





ZIMBABWE

NATIONAL BIODIVERSITY STRATEGY AND ACTION PLAN

(2025 -2030)







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ZIMBABWE

PREFACE



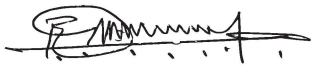
It is with a deep sense of commitment that I present the Zimbabwe National Biodiversity Strategy and Action Plan for the period (NBSAP) 2025 – 2030. This strategy is a declaration of our dedication to safeguarding our natural heritage, which is a treasured source of life and a bedrock for our sustainable development. Zimbabwe is endowed with a wide variety of ecosystems, ranging from the majestic river networks, our treasured protected areas to the unique landscapes of the Eastern Highlands. This biodiversity is not just a source of national identity and pride but is a critical economic asset.

We are keenly focused on ensuring that our biodiversity economy contributes significantly to Zimbabwe's Gross Domestic Product (GDP). The implementation of this NBSAP is central to achieving our vision of an upper-middle income society by 2030, reinforcing the undeniable link between a healthy environment and a thriving economy.

This plan provides the roadmap to turn our natural capital into lasting wealth for all Zimbabweans, recognizing that environmental protection and economic growth are two sides of the same coin.

As such, to ensure the NBSAP's long-term success and financial sustainability, we recognize the immediate need for a dedicated and innovative funding mechanism. I therefore strongly call for support in the establishment of a Biodiversity Fund or similar financing instrument. Such a fund will provide the predictable and scalable resources necessary to translate the goals of this strategy into tangible conservation and sustainable development outcomes on the ground.

The successful implementation of this ambitious strategy demands united effort. I call upon every Zimbabwean to embrace this plan and play an active role in its execution. Furthermore, given the transboundary nature of many of our ecological systems and the global importance of biodiversity, I extend this call to our regional and international partners. Your technical support, knowledge sharing, and financial investment are crucial for the success of this plan.



His Excellency, Dr. Emmerson Dambudzo Mnangagwa
President of the Republic of Zimbabwe

FOREWORD



Hon. Dr. Evelyn Ndlovu
Minister of Environment, Climate & Wildlife.

Biodiversity lies at the heart of Zimbabwe's cultural heritage, ecological integrity, and economic resilience. Endowed with a wealth of ecosystems, species, and genetic resources, Zimbabwe's prosperity and the well-being of its people are inextricably linked to the health of its natural environment. Yet, the country is confronting an escalating biodiversity crisis—driven by human induced pressures such as overexploitation, habitat degradation, pollution, and the spread of invasive alien species. These threats are being compounded by the intensifying impacts of climate change. If left unaddressed, this crisis will severely undermine Zimbabwe's development aspirations, food and water security, and the livelihoods of millions who depend on nature.

In response to these challenges, Zimbabwe has reaffirmed its unwavering commitment to the global biodiversity agenda under the Convention on Biological Diversity (CBD). Following the adoption of the Kunming–Montreal Global

Biodiversity Framework (KM-GBF) at the Fifteenth Conference of the Parties (COP15) in 2022, Zimbabwe has undertaken bold and inclusive steps to revise and align its national biodiversity strategy and action plan. This is Zimbabwe's Third National Biodiversity Strategy and Action Plan (NBSAP3 2025–2030) which marks a critical milestone in the country's efforts to halt and reverse biodiversity loss, while enhancing the sustainable use of its rich natural capital and the country's biodiversity economy.

The NBSAP3 seeks to address challenges underpinning biodiversity loss and to position the biodiversity economy as a key sector to invest in. It is aligned with Zimbabwe's National Development aspirations as enunciated in the National Vision while at the same time resonating with the various international development frameworks such as the Sustainable Development Goals (SDGs) and Agenda 2063, the Africa we want.

Anchored in the principles of inclusivity, equity, and intergenerational responsibility, this strategy sets out an ambitious yet actionable roadmap for the next five years. Through coordinated and transformative action—guided by a whole-of-government and whole-of-society approach—Zimbabwe aspires to secure a thriving, biodiverse, and prosperous future for all.

Honourable Dr. Evelyn Ndlovu (MP)
MINISTER OF ENVIRONMENT, CLIMATE AND WILDLIFE

ACKNOWLEDGEMENTS



Mr. Simon Masanga
Permanent Secretary, Ministry of Environment, Climate & Wildlife

The NBSAP is the result of a comprehensive and participatory process led by the Ministry of Environment, Climate and Wildlife and supported by a broad coalition of stakeholders. These include government ministries, departments and agencies, civil society organisations, the private sector, academia, indigenous peoples and local communities. The NBSAP represents a collective national vision and a unified commitment to a nature-positive future in which biodiversity is conserved, restored and utilised sustainably for the benefit of present and future generations.

We therefore would like to express our gratitude to His Excellency, the President of the Republic of Zimbabwe, for the support and promotion of broader biodiversity conservation in Zimbabwe. In support of His Excellency's national vision, the Minister of Environment, Climate and Wildlife has demonstrated leadership and dedication to achieving success in the biodiversity sector, as well as a passion for balancing conservation and national development aspirations. Her long-standing vision includes local community benefit and the development of biodiversity as a pillar of the economy. We would also like to acknowledge the contributions of various stakeholders from all sectors, including local communities and local authorities, who helped shape this plan through national, provincial, and district stakeholder consultations, policy review meetings, and validation workshops.

Finally, the completion of this NBSAP3 would not have been possible without technical and financial support from the Ministry of Finance and Economic Development, and the Global Environment Facility (GEF) together with the United Nations Environment Programme (UNEP). Together with our local, regional, and international development partners and stakeholders, we are committed to ensuring the successful implementation of this important plan.

Mr. Simon Masanga
SECRETARY FOR ENVIRONMENT, CLIMATE AND WILDLIFE

Contents

PREFACE ii

FOREWORD iii

ACKNOWLEDGEMENTS iv

ACRONYMS vii

Executive Summary 1

1. Introduction 4

2. Process used in Developing the Third NBSAP (2025–2030) 5

3. The Biodiversity of Zimbabwe its Richness, Importance and Threats 5

3.1 Biodiversity richness in Zimbabwe 5

3.2 The Importance of Zimbabwe's Biodiversity 7

3.3 Threats to Biodiversity in Zimbabwe 8

4. Policy and Legislative Framework for Nature and Biodiversity Conservation in Zimbabwe 11

4.1 National Policies and legislation 11

4.2 Global, Continental and Regional Agreements 15

5. The Third National Biodiversity Strategy and Action Plan (2025 – 2030) 16

5.1 Theory of Change for Zimbabwe's NBSAP (2025–2030) 18

6. Strategic Objective 1: Reduce Threats to Biodiversity 19

6.1 Target 1: Plan and Manage all Areas to Reduce Biodiversity Loss 21

6.2 Target 2: Restore 30% of all Degraded Ecosystems 23

6.3 Target 3: Conserve 30% of Land and Waters 25

6.4 Target 4: Halt Species Extinction, Protect Genetic Diversity, and Manage Human-Wildlife Conflicts 27

6.5 Target 5: Ensure Sustainable, Safe and Legal Harvesting and Trade of Wild Species 29

6.6 Target 6: Reduce the Introduction of Invasive Alien Species by 50% and Minimize their Impact 32

6.7 Target 7: Reduce Pollution to Levels That Are Not Harmful to Biodiversity 35

6.8 Target 8: Minimize the Negative Impacts of Climate Change on Biodiversity and Build Resilience 39

7. Strategic Objective 2: Ensure people's needs are met through sustainable use and fair and equitable benefit-sharing of the benefits arising from the use of genetic resources, with the full and effective participation of Indigenous Peoples and Local Communities 44

