices	1.4.2 Implement supportive interventions to promote women's empowerment and entrepreneurial opportunities in biodiversity-based supply chains and sectors that support sustainable management and production practices	Capacity-building and development workshops and training sessions carried out for women focused on empowerment and entrepreneurial opportunities relevant to biodiversity-based supply chains and sectors	<i>Timeframe:</i> Ongoing	<i>Leading:</i> Private sector, Parties, relevant organizations
1.5 Identify and eliminate, prevent and respond to all forms of gender-based discrimination and violence, in particular in relation to control, ownership and access to sustainable use and conservation of biodiversity, including protecting women environmental human rights defenders and park rangers	1.5.1 Develop and deploy data, tools and strategies to understand and address gender-based violence and biodiversity linkages, including with a 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
	1.5.2. Effective measures are taken to eliminate, prevent and respond to all forms of gender-based discrimination and violence, in particular in relation to control, ownership and access to sustainable use and conservation of biodiversity, including protecting women environmental human rights defenders and park rangers	Case studies are compiled and shared on implementing measures to 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 and park rangers	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations, the research community
Expected 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				
2.1 Increase opportunities and strengthen the meaningful and	2.1.1 Convene an expert group meeting, including women environmental human rights	Report of Expert Group meeting and recommendations made	<i>Timeframe:</i> 2024	<i>Leading:</i> Secretariat, relevant

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
effective participation and leadership of women at all levels of action, engagement and decision-making related to the three objectives of the Convention	defenders, to develop guidance and recommendations to aimed at eliminating gender disparities in the participation and leadership of women and decision-making related to the three objectives of the Convention	available to Parties and stakeholders		organizations, Parties
	2.1.2 Apply guidance and recommendations to ensure the informed and effective participation and equal leadership of women in governance bodies at all levels related to the three objectives of the Convention	Data/information on women's participation and leadership in biodiversity-related governance bodies is included in national reports under the Convention on Biological Diversity	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations
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	2.2.1 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
	2.2.2 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
	2.2.3 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

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
2.3 Integrate human rights and gender equality considerations into national biodiversity strategies and action plans (NBSAPs)	2.3.1 Provide capacity-building and development opportunities for governments at all levels and other relevant stakeholders on gender responsive development, planning, implementation, budgeting, monitoring, evaluation and reporting of NBSAPs	Capacity-building and development initiatives undertaken, templates, guides and toolkits developed	<i>Timeframe:</i> Ongoing ⁴	<i>Leading:</i> Relevant organizations, Parties, Secretariat
	2.3.2 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, and an awareness raising/knowledge sharing plan developed	<i>Timeframe:</i> 2024	<i>Leading:</i> Parties <i>Contributing:</i> Secretariat, relevant organizations
	2.3.3 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
Expected outcome 3: Enabling conditions are created to ensure gender responsive implementation of the Kunming-Montreal Global Biodiversity Framework				
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)	3.1.1 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, available data disaggregated by sex	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations
	3.1.2 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

⁴ As per decision 15/5 on the monitoring framework for the Kunming-Montreal Global Biodiversity Framework.

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
3.2 Strengthen the evidence base, understanding and analysis of the gender-related impacts of the implementation of the Kunming-Montreal Global Biodiversity Framework and the role of all women and girls as agents of change in achieving its goals and targets, including insights from traditional knowledge of all women and girls from indigenous peoples and local communities	3.2.1 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 Kunming-Montreal Global Biodiversity Framework and the role of all 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 the website of the Convention	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations <i>Contributing:</i> Secretariat
3.3 Support access to information and public participation of women and girls' organizations, networks, leaders and gender experts in the resourcing, implementation, monitoring and reporting on the Kunming-Montreal Global Biodiversity Framework	3.3.1 Organize capacity-building and development workshops and prepare guidelines to enhance the capacity of women and girls' organizations, networks and gender experts to support planning, implementation and reporting on NBSAPs and related activities, including integration of gender considerations into all biodiversity programming at all levels	Capacity-building and development workshops undertaken, and guidelines prepared Reporting on capacity-building and development initiatives and engagement of women's organizations, networks and gender experts included in national reports under the Convention on Biological Diversity	<i>Timeframe:</i> 2026 <i>Timeframe:</i> 2030	<i>Leading:</i> Secretariat, relevant organizations <i>Contributing:</i> Parties <i>Leading:</i> Parties, relevant organizations <i>Contributing:</i> Secretariat
3.4 Ensure coherent gender responsive implementation of the Kunming-Montreal Global Biodiversity Framework through identifying synergies and drawing on relevant experience from related United Nations and international processes	3.4.1 Promote gender-biodiversity linkages in relevant tools, information and activities of United Nations and international processes, and undertake joint activities with the 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
	3.4.2 Establish coordination mechanisms among women and girls' organizations/networks, ministries or other institutions responsible for gender and those	National-level gender-biodiversity/environment working groups/coordination mechanisms established, reports	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, relevant organizations

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
	responsible for the environment, relevant focal points, and local partners to strengthen coherent programming on gender and biodiversity-related issues	on progress provided; In-session workshop / side event to exchange experiences and discuss gaps, challenges		
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 Kunming-Montreal Global Biodiversity Framework	3.5.1 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
	3.5.2 Use gender-specific indicators and data disaggregated by sex in reporting on progress towards implementation of the goals and targets of the Kunming-Montreal 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
	3.5.3 Integrate reporting on women's and girl's contributions to the conservation and sustainable use of biodiversity, and on the mainstreaming 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 mainstreaming of gender considerations into NBSAPs, including their implementation, budgeting and reporting	<i>Timeframe:</i> 2030	<i>Leading:</i> Parties, relevant organizations
3.6 Allocate adequate human and financial resources to support rights-based gender-responsive implementation of the Kunming-Montreal Global Biodiversity	3.6.1 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	Webinars, communication materials, in-session workshops	<i>Timeframe:</i> 2024, 2026	<i>Leading:</i> Secretariat, relevant organizations

Objectives	Indicative actions	Possible deliverables	Proposed timelines	Responsible actors
Framework, including by tracking and reporting resource allocations for gender initiatives, and applying gender-responsive budgeting	finance for grass-roots women’s organizations and indigenous peoples and local communities			
	3.6.2 Establish targeted funding programmes or budget lines to support gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework and of the Gender Plan of Action	Targeted funding programmes and budget lines	<i>Timeframe:</i> 2026	<i>Leading:</i> Parties, Global Environment Facility, and other relevant organizations