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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 based on submissions received in the consultation on the first draft outline, which was open for comment from 4 to 31 August 2020.<sup>1</sup> This draft is also informed by and is intended to align with the updated zero draft of the post-2020 global biodiversity framework, which was published on 17 August 2020 ([CBD/POST2020/PREP/2/1](#)).

2. The present document has been prepared for consideration by Parties and stakeholders to the Convention. A second consultation is now proposed to obtain further feedback on the structure of a draft plan, and the selection and formulation of draft goals, implementation and review mechanisms, and corresponding objectives. Inputs on possible actions and indicators are also requested. At this stage, while the main aims of the plan are still under discussion, more detailed information, such as on responsible actors, deliverables and timelines, is not being sought. Inputs are requested on this updated draft outline to prepare a revised draft outline for discussion at the third meeting of the Subsidiary Body on Implementation,<sup>2</sup> to support the preparation of a new gender plan of action for consideration at the fifteenth meeting of the Conference of the Parties, in 2021.

3. **Comments are requested by 22 March 2021** using the template accessible from <https://www.cbd.int/sbi/review.shtml>.

### Summary of comments received

4. A total of 30 submissions<sup>3</sup> were received in the initial consultation period, including 10 from Parties and 20 from other relevant stakeholders. Comments addressed the scope and structure of the draft outline, as well as the process for its development, the alignment with the post-2020 global biodiversity framework, and specific text proposals in the three sections of the outline. Submissions indicated that the final plan should be more inclusive in scope, with more explicit reference to indigenous women and rural women and girls, and should take an intersectional approach, highlighting the links with ethnicity, social status, caste, sexual orientation and gender identity, age, and environment, among other factors. In respect to structure, submissions highlighted the need for additional elements to be added to the plan, including specific actions/activities, responsible actors, deliverables, indicators, timelines and level of implementation (global, regional, national and/or subnational levels).

\* CBD/SBI/3/1.

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

<sup>2</sup> Dates to be confirmed for the formal session of the third meeting of the Subsidiary Body on Implementation.

<sup>3</sup> <https://www.cbd.int/notifications/2020-055>

5. On process, one submission noted that further discussion is needed on the development of a post-2020 gender plan of action given that there was no formal decision by Parties to develop a new plan, noting also the need for agreement on the most effective and efficient approach to the development of a new plan. Further in respect to the process, a few submissions also noted the need for more time for civil society to provide feedback on the outline. A number of submissions emphasized the need for a plan to align more fully with the post-2020 global biodiversity framework beyond draft target 20, to ensure that gender is mainstreamed throughout the framework, also noting that draft targets, including target 20, have not yet been adopted. Other comments included the need to distinguish equal access to benefits from biodiversity conservation and sustainable use from the third objective of the Convention (access and benefit-sharing of the utilization of genetic resources), while a number of submissions identified the need for more precision on specific resource needs, as well as on national reporting requirements. One submission noted that the implementation of some of the action areas might fall outside the mandate of environment ministry in their country, and asked if the Convention had mechanisms in place to address the protection of environmental defenders and gender-based violence.

6. In response to the points put forward in these submissions, the draft outline has been reformulated to align more broadly with the post-2020 global biodiversity framework and streamlined to increase clarity and reduce overlap. In line with the post-2020 framework, draft action areas have been revised as goals, with the items under the two remaining sections of the previous draft outline (implementation support mechanisms and responsibility and transparency, outreach, awareness and uptake) condensed into four implementation and review mechanisms. In order to better reflect a focus on the diversity of women and the intersecting factors (demographic, economic, racial, ethnic, and geographic, among others) that may contribute to vulnerability and marginalization, a number of foundational principles are put forward below, by which the draft outline is intended to be framed.

## **II. PURPOSE**

7. The draft outline is intended to serve as a basis for the development of 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 goals, objectives and actions proposed in the draft outline of the gender plan of action are intended to be relevant for and apply to all of the goals and targets of the post-2020 global biodiversity framework. Relatedly, the draft implementation and review mechanisms and their corresponding objectives and actions are intended to support the achievement of the draft goals of the gender plan of action.