7.1 Target 9: Manage Wild Species Sustainably to Benefit People 46

7.2 Target 10: Enhance Biodiversity and Sustainability in Agriculture, Aquaculture, Apiculture, Fisheries, and Forestry 51

7.3 Target 11: Restore, Maintain and Enhance Nature's Contributions to People 57

7.4 Target 12: Enhance Green Spaces and Urban Planning for Human Well-Being and Biodiversity 61

7.5 Target 13: Increase the Sharing of Benefits from Genetic Resources, Digital Sequence Information and Traditional Knowledge 63

8. Strategic Objective 3: Strengthen the Tools and Enhance Solutions for Implementation and mainstreaming on the NBSAP 65

8.1 Target 14: Integrate Biodiversity in Decision-Making at Every Level 68

8.2 Target 15: Businesses Assess, Disclose and Reduce Biodiversity-Related Risks and Negative Impacts71
8.3 Target 16: Enable Sustainable Consumption Choices to Reduce Waste....73
8.4 Target 17: Strengthen Biosafety and Distribute the Benefits of Biotechnology....75
8.5 Target 18: Scale Up Positive Incentives for Biodiversity and Redirect Incentives that Harmful to Biodiversity....78
8.6 Target 19: Mobilize at least 300 million United States Dollars per Year for Biodiversity from all Sources....80
8.7 Target 20: Strengthen Capacity-Building, Technology Transfer, and Scientific and Technical Cooperation for Biodiversity....84
8.8 Target 21: Ensure that Knowledge is Available and Accessible to Guide Biodiversity Action....86
8.9 Target 22: Ensure Participation in Decision-Making and Access to Justice and Information Related to Biodiversity for all....89
8.10 Target 23: Ensure Gender Equality and a Gender-Responsive Approach for Biodiversity Action....92
9. Implementation of the NBSAP (2025 – 2030) – WoG-WoS Approach....95
9.1 Leadership and Coordination....97
9.2 Integrated Planning....97
9.3 Resource Mobilization and Financing....98
9.4 Communication and Public Awareness....98
9.5 Training and Capacity Building....98
9.6 Monitoring, Evaluation and Learning (MEL)....98
9.7 Inclusivity and Equity....99
9.8 Technology and Innovation....99
9.9 Sustainability....100
10. Finance Plan for Zimbabwe's Third NBSAP (2025–2030)....101
10.1 Introduction....101
10.2 Budget Allocation by Strategic Objective....101
10.3 Finance Objectives....101
10.4 Strategic Financing Pillars....102
10.5 Proposed Finance Instruments and Mechanisms....102
10.6 Institutional and Coordination Framework....105
10.7 Capacity Development and Enabling Reforms....105
10.8 Risk Management and Sustainability....105
10.9 Monitoring and Evaluation....106
References....107

ACRONYMS

ABS	Access and Benefit Sharing
ARDAS	Agricultural and Rural Development Advisory Services
ARIES	Artificial Intelligence for Environment & Sustainability
BMPs	Best Management Practices
CAMPFIRE	Communal Areas Management Programme for Indigenous Resources
CBD	Convention on Biological Diversity
CEPA	Communication, Education and Public Awareness
CIAT	International Centre for Tropical Agriculture
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
COP	Conference of Parties
CSO	Civil Society Organisation
CSR	Corporate Social Responsibility
DRR	Disaster Risk Reduction
DSI	Digital Sequence Information
Eco-DRR	Ecosystem-based Disaster Risk Reduction
EMA	Environmental Management Agency
FARD	Fisheries and Aquaculture Resources Department
FNCZ	Food and Nutrition Council of Zimbabwe
GBIF	Global Biodiversity Information Facility
GCF	Green Climate Fund
GDP	Gross Domestic Product
GEF	Global Environment Facility
GNI	Gross National Income
HWC	Human Wildlife Conflict
IAS	Invasive Alien Species
IEC	Information, Education and Communication
ILRI	International Livestock Research Institute
InVEST	Integrated Valuation of Ecosystems Services and Trade-offs
IPBES	Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services
IPLCs	Indigenous Peoples and Local Communities
ITPGRFA	International Treaty on Plant Genetic Resources for Food and Agriculture
IUCN	International Union for Conservation of Nature
IUU	Illegal, Unreported and Unregulated Fishing
KM-GBF	Global Biodiversity Framework
MDAs	Government Ministries, Departments and Agencies
MEAs	Multilateral Environmental Agreements
MECW	Ministry of Environment, Climate and Wildlife
MEPD	Ministry of Energy and Power Development
MoFAIT	Ministry of Foreign Affairs and International Trade
MoFEDIP	Ministry of Finance, Economic Development and Investment Promotion
MoHCC	Ministry of Health and Child Care
MHTEISTD	Ministry of Higher and Tertiary Education, Innovation, Science and Technology Development
MIC	Ministry of Industry and Commerce
MIPBS	Ministry of Information, Publicity & Broadcasting Services
MLAFWRD	Ministry of Lands, Agriculture, Fisheries, Water and Rural Development
MMMD	Ministry of Mines and Mining Development
MoJLPA	Ministry of Justice, Legal and Parliamentary Affairs
MoLGPW	Ministry of Local Government and Public Works
MoPSE	Ministry of Primary and Secondary Education
MSBP	Multi-Stakeholder Biodiversity Platform
MWACSMED	Ministry of Women Affairs, Community, Small and Medium Enterprises Development

NAPF	National Agriculture Policy Framework
NBA	National Biotechnology Authority
NbS	Nature-based Solutions
NBSAP	National Biodiversity Strategy and Action Plan
NBF	National Biodiversity Forum
NDS	National Development Strategy
NGOs	Non-Governmental Organisations
NTFPs	Non-Timber Forest Products
PES	Payments for Ecosystem Services
REA	Rural Electrification Agency
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SEEA-EA	System of Environmental Economic Accounting-Ecosystem Accounting
WASH	Water, Sanitation and Hygiene
WoG-WoS	Whole-of-Government and Whole-of-Society
ZIDA	Zimbabwe Investment and Development Agency
ZIMDEF	Zimbabwe Manpower Development Fund
ZINGSA	Zimbabwe National Geospatial and Space Agency
ZINWA	Zimbabwe National Water Authority
ZPWMA	Zimbabwe Parks and Wildlife Management Authority

Executive Summary

Biodiversity is fundamental to the sociocultural and economic development of Zimbabwe. Nearly 70% of Zimbabwe's population directly depends on biodiversity for their livelihoods. As such, biodiversity underpins the country's food and water security, climate resilience, and sustainable development. However, biodiversity is deteriorating globally at unprecedented rates, and Zimbabwe is no exception. The major drivers of biodiversity loss in Zimbabwe include land use change, habitat degradation, pollution, invasive alien species, human-wildlife conflict, overexploitation of natural resources, and climate change. These pressures threaten ecosystem services and human well-being.

