



POSITION PAPER

CBD SBSTTA-28 • JULY 2026

ITEM 7 PROGRAMME OF WORK ON PROTECTED AREAS

([CBD/SBSTTA/28/6/Rev.1](#))

Key Messages

WWF welcomes the draft recommendation outlined in document **CBD/SBSTTA/28 /6/Rev.1** “Scientific and technical needs to support the implementation of the Kunming-Montreal Global Biodiversity Framework: strategic review of and update to the programme of work on protected areas” and invites Parties to consider the following:

- WWF welcomes the transition from a [Programme of Work on Protected Areas](#) to a **Programme of Work on Protected and Conserved Areas** (PoWPCA), recognizing the distinct and complementary contributions of protected areas, other effective area-based conservation measures (OECMs) and Indigenous and Traditional Territories (ITTs) to achieving Target 3 of the Kunming-Montreal Global Biodiversity Framework (KM-GBF).
- The review of the Programme of Work should ensure that the Programme serves as a **practical implementation framework** for all relevant actors. With only four years remaining until 2030, greater emphasis should be placed on the **enabling conditions** and quality aspects of protected and conserved areas needed to deliver Target 3, including financing, technical and scientific cooperation, equitable governance, capacity building, multiple sources of knowledge, HRBA approaches, and means of implementation.
- WWF considers that **ecological connectivity**, a core and currently under-operationalized component of Target 3, is not adequately reflected in the current PoWPCA. WWF therefore supports establishing a dedicated **fifth Programme Element on Ecological Connectivity** to provide a coherent implementation framework for ecological networks, ecological corridors, restoration, transboundary cooperation and climate-resilient conservation. WWF welcomes the publication of document [CBD/SBSTTA/28/INF/7](#), which provides additional rationale and options for strengthening ecological connectivity within the Programme of Work. Connectivity is fundamental to achieving ecologically representative, effectively managed, and resilient systems of protected and conserved areas and is an essential condition for effective implementation at national, regional, and transboundary scales.
- WWF welcomes the **references to Article 8(j)** throughout the updated Programme of Work and encourages continued efforts to ensure coherence, complementarity and mutually reinforcing

actions between the PoWPA and emerging guidance developed under the programme of work on Article 8(j) related to implementation of Target 3.

- WWF welcomes the recognition of the **conservation workforce** within the updated Programme of Work and encourages continued attention to workforce development, safety, professional recognition and long-term sustainability.

WWF supports adoption of the draft recommendation and considers that the proposed activities provide a strong basis for future work. Strengthening implementation support, enhancing coherence across Convention processes, and establishing a fifth Programme Element on Ecological Connectivity would further reinforce the Programme of Work as a practical tool for achieving Target 3 and the broader objectives of the KM-GBF.

BACKGROUND AND RATIONALE

The review of the Programme of Work on Protected Areas provides a critical opportunity to accelerate implementation of the Kunming-Montreal Global Biodiversity Framework

WWF welcomes the review and update of the Programme of Work on Protected Areas (PoWPA) and recognizes the significant efforts undertaken by the Secretariat, Parties and rights holders to assess its relevance and alignment with the Kunming-Montreal Global Biodiversity Framework (KM-GBF). The Secretariat's analysis confirms that the PoWPA remains a highly relevant mechanism for implementation of the Convention and for area-based targets and Target 3 of the KM-GBF, in particular.

The context in which protected and conserved areas operate has evolved considerably since the PoWPA was adopted in 2004. Biodiversity loss continues at an unprecedented rate, climate change is increasingly affecting ecosystems and species, and inequality and pressures from land- and sea-use change continue to intensify. The current review therefore provides an important opportunity not only to strengthen alignment with the KM-GBF, but also to enhance the Programme of Work as a practical implementation framework capable of accelerating delivery of Target 3 and other area-based targets contributing to the achievement of the Framework as a whole.

With only four years remaining until 2030, implementation must now become the primary focus. Achieving Target 3 will depend not only on policy commitments, but also on ensuring that Parties are addressing effectively governance arrangements, have access to technical support, adequate and timely financing mechanisms, capacity-building opportunities, conservation workforce and conservation partners that can help translate commitments into inclusive, sustainable, and measurable conservation outcomes. WWF therefore welcomes the overall direction of the revised Programme of Work and supports the adoption of the draft recommendation and annex, while encouraging greater emphasis on implementation support and enabling conditions.