### **Principles**

8. The development of the gender plan of action, its proposed goals, implementation and review mechanisms, objectives, and actions, and their intended implementation, are based on the following principles:

(a) 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 attention will be given, including through targeted action, to support the engagement and address the needs of indigenous women and girls in implementation of the gender plan of action. This will include the recognition and valuing of indigenous women's traditional knowledge, in support of the conservation and sustainable use of biodiversity, and in the fair and equitable sharing of benefits;

(b) Recognizing that rural women and girls 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,<sup>4</sup> special attention is also needed to support the engagement and address the needs of rural women and girls in the implementation of the gender plan of action;

(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 to improving gender relations;

(d) 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 goals and targets, which have been adopted universally by all countries, the gender plan of action is intended to complement and support the implementation of the Sustainable Development Goals, in line with the biodiversity agenda;

(e) 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 seek to maximize synergies between these areas of work, including through the collection and use of data disaggregated by sex and other demographic factors, towards meeting shared objectives.

9. 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 draft goals, implementation and review mechanisms, objectives, and actions). As indicated in the above principles, it is intended that special attention be given to support the 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 draft goals, implementation and review mechanisms, 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**

10. As indicated above, this draft outline has been revised to align more directly with the post-2020 global biodiversity framework, and has been restructured to contain three draft overarching goals with associated objectives and example actions, and four draft implementation and review mechanisms with corresponding objectives and example actions. The draft goals, implementation and review mechanisms and their associate objectives are mapped against the goals, milestones and targets of the updated zero draft of the post-2020 global biodiversity framework below. To note, this mapping highlights the most directly relevant goals, milestones and targets of the framework, it does not include less direct linkages with remaining goals and targets of the framework. 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.

#### **Draft Goals**

**Overarching Goal 1:** Women and girls have equal access to, ownership and control over biodiversity and ecosystem services and associated economic resources and services.

*Objective 1.1:* Increase women’s rights to land and biological resources (including by identifying and removing gender-related barriers)

*Objective 1.2:* Reduce gender-based violence in access to and conservation of biodiversity (including protecting women environmental human rights defenders)

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<sup>4</sup> [CEDAW C/GC/34 General recommendation No.34 on the rights of rural women](#)

*Objective 1.3:* Ensure mechanisms are in place to enable equal access for women to resources and services to support their conservation and sustainable use of biodiversity (including financial services, credit, training, relevant information and education, among others).

Corresponding GBF Goal: Goal B: 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.

Gender-related milestone: (a) Nature contributes to the sustainable nutrition and food security, access to safe drinking water and resilience to natural disasters.

GBF Target 20: 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.

**Overarching Goal 2:** Women and girls benefit equally from nature and biodiversity

*Objective 2.1:* Ensure mechanisms are in place to enable women and girls to have equal access to nature's benefits (including nutrition, food security, livelihoods, health and well-being, among others).

Corresponding GBF Goals: GBF Goal B: 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.

Gender-related milestone: (a) Nature contributes to the sustainable nutrition and food security, access to safe drinking water and resilience to natural disasters.

GBF Goal C: The benefits, from the utilization of genetic resources are shared fairly and equitably

Gender-related milestones: (a) Access and benefit-sharing mechanisms are established in all countries; (b) Benefits shared increased by [X%].

GBF Target 8: 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.

GBF Target 10: 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.

GBF Target 12: 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.

GBF Target 14: By 2030, achieve reduction of at least [50%] in negative impacts on biodiversity by ensuring production practices and supply chains are sustainable.

**Overarching Goal 3:** Biodiversity policy, planning and programming decisions address equally the perspectives, interests and needs of women and girls.

*Objective 3.1:* Increase and strengthen the participation and leadership of women at all levels of decision-making related to biodiversity.

*Objective 3.2:* Enhance the full, equal and meaningful participation and leadership of women in processes of the Convention, including through the engagement of women's groups and women delegates.