Zimbabwe is a Party to the Convention on Biological Diversity (CBD), a globally binding treaty for the conservation and sustainable use of biodiversity. The CBD has three main objectives:

1. Conservation of biological diversity,
2. Sustainable use of its components, and
3. Fair and equitable sharing of benefits arising from the use of genetic resources.

To meet its commitments under the CBD, Zimbabwe is required to prepare, implement, and periodically update its National Biodiversity Strategy and Action Plan (NBSAP), aligned with broader national development planning. In December 2022, at the Fifteenth Conference of the Parties (COP15), Parties to the CBD adopted the Kunming–Montreal Global Biodiversity Framework (KM-GBF), a transformative roadmap to halt and reverse biodiversity loss by 2030. The KM-GBF emphasizes rights-based approaches, inclusive governance, financing, and strengthened participation of Indigenous Peoples and Local Communities (IPLCs).

In response, Zimbabwe, through the Ministry of Environment, Climate and Wildlife (MECW), led a broad multi-stakeholder process between July 2024 and June 2025 to revise and align its national biodiversity strategy. The resulting Third NBSAP (2025–2030) is a strategic roadmap for action, fully aligned with the KM-GBF and Zimbabwe's national priorities. It sets out a bold and inclusive agenda to halt and reverse biodiversity loss, and to ensure that biodiversity contributes to the well-being of present and future generations.

Goal and Strategic Objectives

The goal of the Third NBSAP is to:
"***Halt and Reverse Biodiversity Loss by Conserving and Sustainably Using Biodiversity and by Ensuring the Fair and Equitable Sharing of Benefits from the use of Genetic Resources***."

It is structured around three strategic objectives, supported by 23 action-oriented targets:

1. Reduce threats to biodiversity;
2. Ensure sustainable use of, and fair and equitable benefit-sharing of the benefits arising from the use of genetic resources, with the full and effective participation of Indigenous Peoples and Local Communities (IPLCs);
3. Strengthen the tools and enhance solutions for implementation and mainstreaming of the third NBSAP incorporating traditional knowledge, innovations, practices, and priorities of IPLCs in policy planning and implementation.

Each strategic objective is accompanied by specific targets, actions, and indicators for measuring progress. These targets cover key areas such as management protected areas, species conservation, sustainable resource use, pollution reduction, climate resilience, access and benefit-sharing (ABS), capacity-building, gender equity, and green financing.

Implementation: Whole-of-Government and Whole-of-Society (WoG-WoS) Approach

The Third NBSAP will be implemented through a Whole-of-Government and Whole-of-Society (WoG-WoS) approach, ensuring coordination and collaboration across all levels of government and sectors of society. This inclusive approach emphasizes the active participation of national and subnational institutions, civil society, the private sector, academia, media, and IPLCs, including women and youth.

Implementation will be driven by a multi-level governance framework, integrating national leadership with bottom-up participatory planning:

- At community level, Village Assemblies and Village Development Committees (VIDCOs) will lead local planning and biodiversity stewardship initiatives.
- At ward level, Ward Development Committees (WADCOs) will align local actions with national biodiversity priorities.
- At district level, Rural and Urban District Councils and their Environment Committees will integrate NBSAP into local plans, ensure regulatory compliance, and support local capacity.
- At provincial level, Provincial Councils will align district initiatives with national objectives and facilitate multi-stakeholder engagement.
- At national level, the MECW will lead policy coordination, while the Biodiversity Office will serve as the National Secretariat for NBSAP implementation, supported by the National Biodiversity Forum (NBF), a multi-stakeholder biodiversity platform (MSBP), which will act as the NBSAP Steering Committee.

High-level oversight will be provided by:

- The Presidency, offering political leadership and mainstreaming biodiversity into national priorities;
- The Cabinet, ensuring cross-sectoral coherence;
- Parliament, providing legislative oversight and approving biodiversity budgets.

This integrated framework will ensure inclusive, accountable, and results-oriented governance for NBSAP implementation.

Financing the Third NBSAP

To realize the ambitious targets of the Third NBSAP (2025–2030), Zimbabwe has developed a comprehensive Finance Plan with a total budget of USD 1.51 billion over six years. The financing strategy is anchored on five interlinked pillars:

1. Domestic Public Finance (national budgets, levies, subsidy reform),
2. International Finance (GEF, GCF, bilateral donors etc),
3. Private Sector Investment (offsets, CSR, green bonds),
4. Market-Based Mechanisms (PES, carbon markets, biotrade),
5. Innovative Finance (debt-for-nature swaps, diaspora green bonds, digital crowdfunding).

Budget by Strategic Objective:

The total budget of USD 1.51 billion will be strategically allocated across the three core objectives of the Third NBSAP (2025–2030).

Strategic Objective	Allocation (USD)	% Share
Reduce threats to biodiversity	1,014,210,000	67.13
Ensure sustainable use and fair and equitable benefit-sharing	370,500,000	24.52
Strengthen implementation tools and solutions	126,113,000	8.35
Total	**1,510,823,000**	**100**

The finance plan aims to mobilise at least USD 300 million per year by 2030, diversify funding sources, and mainstream biodiversity into budgeting and investment decisions. Implementation will be led by MECW and the Ministry of Finance, Economic Development and Investment Promotion (MFEDIP), with oversight from Cabinet and the Parliament's Portfolio Committee on Environment, Climate and Wildlife.

Complementary enabling measures include capacity-building, fiscal reforms, biodiversity expenditure reviews, and support for IPLC-led resource governance. Risk mitigation strategies address fragmented financing, low absorptive capacity, and donor dependency, while promoting transparency and accountability through robust monitoring, evaluation, and learning systems aligned with KM-GBF reporting.

Conclusion

The Third NBSAP (2025–2030) represents a landmark commitment by Zimbabwe to reverse biodiversity loss and transform nature conservation into a driver of inclusive and sustainable development. Anchored in global best practices, guided by the KM-GBF, and underpinned by strong national leadership, participatory governance, and a robust financing framework, this strategy provides a clear and actionable path toward a nature-positive Zimbabwe, where biodiversity thrives, ecosystems flourish, and all people benefit equitably.

1. Introduction

Zimbabwe is home to a wide variety of plant species, fishes, amphibians, birds, reptiles, mammals, invertebrates and microorganisms. This diversity of life or biodiversity and the associated ecosystems form the foundation for the country's socioeconomic development. Zimbabwe's population is approximately 16.3 million people[1], with 67% residing in rural areas[2] and directly dependent on agriculture and biodiversity for their livelihoods[3]. Zimbabwe, like many countries across the globe, is facing challenges in protecting and conserving its biodiversity. According to the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES), more species across the globe are now more than ever before threatened with extinction due to human activities, with around one million species already facing extinction, many within decades, unless action is taken to reduce the intensity of drivers of biodiversity loss[4].