WWF also strongly welcomes the proposal to revise the name of the Programme of Work from a "Programme of Work on Protected Areas" to a "Programme of Work on Protected and Conserved Areas". This change reflects the evolution of area-based conservation and is fully consistent with Target 3 of the KM-GBF. Achieving Target 3 requires recognizing the complementary contributions of protected areas, other effective area-based conservation measures (OECMs) and the Indigenous and Traditional Territories (ITTs).

The success of Target 3 will depend not only on increasing area coverage, but also on the success of the other area-based targets and strengthening governance quality, equity rights and long-term stewardship. The revised Programme of Work should therefore continue to recognize and support the complementary contributions of protected areas, OECMs and ITTs, while strengthening implementation guidance that promotes equitable governance and durable conservation outcomes across diverse governance types and biomes. WWF welcomes the extensive list of complementary activities proposed in the updated

Programme of Work. However, successful implementation will depend on sustained attention to financing, capacity development, technical cooperation and support to Parties on the ground.

Ecological connectivity

WWF considers establishing a fifth Programme Element on Ecological Connectivity as one of the most important opportunities arising from the review of the Programme of Work. Ecological connectivity is fundamental to achieving the objectives of the Convention and the implementation of area-based targets, including Target 3 of the Kunming-Montreal Global Biodiversity Framework, which calls for ecologically representative, effectively managed and well-connected, and equitably governed systems of protected and conserved areas.

Connectivity supports ecological processes, ecosystem functioning, genetic exchange, species adaptation and climate resilience across terrestrial, freshwater, coastal and marine ecosystems. Habitat fragmentation, infrastructure expansion, unsustainable land and sea-use change, and climate change are increasingly disrupting ecological processes and species movement across terrestrial, freshwater and marine systems. Strengthening connectivity is therefore no longer a complementary conservation element, but a prerequisite for effective biodiversity conservation and climate resilience.

WWF welcomes the inclusion of activity 8 under Target 3, which recognizes the importance of ecological integrity and ecological connectivity. However, connectivity is not solely a planning or management issue. It is equally relevant to governance, financing, capacity development, monitoring, spatial planning and international cooperation. While connectivity should continue to be mainstreamed across the Programme of Work, WWF considers that, despite references to ecological integrity and connectivity in the updated Programme of Work, there remains no dedicated framework for advancing connectivity objectives across planning, governance, management, financing, monitoring and capacity development. As a result, implementation of the connectivity component of Target 3 risks remaining fragmented and uneven across Parties.

Ecological connectivity is not only an ecological outcome but also an enabling condition for achieving ecological representation, resilience, effective management, restoration, climate adaptation and equitable conservation outcomes. In this context, a dedicated programme element would also provide a practical vehicle for mobilizing technical cooperation, capacity development, monitoring approaches, knowledge exchange and financing support specifically directed towards connectivity conservation and restoration. This would accelerate implementation of Target 3 while contributing and generating benefits for Targets 1, 2, 4, 8 and 11.

A dedicated programme element would provide a coherent framework for advancing ecological networks, ecological corridors, connectivity restoration, transboundary conservation and climate-informed conservation planning, while strengthening cooperation between the CBD, the Convention on Migratory Species (CMS) and other relevant multilateral environmental agreements. It would also help address underrepresented dimensions of connectivity, including freshwater systems, marine protected area networks, blue corridors, migratory species, and integrated ridge-to-reef and source-to-sea approaches.

In this context, WWF also encourages Parties to ensure coherence between the updated programme of work on protected and conserved areas and the Convention's programme of work on marine and coastal biodiversity in their implementation, with the support of the Executive Secretary, as appropriate. This would help ensure that guidance on protected and conserved areas under both programmes can coherently and synergistically support the establishment of ecologically representative and well-connected marine protected area networks, which are currently underrepresented. This would also strengthen conservation outcomes across seascapes and the ocean, and contribute to the coherent implementation of the Kunming-Montreal Global Biodiversity Framework across terrestrial, freshwater, coastal and marine ecosystems alike.

Strengthening coherence between the Programme of Work on Protected and Conserved Areas and Article 8(j)

WWF welcomes the references throughout the revised Programme of Work to the programme of work on Article 8(j) and other provisions of the Convention related to Indigenous Peoples and local communities, including guidance from the SB8J. These references provide an important basis for ensuring coherence across the Convention's work related to implementation of Target 3.

