



Early submission version - February 9, 2026

Subsidiary Body on Implementation

Sixth meeting

Rome, 16–19 February 2026

Agenda Item.10: Administrative and budgetary matters: functional review of the Secretariat

Thank you, Chair

I am speaking on behalf of the CBD Women's Caucus.

The CBD Women's Caucus welcomes the external functional review of the Secretariat as an important opportunity to strengthen its institutional capacity to support Parties in implementing the KM-GBF. We appreciate the comprehensive analysis undertaken and the effort to improve coherence, efficiency and alignment with the Framework. The restructuring process presents a critical strategic opportunity to ensure that a human rights–based approach and a gender perspective are embedded transversally across the Secretariat's programmatic, technical, monitoring, partnership and resource mobilization functions.

In particular:

- The proposed Policy, Capacity and Monitoring Division will concentrate the functions that underpin implementation of the KM-GBF — programmatic and scientific-technical support, capacity-building, NBSAPs, and monitoring, review and reporting. This division should be given explicit institutional responsibility for systematically integrating gender equality and a human rights–based approach into these core implementation functions.
- The proposed Strategic Partnerships, Financing and Economy Division will centralize stakeholder engagement. This creates a key opportunity to ensure sustained, structured and transparent engagement with major groups and rights-holders — in particular Indigenous Peoples, local communities, women and youth — through clear participation and communication channels that enable their continuous and effective involvement in CBD processes.
- The review highlights the need for improved business process ownership, cross-cutting coherence, and clear accountability frameworks. Gender equality and human rights integration should be recognized as a cross-Secretariat business process responsibility, with clear ownership and accountability in the proposed governance model.

Finally, we recall that Parties already established in Decision XII/7 the need for a full-time Gender Programme Officer, with dedicated budget and no additional responsibilities, precisely to ensure this transversal integration across the Secretariat's work. This functional review provides the exact institutional moment to ensure that this long-standing COP

decision is fully implemented, with adequate staffing, expertise and resources aligned with the scale of the KM-GBF.

In this regard, we propose the following textual adjustments to document [CBD/SBI/6/10](#)

In the “Recommendations” section

The Conference of the Parties

2.bis Recalls decision XII/7 on the establishment of a full-time Gender Programme Officer with dedicated budget and no additional responsibilities, and requests that this be fully reflected in the implementation of the updated organizational structure of the Secretariat.

4. *Requests* the Executive Secretary, subject to the availability of resources:

(a) To continue to implement the remaining short- and medium-term actions, as well as long-term actions, recommended in the functional review, **including the resources required to effectively implement the Gender Plan of Action across the Secretariat,** in line with the approved Secretariat staffing requirements from the core budgets of the Convention and its Protocols for the period 2027–2028;

(c) To keep the Bureau of the Conference of the Parties informed of progress in implementing the remaining actions recommended in the functional review, **in a manner consistent with the Gender Plan of Action, and a human rights–based approach;**

(d) To ensure that, within the designation of cross-Secretariat business process owners, clear responsibility is assigned for the integration, monitoring and reporting of gender equality and human rights–based approaches across these functions, in line with the Gender Plan of Action and Targets 22 and 23 of the KM-GBF.

We would like to ask Parties for support.

Thank you.

The CBD Women's Caucus (CBD WC) is the women's constituency within the Convention on Biological Diversity (CBD). It stands as a self-organised global platform, supporting women and girls worldwide to advocate for their rights within biodiversity related decision-making processes across all levels. For more information: coordination@cbdwomenscaucus.org