Zimbabwe is a Party to the 196-member Convention on Biological Diversity (CBD), having signed and ratified the CBD in 1992 and 1994, respectively. The CBD, the first globally binding agreement for the conservation and sustainable use of biological diversity has three main goals;

(i) conservation of biological diversity;
(ii) the sustainable use of its components and
(iii) the fair and equitable sharing of the benefits arising out of the utilization of genetic resources, including by appropriate access to genetic resources and by appropriate transfer of relevant technologies, taking into account all rights over those resources and to technologies, and by appropriate funding[5].

Under the Convention, governments commit to conserve and sustainably use biodiversity, and are required to develop national biodiversity strategies and action plans (NBSAPs), which should be integrated into broader national plans for environmental management and development. At the Fifteenth Meeting of the Conference of the Parties (COP15) to the CBD, held in December 2022, the members adopted the Kunming–Montreal Global Biodiversity Framework (the KM-GBF)[6]. The KM-GBF, which succeeded the Strategic Plan for Biodiversity 2011-2020 and its attendant Aichi Targets, is an ambitious global plan to implement broad-based action to bring about a transformation in our societies' relationship with biodiversity by 2030, in line with the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), and ensure that, by 2050, the shared vision of living in harmony with nature is fulfilled[7]. The KM-GBF comprises four overarching goals accompanied by 23 action-oriented targets to be achieved by 2030, and four outcome-oriented goals to be achieved by 2050. In adopting the KM-GBF, all Parties committed to setting, or revising and updating NBSAPs in alignment with the KM-GBF and its goals and targets, and consistent with their national needs and priorities.

Between July 2024 and June 2025, the Government of Zimbabwe, through the Ministry of Environment, Climate and Wildlife (MECW), undertook a comprehensive, inclusive process to review and update the country's National Biodiversity Strategy and Action Plan (NBSAP) in alignment with the KM-GBF.

This report outlines the approach and methodology followed in the review and update process. It provides an overview of Zimbabwe's biodiversity, underscoring its critical role in national socioeconomic development, and presents the updated strategy and action plan. The document details the overarching goal, strategic objectives, national targets, priority actions, and indicators that will guide implementation. It also includes a comprehensive finance plan to support delivery.

These elements have been designed to promote the conservation and sustainable use of biodiversity, and to ensure the fair and equitable sharing of benefits arising from its utilisation, with the full and effective participation of Indigenous Peoples and Local Communities (IPLCs*).

2. Process used in Developing the Third NBSAP (2025–2030)

The Third NBSAP (2025–2030) was developed between July 2024 and June 2025 through a participatory and consultative process. In involved an inception workshop, a series of stakeholder consultations, technical working group meetings, and validation workshops. The process was coordinated by the Ministry of Environment, Climate and Wildlife (MECW), through the Department of Wildlife and Forestry Resources Management.

Between September 2024 and January 2025, a total of 21 stakeholder consultative workshops were held across all ten provinces of Zimbabwe. These consultations engaged government Ministries, Departments, and Agencies (MDAs), IPLCs, and other stakeholders, primarily those residing in rural or outlying areas near protected areas. The primary objective was to gather the perspectives of IPLCs and other stakeholders on biodiversity conservation to inform the development of the Third NBSAP. The National Biodiversity Forum (NBF), which comprises a broad range of stakeholders from representatives of IPLCs, MDAs, the private sector, civil society organizations (CSOs), youth groups, women's group, and academia, served as the technical working group throughout the review and update process. The NBF held several consultation workshops nationwide and concluded its work in July 2025.

3. The Biodiversity of Zimbabwe its Richness, Importance and Threats

3.1 Biodiversity richness in Zimbabwe

A total of 6,398 plant species, 147 fish species[8], 63 amphibian species[9], 186 reptilian species[10], 634 bird species[11] and 217 mammalian species[12] have been recorded in Zimbabwe. Among the plant species, 232 species are endemic or near endemic to Zimbabwe[13], and at least 900 species are traditionally used as food and medicinal plants[14]. The geographical distribution of plant species is categorized into two main regions, the Zambezian and the Afromontane[15]. The Zambezian Region, which consists of five woodland types (Miombo, Mopane, Teak, *Acacia* and *Terminalia/Combretum)* with many species used for firewood, fruit, poles and timber, covers over 95% of the country. The Eastern Highlands form part of the Afromontane region and are home to the Eastern Zimbabwe Montane Forest-Grassland Mosaic, which covers the mountains that stretch along the border between Zimbabwe and Mozambique[16]. The predominant vegetation type is montane grassland, with patches of montane, submontane, medium-altitude, and lowland moist evergreen forests. The Eastern Highlands supports high plant species richness due to a complex mosaic of different vegetation types[17], and high levels of endemism and richness in the montane grasslands and heathlands, where many species have restricted or scattered distributions[16].

The 147 fish species in Zimbabwe consist of 130 known native and 17 introduced species[8]. However, Chakona et al.[18], found evidence that suggests that the diversity of stream fishes of the Eastern

* Indigenous Peoples and Local Communities (IPLCs) in Zimbabwe refers to communities that have continuously inhabited Zimbabwe since before 1890, united by a shared language, cultural values, traditions and practices or customs, and governed by customary law under tradition leadership. These communities are the custodians of local resources and traditional or indigenous knowledge systems, including knowledge of genetic resources, associated traditional knowledge (ATK) and traditional medicine, and hold collective rights to resources and cultural heritage, subject to explicit prior informed consent for access and use.

Highlands may be higher than currently documented. Among the 147 documented fish species, six are listed in the IUCN Red List of Threatened Species. These consist of the Bull shark (*Carcharhinus leucas*)[19], Phongolo suckermouth (*Chiloglanis emarginatus*)[20], Three-spotted tilapia (*Oreochromis andersonii*)[21], Longfin tilapia (*Oreochromis macrochir*)[22], and Mozambique tilapia (*Oreochromis mossambicus*)[23] which are classified as Vulnerable and the Kariba tilapia (*Oreochromis mortimeri*)[24] as Critically Endangered.

Globally, approximately 8,876 amphibian species have been described. Of these, 7,823 (88.1%) are in the Order Anura (frogs), 828 (9.3%) in the Order Caudata (salamanders), and 225 (2.5%) in the Order Gymnophiona (caecilians)[9]. Amphibians are the most threatened vertebrate group worldwide, with about 41% species at risk of extinction[25]. According to Frost[9], Zimbabwe is home to 63 naturally occurring amphibian species, three of which are endemic: the cave squeaker (*Arthroleptis troglodytes*), the forest rain frog (*Probreviceps rhodesianus*) and Nyanga river frog (*Amietia inyangae*). The cave squeaker is Critically Endangered[26], while the forest rain frog[27] and Nyanga river frog[28] are both categorised as Endangered. In addition, three other species found in Zimbabwe, the Chimanimani stream frog (*Strongylopus rhodesianus*)[29], the Inyanga toad (*Vandijkophrynus inyangae*)[30] and the Nyanga long reed frog (*Hyperolius inyangae*)[31] are listed as Vulnerable by the IUCN.