*Objective 3.3:* Integrate gender considerations into national commitments and national biodiversity strategies and action plans and their implementation, budgeting and reporting.

Corresponding GBF Goal D: Means of implementation are available to achieve all goals and targets in the framework.

Gender-related milestones: (a) By 2022, means to implement the framework for the period 2020 to 2030 are identified and committed; (b) By 2030, means to implement the framework for the period 2030 to 2040 are identified or committed.

GBF Target 20: 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.

### **Implementation and review mechanisms**

**Knowledge generation, management and sharing** – Knowledge of the gender dimensions of biodiversity conservation, sustainable use and fair and equitable benefit sharing is generated, managed and shared.

*Objective:* Strengthen the evidence base and understanding of the gender-differentiated impacts of biodiversity conservation, sustainable use and fair and equitable benefit-sharing, and the role of women as agents of change in its conservation and sustainable use.

*Objective:* Enhance the capacity of governments and other relevant stakeholders to collect, analyse and apply biodiversity data disaggregated by sex and other demographic factors.

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

GBF implementation mechanism knowledge generation, management and sharing

- (a) Greater protection of traditional knowledge and recognition of its contributions to the conservation and sustainable use of biodiversity;
- (b) Promotion of biodiversity science and education and organizational learning.

GBF Target 19: 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.

**Partnerships and collaboration** – Women's organizations, networks and gender experts are effectively engaged in conserving and sustainably using biodiversity, and fairly and equitably sharing benefits.

**Monitoring and reporting** – Women's and girls' contributions to the conservation and sustainable use of biodiversity and genetic resources are monitored and reported.

*Objective:* 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.

**Resources** – Resources are allocated to support gender-related initiatives and gender-responsive implementation of the post-2020 global biodiversity framework.

*Objective:* Allocate resources and apply gender responsive budgeting for implementation of national biodiversity strategies and action plans (including by tracking and reporting resource allocations for gender in these activities).

GBF Target 18: 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 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.

11. Several items included in the first draft outline under section two on implementation support mechanisms<sup>5</sup> and section three on responsibility and transparency, outreach, awareness and uptake,<sup>6</sup> are not included as separate items in this draft outline. Capacity-building is intended to be embedded in multiple actions to implement the draft goals and support other means of implementation, and as such is not proposed as a standalone item in this draft. Likewise, outreach and awareness-raising may be included as part of the efforts to achieve the draft goals and enhance implementation support measures. Reference to the review process has not been included in this draft outline, instead actions related to review may be considered going forward under the heading of monitoring and reporting.

12. As indicated above, the draft goals and objectives and associated implementation and review mechanisms may be considered to be relevant for and apply to all of the goals and targets of the post-2020 global biodiversity framework, directly and indirectly. At this stage of development, the draft outline does not include initiatives related to specific thematic areas of biodiversity (ex. agricultural, marine and coastal, and forest biodiversity, etc) but the goals, objectives and types of actions put forward are intended to be relevant for addressing gender considerations in different thematic areas.

13. The table below, containing the draft outline of the gender plan of action, includes example actions associated with the draft goals and objectives, and associated with each of the implementation and review mechanisms. These actions are based on inputs from submissions and on actions agreed in other related international commitments. The actions are included at this stage as a basis for further inputs, and for illustrative purposes, to help clarify how the goals, implementation and review mechanisms and objectives may be addressed in more concrete terms. The table also includes key areas of coherence with the post-2020 global biodiversity framework, and links to the proposed framework indicators.<sup>7</sup> The column 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 column is included in the table for reference purposes only, to ensure a clear understanding of the linkages and as a basis for determining suitable goals, priorities and actions under the Convention on Biological Diversity. This section is not meant to be exhaustive, but rather indicative of the most significant or most relevant linkages. It is not anticipated that this column would be included in a final gender plan of action, unless it is requested to be maintained. The outline at this stage does not include responsible actors, deliverables and timelines. Inputs may be sought to complete these elements as the plan is further developed.