As implementation advances, WWF encourages Parties and the Secretariat to further strengthen synergies and mutual reinforcement between the PowPA and the guidance that is being developed to strengthen the legal and policy framework for the implementation of Targets 2 and 3 to recognize and support the protection and restoration practices led by indigenous peoples and local communities. Coherence between both would help reduce duplication, support consistent implementation, and provide greater clarity regarding how rights-based, equitable and effective approaches to conservation should be applied across different governance systems and conservation contexts.

Conservation workers are essential to achieving Target 3 and deserve greater recognition

WWF welcomes the recognition of the conservation workforce under activity 30 of the updated Programme of Work. However, given the central role played by rangers, Indigenous guardians, community conservation practitioners, site managers, researchers and other frontline conservation personnel in implementing Target 3, WWF encourages greater prominence to be given to workforce development and working conditions throughout the Programme of Work.

Despite their central contribution, conservation workers often face inadequate resources, insufficient professional recognition, unsafe working conditions and limited career development opportunities. WWF encourages Parties to explicitly acknowledge the conservation workforce within the revised programme and to promote measures that support fair and decent work; occupational health and safety; professional development; workforce diversity; gender equity; and long-term workforce sustainability.

Implementation support and enabling conditions

While WWF welcomes the extensive list of complementary activities proposed in the updated Programme of Work, successful implementation will ultimately depend on the availability of enabling conditions and resources. Across many regions, the principal challenge is no longer the absence of policy commitments, but limited capacity, insufficient financing, workforce shortages, and unequal access to technical and scientific support.

As Parties accelerate implementation towards 2030, greater attention should therefore be given to strengthening support mechanisms, including multiple knowledge sources, facilitating technical and scientific cooperation, promoting sustainable finance solutions, and sharing practical experiences from implementation on the ground. WWF particularly welcomes the role envisaged for regional and subregional technical and scientific cooperation support centres and encourages further assessment of how these centres are contributing to implementation of Target 3 and related commitments, including their adequate resourcing.

TEXT PROPOSALS

WWF welcomes the overall direction of the revised Programme of Work and supports the adoption of the draft recommendation and annex presented in document CBD/SBSTTA/28/6 Rev.1. The proposals below are intended to strengthen implementation, enhance coherence and ensure that the updated programme is fully equipped to support achievement of Target 3 and the wider KM-GBF.

New text proposed by WWF is in **red, bold and underlined**.
Text that WWF proposes to delete is ~~in strike through~~.

The Subsidiary Body on Scientific, Technical and Technological Advice

1. Requests the Executive Secretary to prepare a revised Programme of Work that includes a fifth Program Element on Ecological Connectivity, together with associated goals and activities, for consideration by the Conference of the Parties at its seventeenth meeting;

2. Recommends that, at its seventeenth meeting, the Conference of the Parties adopt a decision along the following lines

The Conference of the Parties,

Recalling its decisions VII/28 of 20 February 2004, VIII/24 of 31 March 2006, IX/18 of 30 May 2008, X/31 of 29 October 2010, 14/8 of 29 November 2018 and 16/12 of 1 November 2024,

Acknowledging that the programme of work on protected areas¹ and related decisions of the Conference of the Parties to the Convention on Biological Diversity² continue to provide a strategic framework for the implementation of the Kunming-Montreal Global Biodiversity Framework,³ in particular Target 3, while noting that complementary guidance is needed to enhance alignment with the Framework and address identified gaps,

1. *Decides* to revise the name of the programme of work on protected areas to “programme of work on protected and conserved areas” in order to reflect the broader scope of “protected and conserved areas” in a manner consistent with the Framework and enhance clarity and coherence;

[1bis. Decides to establish a fifth Programme Element on Ecological Connectivity, as a cross-cutting implementation framework to support the achievement of Target 3 and strengthen ecological networks, ecological corridors and well-connected systems of protected and conserved areas;]

2. *Endorses* the complementary activities for further or improved guidance contained in the annex to the present decision, as an update to the programme of work on protected and conserved areas, in order to support the implementation of the Kunming-Montreal Global Biodiversity Framework, with particular focus on Target 3;

3. *Invites* **Encourages** Parties and other Governments to take into account the updated programme of work on protected and conserved areas in the development and implementation of actions to meet the targets of the Framework, in particular Target 3;

4. *Invites* the secretariats of relevant multilateral environmental agreements, international organizations and United Nations entities, indigenous peoples and local communities, relevant stakeholders, including the private sector, academia, women and youth, to contribute to the implementation of the Framework by supporting the implementation of the updated programme of work on protected and conserved areas;