Over 500 reptile species have been described from southern Africa, grouped into three main categories: snakes and lizards, crocodiles, and shelled reptiles[32]. The 186 reptilian species recorded in Zimbabwe consist of 92 lizards, 86 snakes, three tortoises, three freshwater turtles, one softshell turtle and one crocodilian species. Among the snakes, the Nyanga Rinkhals (*Hemachatus nyangensis*) is listed as Critically Endangered[33], and the Gaboon Viper (*Bitis gabonica*) is considered Vulnerable[34]. Other reptile species in Zimbabwe that are threatened with extinction include, the Ferocious round-headed worm lizard (*Zygaspis ferox*), which is Endangered[35], the Zambezi flapshell turtle (*Cycloderma frenatum*), also Endangered[36], Marshall's pygmy chameleon (*Rhampholeon marshalli*), categorised as Vulnerable[37] and the Imperial flat lizard (*Platysaurus imperator*), which is Near Threatened[38].

Zimbabwe's avifauna comprises 634 known species, representing 27 orders and 230 families. The Order Passeriformes, the largest and most diverse avian group globally, contributes 146 families and 300 species. Three vulture species occurring in Zimbabwe are listed as Critically Endangered: the White-headed vulture (*Trigonoceps occipitalis*)[39], Hooded Vulture (*Necrosyrtes monachus*)[40] and White-backed Vulture (*Gyps africanus*)[41]. An additional nine species are classified as Endangered: the Maccoa Duck (*Oxyura maccoa*)[42], Grey Crowned-Crane (*Balearica regulorum*)[43], Secretary bird (*Sagittarius serpentarius*)[44], Lappet-faced Vulture (*Torgos tracheliotos*)[45], Bateleur (*Terathopius ecaudatus*)[46], Martial Eagle (*Polemaetus bellicosus*)[47], Steppe Eagle (*Aquila nipalensis*)[48], Basra Reed Warbler (*Acrocephalus griseldis*)[49], and Montane Blue Swallow (*Hirundo atrocaerulea*)[50]. A further twelve bird species are listed as Vulnerable to extinction under the IUCN Red List. These include the Wattled Crane (*Bugeranus carunculatus*), Black-bellied Plover (*Pluvialis squatarola*), Curlew Sandpiper (*Calidris ferruginea*), Slaty Egret (*Egretta vinaceigula*), Cape Griffon (*Gyps coprotheres*), Tawny Eagle (*Aquila rapax*), Southern Ground-Hornbill (*Bucorvus leadbeateri*), Red-footed Falcon (*Falco vespertinus*), Sooty Falcon (*Falco concolor*), Taita Falcon (*Falco fasciinucha*), Chirinda Apalis (*Apalis chirindensis*), and Swynnerton's Robin (*Swynnertonia swynnertoni*).

Currently, there are approximately 5,940 extant species of mammals worldwide. Of these, one is extinct in the wild, while 239 are classified as Critically Endangered, 554 as Endangered, 570 as Vulnerable and 394 as Near Threatened[12]. The three major extinction risk factors for the world's mammals are climate change, population growth and land-use change.[4,51,52] By 2050, mammal habitat is projected to decline

globally by 5%–16% relative to 2015 baseline levels, with Africa expected to be among the most affected regions. According to Cardillo et al.[53] by 2100, up to 20% of nonmarine mammal species could be impacted by a combination of two or more of these risk factors, with species in sub-Saharan Africa particularly vulnerable. Consequently, over the coming decades, mammalian species in Zimbabwe and much of southern Africa are likely to face increasing environmental and anthropogenic pressures that may negatively affect their populations. Currently, of the 217 mammalian species in Zimbabwe, the Black rhino (*Diceros bicornis*) is listed as Critically Endangered, while the African wild dog (*Lycaon pictus*) and African savanna elephant (*Loxodonta Africana*) are both classified as Endangered. Additionally, seven species are Vulnerable and 28 are Near Threatened[12].

Although the African savanna elephant is globally listed as Endangered on the IUCN Red List of Threatened Species, Zimbabwe supports a stable to increasing population, estimated at between 76,000 and 93,000 individuals[54], making it the second-largest national population globally. Consequently, the elephant populations of Zimbabwe, together with those of Botswana, Namibia and South Africa, is listed under Appendix II of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES). Under CITES, Appendix I includes species that are the most endangered among CITES-listed animals and plants, threatened with extinction, and for which international trade is permitted only in exceptional non-commercial circumstances (e.g., scientific research). Appendix II, by contrast, includes species that are not necessarily threatened with extinction but may become so unless international trade is strictly regulated, as well as so-called "look-alike species" whose specimens in trade resemble those of species listed for conservation purposes.[55].

Generally, other groups of organisms, such as microorganisms (bacteria and viruses), algae, fungi, lichens, and invertebrates (including worms, arachnids, insects, and crustaceans), have received limited attention from the biodiversity conservation sector in Zimbabwe. There is an urgent need to invest in building national capacity to address these neglected organisms through targeted research funding, specialised training programmes, and the establishment of institutional frameworks that recognise their ecological significance and promote their inclusion in national biodiversity strategies and conservation initiatives.

3.2 The Importance of Zimbabwe's Biodiversity

Biodiversity in Zimbabwe holds significant economic, social and cultural values. It is fundamental to the socioeconomic development of Zimbabwe, and contributes significantly to the country's GDP through the agriculture, tourism and wildlife, forestry and fisheries sectors. Agriculture is a critical pillar of the country's food security and economic stability, contributing 11% to GDP, 40% to exports, supplying 68% of raw materials to the manufacturing sector, and employing 70% of the population[56]. However, due to its heavy reliance on rainfed systems and maize production, the sector is vulnerable to increasingly severe climate events, such as droughts linked to El Niño-Southern Oscillation (ENSO), and floods[56].

Zimbabwe's tourism sector has been on an upward trend post-Covid, with total arrivals increasing from a low of 380,820 in 2021 to over 1.6 million in 2023[57]. The sector, whose primary attractions are the country's wildlife and natural attractions (e.g., Hwange National Park, Victoria Falls) contributed approximately 5.8% to the GDP in 2024, which is predicted to grow to about 7.4% in 2034[58]. According to the Zimbabwe Biodiversity Economy Report of 2023, trophy hunting generated US$ 27.2 million and US$ 19.1 million in 2015 and 2019, respectively, with the elephant and buffalo accounting for 74% of trophy fees[59].

Forests cover approximately 45% of Zimbabwe's land mass[60,61], and contribute about 4% to the national GDP[59]. However, non-timber forest products (NTFPs), a major component of country's biodiversity resources, are largely excluded from official economic statistics. In rural areas, around 94% of households rely on fuelwood as their primarily source of energy, and in some communities, NTFPs contribute more than 30% of household incomes[59], particularly among IPLCs.