14. As indicated in the first draft outline, this process and draft document are 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 provide inputs and support the development and effective implementation of a new gender plan of action.

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<sup>5</sup> The first draft outline contained four elements under section II on implementation support mechanisms. These were resources, capacity-building, generation and sharing of scientific knowledge and partnerships and collaboration.

<sup>6</sup> The first draft outline contained three elements under section III on responsibility and transparency, outreach, awareness and uptake. These were review process, monitoring and reporting, and outreach, awareness and uptake.

<sup>7</sup> These indicators are taken from those presented in document [CBD/SBSTTA/24/3](#).

<b>Updated outline of a post-2020 gender plan of action</b>					<b>Row #</b>
<b>Overarching Goal 1: Women and girls have equal access to, ownership and control over biodiversity and ecosystem services and associated economic resources and services</b>					<b>1</b>
<b>A. Draft objectives</b>	<b>B. Example actions</b>	<b>C. Coherence with updated zero draft post-2020 global biodiversity framework</b>	<b>D. Coherence with relevant international commitments</b>	<b>E. Link to GBF indicators</b>	
Increase women's rights to land and natural resources, including by identifying and removing gender-related barriers	Provide training, education and support to women and girls to understand and exercise their rights	<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> <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 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.</p>	<p>Sustainable Development Goal 1.4; Sustainable Development Goal 2.3; Sustainable Development Goal 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><a href="#"><u>Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security;</u></a></p> <p><a href="#"><u>UNCCD Gender Action Plan:</u></a> “Parties will aim to increase women’s land rights by 2030 through diverse and innovative approaches”</p> <p><a href="#"><u>CEDAW General recommendation No. 34 (2016) on the rights of rural women</u></a></p> <p><a href="#"><u>C169 – Indigenous and Tribal Peoples Convention (No 169)</u></a></p>	20.0.2 Population with secure tenure rights to land (disaggregate by sex and type of tenure)	<b>2</b>
Eliminate gender-based violence in access to and	Integrate measures to identify, address and monitor gender-based		Sustainable Development Goal 5.1; Sustainable Development Goal 5.2;		<b>3</b>

conservation of biodiversity (including protecting women environmental human rights defenders)	violence in planning and implementation of biodiversity policies, programmes and projects		<p>Sustainable Development Goal 5.3;</p> <p>HRC Resolution - <a href="#"><u>A/HRC/40/L.22/Rev.1</u></a>;</p> <p>“...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><a href="#"><u>CEDAW General recommendation No. 34 (2016) on the rights of rural women;</u></a></p> <p>IUCN – <a href="#"><u>Gender-based violence and environment linkages;</u></a></p> <p>Escazu agreement – <a href="#"><u>Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean</u></a></p>	
Ensure mechanisms are in place to enable equal access for women to resources and services to support their	Identify gender gaps and engage with relevant financial sector, education, skills development and other partners to		<p>Sustainable Development Goal 5.a:</p> <p><a href="#"><u>UNCCD Gender Action Plan:</u></a></p> <p>“Parties will seek to build the knowledge capacities of female land-users in the areas targeted for [sustainable land management] to</p>	4

conservation and sustainable use of biodiversity (including financial services, credit, training, relevant information and education, among others)	develop strategies and initiatives to support equal access of women and girls to relevant resources and services		deliver appropriate technological resources, including information technologies, [sustainable land management], training, extension services and the education of girls.”		
<b>Overarching Goal 2: Women and girls benefit equally from nature and biodiversity</b>					<b>5</b>
A. Draft objectives	B. Example actions	C. Coherence with updated zero draft post-2020 global biodiversity framework	D. Coherence with relevant international commitments	E. Link to GBF indicators	
Ensure mechanisms are in place to enable women and girls to have equal access to nature’s benefits (including nutrition, food security, livelihoods, health and well-being)	Identify and implement appropriate measures to ensure women and girls and men and boys have equal access to nature’s benefits, including through payment for ecosystem services schemes	<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> <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> <p><i>Gender related milestones:</i> (a) Access and benefit-sharing mechanisms are established in all countries; (b) Benefits shared increased by [X%].</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 knowledge (disaggregate by beneficiary – including indigenous peoples and local	<b>6</b>

