



Gender Plan of Action (2023 - 2030)

Adopted by the 15th meeting of the Conference of the Parties to the Convention on Biological Diversity (decision 15/11)

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, 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 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.

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			
Objectives	Indicative actions	Actors	Timeline
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	Leading: Secretariat, relevant organizations Contributing: Parties	2024
	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	Leading: Parties, relevant organizations	2030
	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	Leading: Parties, relevant organizations	2030
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 (including financial services, credit, education, training and relevant information among others)	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	Leading: Parties, relevant organizations Contributing: Secretariat	2026

Objectives	Indicative actions	Actors	Timeline
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 (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	Leading: Parties, relevant organizations Contributing: Secretariat	2030
	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	Leading: Parties, indigenous peoples and local communities, relevant organizations, the research community, Secretariat	2030
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	Leading: Relevant organizations, the research community, Secretariat Contributing: Parties	2026
1.4 Promote women's empowerment and entrepreneurial opportunities in biodiversity-based supply chains and sectors, that support sustainable management and production practices	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	Leading: Private sector, Parties, relevant organizations Contributing: Secretariat	2026
	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	Leading: Private sector, Parties, relevant organizations	Ongoing
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	Leading: Relevant organizations, Secretariat Contributing: Parties	2026
	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	Leading: Parties, relevant organizations, the research community	2026

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

Objectives	Indicative actions	Actors	Timeline
2.1 Increase opportunities and strengthen the meaningful and effective participation and leadership of women at all levels of action, engagement and decision-making related to the three objectives of the Convention	2.1.1 Convene an expert group meeting, including women environmental human rights 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	Leading: Secretariat, relevant organizations, Parties	2024
	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	Leading: Parties, relevant organizations	2026
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	Leading: Secretariat, relevant organizations	2026
	2.2.2 Ensure gender expertise included in all advisory and expert bodies under the Convention on Biological Diversity	Leading: Secretariat	2026
	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	Leading: Indigenous peoples and local communities, Parties, relevant organizations Contributing: Secretariat	2026
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	Leading: Relevant organizations, Parties, Secretariat	Ongoing
	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	Leading: Parties Contributing: Secretariat, relevant organizations	2024
	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	Leading: Parties, relevant organizations	2026

EXPECTED OUTCOME 3:

Enabling conditions are created to ensure gender responsive implementation of the Kunming-Montreal Global Biodiversity Framework

Objectives	Indicative actions	Actors	Timeline
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	Leading: Parties, relevant organizations	2026
	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	Leading: Parties, Secretariat, relevant organizations	2026
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	Leading: Parties, relevant organizations Contributing: Secretariat	2026
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	Leading: Secretariat, relevant organizations Contributing: Parties Leading: Parties, relevant organizations Contributing: Secretariat	2026 / 2030
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	Leading: Secretariat, United Nations and international partners	2030
	3.4.2 Establish coordination mechanisms among women and girls' organizations/networks, ministries or other institutions responsible for gender and those responsible for the environment, relevant focal points, and local partners to strengthen coherent programming on gender and biodiversity-related issues	Leading: Parties, relevant organizations	2026

Objectives	Indicative actions	Actors	Timeline
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	Leading: Parties, women's groups/networks, relevant organizations, Secretariat	2026
	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	Leading: Parties	2030
	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	Leading: Parties, relevant organizations	2030
3.6 Allocate adequate human and financial resources to support rights-based gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework, including by tracking and reporting resource allocations for gender initiatives, and applying gender-responsive budgeting	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 finance for grass-roots women's organizations and indigenous peoples and local communities	Leading: Secretariat, relevant organizations	2024 / 2026
	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	Leading: Parties, Global Environment Facility, and other relevant organizations	2026

Decision 15/11 can be found at

<https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-11-en.pdf>

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<https://cbd womenscaucus.org/gender-and-biodiversity-champions>



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