Biodiversity also holds deep cultural and spiritual significance for IPLCs, underpinning customary sustainable use, cultural practices, and livelihoods. Sacred natural sites, communal forests, and indigenous and traditional species play vital roles in maintaining community identity and reinforcing custodianship over local resources. The conservation of biodiversity ensures the continuity of traditional and medicinal knowledge, the intergenerational transmission of cultural heritage, the protection of indigenous and local languages, and the well-being of communities.

Despite its vital role in underpinning Zimbabwe's development, stability, and resilience, biodiversity is increasingly under threat from a range of pressures. Safeguarding its long-term benefits requires urgent and sustained efforts to conserve biodiversity and to strengthen the legal and sustainable harvesting and use of biological resources. These measures are essential to ensure that biodiversity continues to provide ecosystem services, livelihoods, and cultural value for current and future generations.

3.3 Threats to Biodiversity in Zimbabwe

The major threats to biodiversity in Zimbabwe include land use change, habitat loss, climate change impacts, pollution, invasive alien species (IAS), unsustainable farming systems and unsustainable exploitation of natural resources[62,63]. The primary drivers of land use change in the country are expansion of urban centres, mining and infrastructure development, agriculture expansion, encroachment into protected areas and the establishment of illegal settlements[62].

Zimbabwe has experienced rapid urbanisation in recent decades, posing significant challenges for urban local authorities in meeting the growing demand for housing [64]. Consequently, informal settlements have proliferated within urban areas, accompanied by the outward expansion of urban-like conditions into adjacent rural environments, a phenomenon known as *urban sprawl*. Urban sprawl is a key driver of land use change in and around cities and is associated with habitat loss, decrease in soil fertility and ground water level, pollution, and an increase in land surface temperature[65,66]. In Harare Metropolitan Province, which encompasses Zimbabwe's capital, Harare, the built environment expanded by more than 185% between 1986 and 2018, at an average rate exceeding 5% per annum[67]. Similarly, a study by Sithole et al.[68] quantified urban sprawl in and around the City of Bulawayo, Zimbabwe's second-largest city, showing a 228% increase in built-up areas between 1984 and 2022, alongside a 29.3% reduction in non-built-up areas such as agricultural land, vegetation, and bare land.

Across Zimbabwe, urban housing development, often occurring alongside informal cultivation, has contributed significantly to wetland degradation and loss. Currently, approximately 57% of wetlands are classified as moderately degraded, while 27% are severely degraded[69]. Looking ahead, the impact of urbanization on land-use and the environment is expected to intensify, with the urban population projected to rise from 32.2% in 2020 to 45.9% by 2050[70].

Zimbabwe has a diverse range of minerals, including diamonds, gold, lithium and platinum, and the mining sector is vital to the country's socioeconomic development. Mining currently contributes approximately 70% to foreign direct investment, 80% to exports, 19% to government revenues, 3% to direct formal employment, and 13.5% National Income (GDP and GNI)[71]. However, the sector has been

associated with adverse environmental impacts, including water pollution[72,73], soil contamination, and habitat destruction[74]. A key objective of the Government of Zimbabwe's 'Vision 2030' is growing the mining sector into a key player in the global mining industry, with an annual revenue of 12-billion USD. Therefore, without appropriate mitigatory measures, the negative impacts of the mining sector on the environment and biodiversity are likely to increase.

Agriculture has been the largest driver of biodiversity loss across the world mainly through: habitat destruction by conversion of natural ecosystems to farms and ranches; intensification of production; and release of pollutants through high application levels of agrochemicals[75,76]. In Zimbabwe, the agricultural sector, which plays a pivotal role in economic growth, food security and poverty reduction, with nearly 70% of the population depending directly or indirectly on agriculture as a livelihood[3,77], has been noted as having potentially negative impacts on biodiversity[62]. According to Braimore & Chigumira[78], in several districts across the country, land degradation due to unsustainable agriculture, overgrazing, deforestation, and mining has resulted in soil erosion, reduced agricultural productivity, contamination of water sources, loss of biodiversity and disruption of local ecosystems. Additionally, heavy reliance on pesticides, including the use of highly hazardous pesticides, for agricultural pest management and control, and the presence of large quantities obsolete pesticides in stores across the country, poses significant health risks to humans, plants, animals and the environment[79,80].

Over the last few decades, forest cover in Zimbabwe has been decreasing losing 262,348.98 hectares of forest per annum between 1992 to 2017 [81]. Deforestation and forest degradation hotspots are now common across all the provinces, particularly in rural, resettlement, and peri-urban areas. The drivers of deforestation and degradation are varied and include: the overexploitation of indigenous forests, the expansion of agricultural activities (notably for tobacco curing), overreliance on fuelwood for energy, mining, encroachment by human and industrial settlements, the absence of sustainable land-use and forest management systems, the spread of invasive alien species, and the occurrence of frequent wildfires[81–83].

The production from wild capture fisheries in Zimbabwe is estimated to be about 10,500 tonnes per year, with two species, Kapenta (*Limnothrissa miodon*) and the Nile tilapia (*O. niloticus*), contributing over 84% of fish production[84]. Lake Kariba, on the Zambezi River, which contributes more than 80% of the country's fish production, has since 2009 registered decreases in fish catch due to overfishing[85–87] and climate change[88,89]. Concerns of the threats of overexploitation[90], pollution[91–93], invasive alien species and climate change[90] to capture fish production in other dams across Zimbabwe have also been raised. Fish production from aquaculture is still a small industry with only a few commercial farms in existence, and much of the production dominated by Nile tilapia done on Lake Kariba. Over the last few years, the Government of Zimbabwe has heavily promoted fish farming, primarily that of Nile tilapia, and between 2000 and 2022, the total number of fish ponds across the country grew from approximately 5,000 to over 7,200[94], and according to the Zimbabwe Fish Producers Association (ZFPA), there were more than 600 small-scale fish farmers across the country in 2021[95]. In 2022, total fish production from aquaculture was 5,049 tonnes, largely consisting of Nile tilapia (98%), African catfish (*Clarias gariepinus*) (1.1%) and Rainbow trout (*Oncorhynchus mykiss*) (0.7%)[94]. A major environmental concern of the aquaculture sector is the promotion and distribution of Nile tilapia for fish farming across the country. Nile tilapia is a highly invasive fish that has infested and become problematic in a variety of ecosystems, particularly those located in the tropics[96]. The Nile tilapia is one of the worst invaders in African lakes and rivers and can cause a massive decline in the abundance and diversity of other fish species, and in Lake Kariba, it has displaced *Oreochromis mortimeri*, an indigenous species endemic to the middle Zambezi River system[97]. Thus, there are numerous threats to biodiversity and some worrisome trends in the agriculture, forestry, fisheries and aquaculture sectors of Zimbabwe.