		<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 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 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>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 (disaggregate by sex)</p> <p>12.0.1 Numbers of users that have shared benefits from the utilization of genetic resources and/or traditional</p>	
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				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)	
Promote quality and paid formal employment opportunities for women and girls in biodiversity-related value chains and sectors	Map/analyse women's and men's roles across biodiversity-based value chains to determine gender gaps and supportive interventions to ensure equal opportunities	<i>GBF Target 14:</i> By 2030, achieve reduction of at least [50%] in negative impacts on biodiversity by ensuring production practices and supply chains are sustainable.	Sustainable Development Goal 8.5  <u><a href="#">UNCCD Gender Action Plan</a></u> : “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”  <u><a href="#">Beijing Platform for Action</a></u> 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	8.0.2 Percentage of the population in traditional employment (disaggregate by sex and indigenous status)	7

			measures to advance women's expertise and participation in these activities”		
<b>Overarching Goal 3: Biodiversity policy, planning and programming decisions address equally the perspectives, interests and needs of women and girls</b>					<b>8</b>
A. Draft objectives	B. Example actions	C. Coherence with updated zero draft post-2020 global biodiversity framework	D. Coherence with relevant international commitments	E. Link to GBF indicators	
Increase and strengthen the participation and leadership of women at all levels of decision-making related to biodiversity	Identify gender gaps and set objectives/targets for women's participation and leadership in biodiversity-related governance bodies at all levels	<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> (a) By 2022, means to implement the framework for the period 2020 to 2030 are identified and committed; (b) By 2030, means to implement the framework for the period 2030 to 2040 are identified or committed.</p> <p><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.</p>	<p>Sustainable Development Goal 5.5; Sustainable Development Goal 16.7; <a href="#">UNCCD Gender Action Plan</a>: “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”</p> <p><a href="#">Beijing Platform for Action</a>, K.1 para 254 (d)</p> <p>“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 beneficiaries in the design, development and implementation of policies and programmes for natural resource</p>	<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</p> <p>20.0.3 Extent to which indigenous peoples and local</p>	<b>9</b>

			management and environmental protection and conservation”; <a href="#">UNEP/EA.4/L.21</a> Promoting gender equality and the human rights and empowerment of women and girls in environmental governance	communities, women and girls as well as youth participate in decision-making related to biodiversity	
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	Promote initiatives for capacity-building in leadership, negotiation and facilitation for women delegates, including through webinars and in-session training		Sustainable Development Goal 5.5; Sustainable Development Goal 16.7; <a href="#">UNFCCC Gender Action Plan</a> : “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 grassroots 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”		<b>10</b>
Integrate gender considerations into national commitments and national biodiversity strategies and action plans and their implementation, budgeting and reporting	Share experiences and lessons learned on gender-responsive development, revision, implementation and monitoring of national biodiversity strategies and action plans, including gender-responsive project planning and reporting		CBD decisions: IX/8; X/19; XI/2; XII/7; XIII/1 <a href="#">Beijing Platform for Action</a> , K.2 – Integrate gender concerns and perspectives in policies and programmes for sustainable development		<b>11</b>
<b>Implementation and review mechanisms</b>					<b>Row#</b>