5. *Encourages* Parties to apply a human rights-based approach in the implementation of the updated programme of work on protected and conserved areas, including by ensuring the full and effective participation of rights holders and the recognition of diverse governance systems, **and promoting equitable governance** in a manner consistent with the programme of work on Article 8(j) and other provisions of the Convention on Biological Diversity related to indigenous peoples and local communities to 2030;⁴

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

(a) To further support the Target 3 Community of Practice as a flexible, inclusive and voluntary platform, with a view to facilitating coordination, knowledge exchange and implementation support, and to invite relevant organizations to participate in the Community;

(b) To collaborate with the regional and subregional technical and scientific cooperation support centres and other relevant partners in order to deliver targeted scientific and technical support to Parties for meeting Target 3 of the Framework;

(c) To compile a synthesis report on best practices to meet Target 3 of the Framework and implement the programme of work on protected and conserved areas, with particular focus on the following areas:

(i) Human rights-based and equitable governance approaches, including the recognition, **respect and engagement** of indigenous peoples and local communities, **and other groups** as rights holders;

¹ Decision VII/28, annex.

² United Nations, *Treaty Series*, vol. 1760, No. 30619.

³ Decision 15/4, annex.

⁴ Decision 16/4, annex.

- (ii) Ecological integrity, ecosystem resilience and ecological connectivity, including in the context of climate change across terrestrial, inland water, coastal and marine systems;
- (iii) The recognition of indigenous and traditional territories, including by applying differentiated approaches for indigenous peoples in voluntary isolation and initial contact;
- (iv) Gender equality and gender-responsive approaches in planning, governance and the management **and governance** of protected and conserved areas;
- (v) The integration of protected and conserved areas into biodiversity-inclusive **and participatory** spatial planning and wider landscapes and seascapes;
- (vi) The identification and prioritization of areas of particular importance for biodiversity, ecosystem functions and ecosystem services, including underrepresented ecosystems;
- (vii) Standards and best practices for planning, governance and the management of protected and conserved areas;
- (viii) Ecological networks, climate-informed corridor design, large-scale ecological connectivity and transboundary conservation, including in urban and peri-urban contexts;
- (ix) Monitoring and evaluation systems for terrestrial, freshwater and marine ecosystems, including through the use of new technologies and gender-disaggregated indicators;
- (x) Sustainable finance approaches, innovative financial mechanisms and **access, including direct access, to funding** ~~direct and accessible financing~~ for indigenous peoples and local communities **and other rights holders**;
- (x)bis Contributions of regional and subregional technical and scientific cooperation support centres towards implementation of the Programme of Work, including lessons learned and opportunities for scaling implementation support.**

(d) To report on progress made in the implementation of the present decision to the Subsidiary Body on Scientific, Technical and Technological Advice at a meeting held before the eighteenth meeting of the Conference of the Parties for the subsequent submission of a recommendation for consideration by the Conference of the Parties at its eighteenth meeting;

Annex

Update to the programme of work on protected and conserved areas

The table below shows the mapping of the targets of the Kunming-Montreal Global Biodiversity Framework⁵ against complementary activities that could support the implementation of the programme of work on protected and conserved areas.⁶ It highlights areas of strong alignment, opportunities to strengthen existing provisions and gaps where further development is needed. It is based on the findings of a strategic review of the programme, related submissions and a peer review analysis. The activities are divided into three categories: (a) priority actions, focused on strengthening alignment with Target 3 of the Framework and its interlinkages with other targets; (b) complementary actions, which address targets that are partially covered and where implementation can be strengthened; and (c) areas for further development that the programme does not cover or only covers in a limited manner and where additional guidance is needed. For targets where no significant alignment was identified through the gap analysis and relevant guidance or activities were not identified in submissions (notably Targets 13, 17 and 18), no specific actions are proposed.

⁵ Decision [15/4](#), annex.

⁶ Decision [VII/28](#), annex.