Invasive alien species (IAS) have severely impacted native biodiversity across the globe, particularly in areas of high endemism[4]. In Zimbabwe, more than 2000 alien plant species have been recorded[98,99], and about 381 have become established with around 84 becoming invasive[100]. Compared to plants, a lower number of animal species of foreign origin has been recorded in the country. Among the terrestrial invasive species, at least 29 invasive alien woody plant species were introduced for a variety of purposes including timber production, fuel wood and aesthetics[101]. Four insect species, the fall armyworm (*Spodoptera frugiperda*), oriental fruit fly (*Bactrocera dorsalis*), larger grain bore (*Prostephanus truncatus*) and tomato leafminer (*Tuta absoluta*), and another seven insect species, the eucalyptus bronze bug (*Thaumastocoris peregrinus*), eucalyptus gall wasp (*Leptocybe invasa*), red gum lerp psyllid (*Glycaspis brimblecombei*), cypress aphid (*Cinara cupressi*), pine needle aphid (*Eulachnus rileyi*), pine wooly aphid (*Pineus boerneri*) and eucalyptus snout beetle (*Gonipterus scutellatus*) have been described as the most threatening invasive alien agricultural and forest pests, respectively[101].

The primary invasive alien bird species in Zimbabwe is the Common Myna (*Acridotheres tristis*), which originates from the Indian subcontinent and has spread widely across the country over the past decade[102]. There is growing concern about its potential to aggressively displace indigenous bird species by taking over their nests, particularly those with similar breeding habits.

In aquatic ecosystems, some of the alien plants that have been recorded in Zimbabwe include water hyacinth (*Pontederia crassipes*), Kariba weed (*Salvinia molesta*), water lettuce (*Pistia stratiotes*), water fern (*Azolla filiculoides),* giant salvinia/butterfly fern (*Salvinia auriculata*), Amazon frogbit (*Limnobium laevigatum*) and parrot's feather (*Myriophyllum aquaticum*)[98]. Among the alien aquatic animals that have been recorded in the country are the common carp (*Cyprinus carpio*), gold fish (*Carassius auratus*), largemouth bass (*Micropterus salmoides*), rainbow trout (*Oncorhynchus mykiss*), Nile tilapia (*Oreochromis niloticus),* mosquitofish *(Gambusia affinis)* and the Australian redclaw crayfish (*Cherax quadricarinatus*).

Altogether, more than 150 alien invasive species have been recorded in Zimbabwe, including 30 that are listed among the list of 100 of the world's worst invasive alien species[63]. It is now acknowledged that IAS are a growing threat in Zimbabwe and are affecting biodiversity in all ecosystems and their capacity to sustainably provide goods and services, and enhance human well-being.

Pollution has increasingly become a major environmental challenge in Zimbabwe. Water, land and air pollution, land degradation, siltation, littering and increase of illegal waste dumps are resulting in the reduction of both the quantity and quality of natural resources[103]. The air quality in Zimbabwe, with an annual mean concentration of $PM_{2.5}$ that is nearly double the recommended maximum of 10 $\mu g/m^3$, is considered moderately unsafe[104]. The sources of air pollution include industries, poor waste management, fertilizer and cement manufacturing, veld fires, mining and burning of fossil fuels[104]. Across the country, the quality and condition of surface and groundwater sources are deteriorating as large amounts of untreated or partly treated domestic, municipal, industrial and mining waste, and washings of agricultural chemicals are discharged into water sources[105,106]. Generally, pollution has had negative impacts on the environment as well as livelihoods across the country[107–110].

Livelihoods dependent on biodiversity in Zimbabwe are also increasingly affected by negative human–wildlife interactions, which pose significant challenges to community well-being, safety, and resource security[111–113]. When human activities intersect with those of wildlife, conflicts often arise. Humans have long competed with wildlife for space and resources, leading to human-wildlife conflict (HWC). HWC has been linked to the loss of crops, livestock, property and even human life[114,115]. Changes in

ecosystem structure and function[116] and in some cases, the extinction of species[114] has also been linked to HWC. Mitigating HWC is therefore a critical component of efforts to conserve and restore many wild populations[117]. In Africa, particularly in areas adjacent to protected areas, HWC is widespread and constitutes one of the major threats to biodiversity conservation[118]. In Zimbabwe, HWC is severe around protected areas[119,120], where it presents ongoing challenges to both conservation efforts and community well-being.

These conflicts can exacerbate social tensions, hunger, and poverty among indigenous peoples and local communities, threatening their lives and livelihoods. Although these communities often live in close connection with, and act as stewards of, wildlife habitats, they are frequently marginalized in conflict-resolution processes due to the lack of inclusive and participatory decision-making. Effectively addressing HWC, alongside other major threats such as pollution, IAS, deforestation, and destruction of terrestrial and wetland habitats, will be essential to reducing pressures on biodiversity and achieving sustainable conservation outcomes in Zimbabwe.

4. Policy and Legislative Framework for Nature and Biodiversity Conservation in Zimbabwe

4.1 National Policies and legislation

Zimbabwe has a strong legacy of biodiversity conservation, with over 28% of its landmass designated as Protected Areas[59,121]. These include 14.9% under gazetted forests and the Parks and Wildlife Estate, 11.2% under CAMPFIRE (Communal Areas Management Programme for Indigenous Resources) areas, and 1.9% under private conservancies[63]. The legal and policy foundation for environmental and biodiversity conservation is firmly embedded in the Constitution of Zimbabwe Amendment (No. 20) Act, 2013. Section 73 pronounces that:

(1) "Every person has the right:
  (a) to an environment that is not harmful to their health or well-being; and
  (b) to have the environment protected for the benefit of present and future generations, through reasonable legislative and other measures that—
    (i) prevent pollution and ecological degradation;
    (ii) promote conservation; and
    (iii) secure ecologically sustainable development and use of natural resources while promoting economic and social development.

(2) The State must take reasonable legislative and other measures, within the limits of the resources available to it, to achieve the progressive realisation of the rights set out in this section."

In addition, Section 282 of the Constitution outlines the responsibilities of traditional leaders, including the administration of communal land and the protection of the environment. Similarly, Section 289, which sets out principles guiding policy on agricultural land, emphasizes that land use should contribute to food security, health, nutrition, and employment creation, while ensuring environmental protection and conservation for future generations.

The roadmap of Zimbabwe's vision and development trajectory up to 2030 is encapsulated in its Vision 2030, whose aim is to transform the country into a prosperous upper middle-income economy by 2030. Vision 2030 acknowledges and recognizes UN Sustainable Development Goals (SDGs) and is aligned with the objectives of the Africa Union's Agenda 2063[122]. The Vision advocates for decentralised development based on regional investment and development master plans that must be spatial and environmental plans with one of the main components being the assessment of environmental impacts assessment of development activities. It recognises the mining sector as key to the country's

development, and aims at ensuring that sustainable mining which is ethically inclusive, environmentally friendly and socially responsible. The implementation for the realisation of Vision 2030 for the period 2021–2030 will be done through two Five-Year Medium-Term Development Strategies, that is National Development Strategy [NDS1 (2021 – 2025)] and NDS2 (2026 – 2030).