<b>Knowledge generation, management and sharing</b> <b>Knowledge of the gender dimensions of biodiversity conservation, sustainable use and fair and equitable benefit-sharing is generated, managed and shared</b>					<b>12</b>
<b>A. Draft objectives</b>	<b>B. Example actions</b>	<b>C. Coherence with updated zero draft post-2020 global biodiversity framework</b>	<b>D. Coherence with relevant international commitments</b>	<b>E. Link to GBF indicators</b>	
Strengthen the evidence base and understanding of the gender-differentiated impacts of biodiversity conservation, sustainable use and fair and equitable benefit sharing, and the role of women as agents of change in its conservation and sustainable use	Build expertise and support the collection, consolidation and application of data and information on gender and biodiversity, including gender-differentiated traditional knowledge	<p><i>GBF implementation mechanism:</i> Knowledge generation, management and sharing</p> <p>(a) Greater protection of traditional knowledge and recognition of its contributions to the conservation and sustainable use of biodiversity;</p> <p>(b) Promotion of biodiversity science and education and organizational learning.</p> <p><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.</p>	<p><a href="#"><u>UNFCCC Gender Action Plan:</u></a> “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”</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><a href="#"><u>Beijing Platform for Action</u></a>, K.1, K.2, K.3</p> <p>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</p>	19.0.2 Extent to which (a) global citizenship education and (b) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessments	<b>13</b>

			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”		
Enhance the capacity of Governments and other relevant stakeholders to collect, analyse and apply biodiversity data disaggregated by sex and other demographic factors	Share sample indicators, data, best practices and relevant guidance on developing and monitoring data disaggregated by sex and other demographic factors		Ongoing efforts under the Sustainable Development Goal framework  <a href="#"><u>CBD decision: XIV/18</u></a>  <a href="#"><u>UNFCCC Gender Action Plan:</u></a> “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”  <a href="#"><u>Beijing Platform for Action</u></a> , K.2, K.3		<b>14</b>
<b>Partnerships and Collaboration</b> Women's organizations, networks and gender experts are effectively engaged in conserving and sustainably using biodiversity, and fairly and equitably sharing benefits					<b>15</b>
A. Draft objectives	B. Example actions	C. Coherence with updated zero draft post-2020 global biodiversity framework	D. Coherence with relevant international commitments	E. Link to GBF indicators	
Support engagement of women's organizations, networks and gender experts in	Enhance the capacity of women's organizations, networks and gender experts to support		<a href="#"><u>UNFCCC Gender Action Plan:</u></a> “D.5 Engage women's groups and national women and gender institutions in the process of developing, implementing and		<b>16</b>

implementation and reporting on the post-2020 global biodiversity framework	planning, implementation and reporting on national biodiversity strategies and action plans and related activities, including integration of biodiversity into other gender programming		updating [climate] policies, plans, strategies and action, as appropriate, at all levels”;  <u><a href="#">UNCCD Gender Action Plan</a></u> : “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].”  <u><a href="#">Beijing Platform for Action</a></u> , K.1		
<b>Monitoring and reporting Women’s and girls’ contributions to the conservation and sustainable use of biodiversity and genetic resources are monitored and reported</b>					<b>17</b>
A. Draft objectives	B. Example actions	C. Coherence with updated zero draft post-2020 global biodiversity framework	D. Coherence with relevant international commitments	E. Link to GBF indicators	
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	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		<u><a href="#">UNCCD Gender Action Plan</a></u> : “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.”  <u><a href="#">UNFCCC Gender Action Plan</a></u> “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		<b>18</b>

			communications under the [UNFCCC] process.”			
<b>Resources</b> <b>Resources are allocated to support gender-related initiatives and gender-responsive implementation of the post-2020 global biodiversity framework</b>						<b>19</b>
A. Draft objectives	B. Example actions	C. Coherence with updated zero draft post-2020 global biodiversity framework	D. Coherence with relevant international commitments	E. Link to GBF indicators		
Allocate resources and apply gender responsive budgeting for implementation of national biodiversity strategies and action plans (including by tracking and reporting resource allocations for gender in these activities)	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	<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 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.	Sustainable Development Goal 10.4; <a href="#">UNCCD Gender Action Plan</a> : “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”  <a href="#">UNFCCC Gender Action Plan</a> : “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	D.0.2 National funding for implementation of the global biodiversity framework	<b>20</b>	

			<p>and indigenous peoples and local communities”</p> <p><a href="#"><u>Addis Ababa Action Agenda</u></a>, para. 30 “... We will increase transparency and equal participation in the budgeting process, and promote gender responsive budgeting and tracking. ...”</p>		
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