Complementary activities to strengthen the programme of work on protected and conserved areas and its alignment with the Kunming-Montreal Global Biodiversity Framework

<i>Targets of the Kunming-Montreal Global Biodiversity Framework</i>	<i>Complementary activities</i>	<i>Category</i>
Target 1	1. Integrate protected and conserved areas into broader landscape and seascape planning to improve ecological connectivity, through participatory, human rights-based and inclusive spatial planning processes that ensure the full and effective participation of indigenous peoples and local communities.	Priority actions
Target 2	2. Promote the restoration of degraded ecosystems within and beyond protected and conserved areas, including buffer zones and ecological corridors, including through the development of criteria for identifying priority restoration areas and approaches for measuring restoration success, ensuring a socially inclusive and gender-responsive implementation of the restoration efforts, as appropriate.	Complementary actions (target partially addressed)
Target 3	3. Incorporate the language, full scope and timelines of Target 3 of the Kunming-Montreal Global Biodiversity Framework across the programme of work on protected and conserved areas, including by adopting reflecting the concept of protected and conserved areas as an umbrella term encompassing protected areas and other effective area-based conservation measures and, where applicable, indigenous and traditional territories, while recognizing their distinct status and governance systems, updating relevant timelines and terminology, and ensuring coherence with related processes under the Convention on Biological Diversity, including the programme of work on Article 8(j) and other provisions of the Convention related to indigenous peoples and local communities to 2030. 4. Enhance guidance related to the recognition of indigenous and traditional territories, in a manner consistent with the programme of work on Article 8(j) and other provisions of the Convention related to indigenous peoples and local communities. This encompasses differentiated approaches to ensure comprehensive protection, including for indigenous peoples in voluntary isolation and initial contact. 5. Facilitate the compilation and dissemination, through the clearing-house mechanism and relevant platforms, including the Target 3 Community of Practice and the Peace and Biodiversity Dialogue Initiative, of practical frameworks, guidance, tools, case studies and best practices to support the implementation of Target 3 of the Framework, including the definition and prioritization of areas of particular importance for biodiversity, ecological networks, climate-informed corridor design, large-scale ecological connectivity, other effective area-based conservation measures and transboundary conservation. <u>For other effective area-based conservation measures, this should include the potential benefits, risks and safeguards of recognition and voluntary, rights-based national processes for identification, recognition, support, monitoring and reporting, consistent with decision 14/8.</u>	Priority actions

<i>Targets of the Kunming-Montreal Global Biodiversity Framework</i>	<i>Complementary activities</i>	<i>Category</i>
	6. Strengthen the operationalization of equitable governance and a human rights-based approach in the planning, governance and management of protected and conserved areas, including by: shifting from beneficiary-based approaches to the recognition of indigenous peoples and local communities as rights holders; promoting standards and good practices for participation, shared governance and co-management arrangements; ensuring culturally appropriate access to information; strengthening free, prior and informed consent, while applying differentiated approaches, including for indigenous peoples in voluntary isolation and initial contact. 7. Strengthen monitoring and evaluation systems for terrestrial, freshwater and marine ecosystems, including by identifying available tools, and facilitate the use of new technologies to better assess management effectiveness, governance quality, socioeconomic outcomes, equity considerations and biodiversity outcomes, including through the integration of gender-disaggregated indicators. 8. Strengthen the application of contemporary approaches to ecological integrity and ecological connectivity in the planning and management of protected and conserved areas, including through the development and implementation of ecological networks, <u>ecological corridors and transboundary connectivity initiatives,</u> <u>and</u> climate-informed corridor design, and connectivity across large-scale terrestrial, freshwater and marine systems. 9. Strengthen the integration of climate change considerations into the planning and management of protected and conserved areas, to: (a) minimize the impacts of climate change and climate response measures, including through adaptive management and resilience-building approaches; and (b) integrate protected and conserved areas as part of nature-based solutions and/or ecosystem-based approaches to contribute to climate change mitigation, adaptation and disaster risk reduction.	
Target 4	10. Integrate systematic human-wildlife risk assessment into the establishment, expansion and zoning of protected and conserved areas, including through the application of strategic environmental assessment and environmental and social impact assessment processes, in order to anticipate, prevent and mitigate human-wildlife conflict. 11. Strengthen capacities for planning and management in protected and conserved areas, including through participatory risk assessment, rapid response mechanisms and inclusive community engagement approaches to address human-wildlife conflict.	Complementary actions (target partially addressed)
Target 5	12. Provide guidance on addressing and managing the use of wild species within protected and conserved areas, where such use occurs, in a manner that mitigates risks to biodiversity and human health, is consistent with site-specific conservation objectives and zoning and contributes to addressing the legality, sustainability and safety of use across relevant stages of the use chain,	Complementary actions (target partially addressed)

<i>Targets of the Kunming-Montreal Global Biodiversity Framework</i>	<i>Complementary activities</i>	<i>Category</i>
	including through the application of One Health risk assessment frameworks, as appropriate.	
Target 6	13. Strengthen prevention, early detection and rapid response to invasive alien species, including through community-based monitoring and surveillance systems, and biosecurity and trade-related measures.	Complementary actions (target partially addressed)
Target 7	14. Address pollution pressures affecting protected and conserved areas across terrestrial, freshwater and marine systems, including erosion and sedimentation processes, plastic pollution, pesticide use and run-off, cumulative impacts and land-sea interactions.	Complementary actions (target partially addressed)
Target 8	15. Strengthen the integration of climate change considerations into planning and management, including through nature-based solutions and/or ecosystem-based approaches for mitigation, adaptation and disaster risk reduction. 16. Promote climate-informed system design that anticipates future range shifts, including by identifying climate refugia, connectivity corridors and areas of future biodiversity importance.	Areas for further development (limited or not covered)
Target 9	17. Consolidate best practices for sustainable biodiversity-based products, services, trade regulation and participatory governance.	Complementary actions (target partially addressed)
Target 10	18. Strengthen guidance on how sustainably managed production landscapes can contribute to ecological connectivity, ecosystem functions and resilience across landscapes and seascapes between protected and conserved areas.	Areas for further development (limited or not covered)
Target 11	19. Compile and disseminate case studies highlighting the contributions of protected and conserved areas to climate resilience, ecosystem services and human well-being, and promote their integration into climate mitigation and adaptation strategies, including through nature-based solutions and/or ecosystem-based approaches, and improved risk assessment and early warning for environmental hazards.	Complementary actions (target partially addressed)
Target 12	20. Integrate protected and conserved areas into urban and peri-urban planning, including through green and blue infrastructure, to enhance ecological connectivity and equitable access to nature and to support physical and mental health and well-being.	Areas for further development (limited or not covered)
Target 13	21. No specific actions identified (limited or no alignment).	n/a
Target 14	22. Integrate protected and conserved areas into cross-sectoral policies, legislation, planning and development processes at all levels.	Complementary actions (target partially addressed)
Target 15	23. Support and promote the implementation of legal, administrative or policy measures that encourage and enable businesses and financial institutions to assess, disclose and progressively reduce biodiversity-related risks, dependencies and impacts affecting protected and	Complementary actions (target partially addressed)

<i>Targets of the Kunming-Montreal Global Biodiversity Framework</i>	<i>Complementary activities</i>	<i>Category</i>
	conserved areas, including across their operations, supply and value chains and portfolios. 24. Facilitate clearer direction on engaging financial actors and private sector in protected and conserved areas on a voluntary basis.	
Target 16	25. Promote synergies between the policies and actions taken to protect and conserve biodiversity and policies and actions that enable sustainable consumption choices, including through coherent policy frameworks, education, access to reliable information and sector-specific approaches, such as sustainable tourism management, contributing to the reduction of consumption footprints and waste generation.	Areas for further development (limited or not covered)
Target 17	26. No specific actions identified (limited or no alignment).	n/a
Target 18	27. No specific actions identified (limited or no alignment).	n/a
Target 19	28. Promote the identification of: (a) financial resources for protected and conserved areas, including through sustainable finance approaches, to mobilize private and other non-public funding; and (b) innovative mechanisms in support of effective implementation. 29. Promote direct and accessible financing for indigenous peoples and local communities.	Priority actions
Target 20	30. Strengthen capacity-building, technical and scientific cooperation and technology transfer for protected and conserved areas, including with respect to new technologies and institutional support for the conservation workforce, including rangers and other relevant personnel , <u>including measures to promote safe and decent working conditions, professional development, workforce diversity and long-term workforce sustainability.</u>	Priority actions
Target 21	31. Strengthen the application of advances in biodiversity monitoring, data management and knowledge-sharing through targeted capacity-building on reporting and the use of technology, including remote sensing, to improve monitoring, evaluation and decision-making.	Complementary actions (target partially addressed)
Target 22	32. Strengthen access to information and participation in decision-making related to protected and conserved areas, including by promoting a human rights-based approach, and the effective participation of indigenous peoples and local communities.	Complementary actions (target partially addressed)
Target 23	33. Promote gender equality and integrate a gender-responsive approach across the programme of work on protected and conserved areas.	Priority actions

For more information

Lucía Ruiz
Protected and Conserved Areas Lead
lucia.ruiz@wwfus.org



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WWF, 28 rue Mauverney, 1196 Gland, Switzerland. Tel. +41 22 364 9111

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