The overarching goal of the NDS1 is to ensure high, accelerated, inclusive and sustainable economic growth as well as socio-economic transformation and development[123]. One of the key components of NDS1 is environmental protection, climate resilience, sustainable production and consumption, sustainable use of both terrestrial and aquatic ecosystems, reversing land degradation, and addressing biodiversity loss.

The policy framework for environmental protection and biodiversity conservation is further buttressed by several policies including the Zimbabwe Policy for Wildlife of 1992, the National Environmental Policy and Strategies of 2009, National Water Policy of 2013, Zimbabwe Climate Policy of 2016, National Agriculture Policy Framework (NAPF) (2019-2030) of 2018 and the National Forest Policy of 2023.

The goal of the National Environmental Policy and Strategies (2009) is to "avoid irreversible environmental damage, maintain essential environmental processes, and preserve the broad spectrum of biological diversity so as to sustain the long term ability of natural resources to meet the basic needs of people, enhance food security, reduce poverty and improve the general standard of living of Zimbabwe"[124]. The policy has six objectives towards ensuring sustainable use of the environment, maintaining environmental integrity and enabling equitable access and public participation in environmental utilization, which are: (i) to conserve biodiversity and maintain the natural resource base and basic environmental processes to enhance environmental sustainability; (ii) promote equitable access to and sustainable use of natural and cultural resources with an emphasis on satisfying basic needs, improving people's standard of living, enhancing food security, and reducing poverty; (iii) to encourage sustainable development by optimising the use of resources and energy, and minimising irreversible environmental damage, waste production and pollution, through incorporating provisions for environmental assessment and management in all economic and development activities; (iv) to promote public participation and a sense of responsibility for the environment through environmental education and awareness, and by promoting environmentally sustainable lifestyles; (v) to establish and support an effective institutional framework, committed to sustainable development and able to collate and manage environmental information; and (vi) promote national interests by cooperating in drawing up and implementing international environmental agreements, and collaborating with neighbouring countries on transboundary environmental issues.

The goal of the Zimbabwe Wildlife Policy of 1992 is to ensure broad participation in the wildlife industry through equitable distribution and access of opportunities in the industry, without neglecting the fundamental obligation to conserve the country's biodiversity[125]. Among its objectives are: (i) ensuring that the Parks and Wildlife Estate is maintained for the conservations of the country's biodiversity; (ii) ensuring adequate protection of major ecosystems, key species and habitats which are not in the Estate through various measures including Biosphere Reserves; (iii) encouraging the conservation of wildlife and habitats outside the Estate by promoting sustainable and profitable use of wildlife, and ensuring benefits accrue to people with wildlife on their land, and (iv) promote development of a rural based wildlife industry.

The National Forest Policy of 2023 seeks to revitalise, manage, conserve, and sustainably utilise forest resources and to enhance the contribution of the forestry sector to development and social equity

through active participation of all stakeholders for the benefit of present and future generations[126]. It has nine areas of focus or policy pillars, which are maintaining forests integrity, devolution and benefit sharing, forest industries and products, gender and vulnerable groups, forests and beautification of towns and cities, climate change and forest ecosystems, forestry research, innovation, and training, forestry governance and institutional arrangements, and regional and international collaboration in forestry. The Policy has nine objectives that aligned to the nine policy pillars: (i) to promote the conservation and sustainable management of forests and biodiversity in all categories of forest tenure systems; (ii) to provide an enabling devolution framework for meaningful participation of local communities and other stakeholders in sustainable forest management and benefit sharing; (iii) to promote investments and partnerships in commercial tree growing, forest-based industries and beneficiation of non-timber forest products (NTFPs) for improved community livelihoods as well as public and private sector growth; (iv) to ensure gender equity and meaningful participation of women, youths, and vulnerable groups in forest resources management, forest industries and livelihood interventions; (v) to ensure that households not only plant trees, but also ensure a landscape that is maintained with additional aesthetic values from grass, flowers and related apparel; (vi) to enhance forest carbon sinks and build communities' resilience to climate change impacts through sustainable forest management; (vii) to support technology transfer; forestry research in valuation of the contribution of forest resources to ecosystem services; and ensure adequate finance research, education, and training institutions to ensure a vibrant forestry sector; (viii) to develop institutional mechanisms for mainstreaming forestry issues into, and coordinating with, other sectors; and (ix) to establish an effective legislative and institutional framework committed to the development of the forestry sector in line with regional and international agreements on sustainable forest management.

The National Water Policy of 2013 has a vision of ensuring the availability of good quality and affordable water in adequate quantity for all at all times, and a mission to develop and manage a sustainable water resources sector for the country[127]. Its goal is to achieve sustainable utilization of water resources so as to improve: (i) equity in access to freshwater by all Zimbabwe; (ii) the efficient use of water among competing users; (iii) provision of affordable and sustainable WASH services; (iv) environment protection; (v) protection of water sources, including safety of the country's rivers, dams, wetlands and ground water; (vi) consumer and institutional viability in the water sector; and (vii) the economic development of the country. The policy acknowledges that the environment is a legitimate right to water, and must therefore be allocated a sufficient quantity of water of adequate quality to meet the requirements of wildlife and aquatic ecosystems. It also highlights the responsibility of all water users to protect water sources and for the quality of water they discharge back to the environment. Furthermore, the policy states that in addition to punitive sanctions, polluters of water have the responsibility for restoration and clean-up of pollution and for consequential damages (e.g., health impacts, loss of production and income) to others as a result of pollution.

The primary goal of the National Agriculture Policy Framework (NAPF) (2019-2030) is to create a stable, enabling environment and flow of investment that sustainably enhances the capacity of the agricultural sector to anchor national economic growth to upper middle-income status by 2030[128]. The NAPF is founded on nine pillars, which are: (a) food and nutrition security and resilience; (b) agricultural knowledge, technology and innovation systems; (c) production and supply of agricultural inputs; (d) development of agricultural infrastructure; (e) agricultural marketing and trade development; (f) agricultural finance and credit; (g) access, tenure security and land administration; (h) resilient and sustainable agriculture, and (i) institutional arrangements for policy implementation. The objectives of the NAPF are to: (i) assure national and household food and nutrition security in a sustainable and resilient manner; (ii) Ensure that the existing agricultural resource base is restored, maintained and improved to achieve sustainable agricultural intensification; (iii) generate income and decent

employment to feasible optimum levels, with a special focus on women and youth; (iv) Increase agriculture's contribution to the nation's Gross Domestic Product (GDP) through productivity improvements in crop, livestock, forests and fisheries sectors; (v) contribute to sustainable industrial development through the provision of competitively home-grown agricultural raw materials; (vi) improve agricultural market access, exports, value addition and competitiveness and sustainable funding mechanisms; (vii) promote conservation and sustainable use of genetic resources important for food and agriculture; and (viii) improve multi-stakeholder cooperation and exchange among government arms, private sector, farmer-owned institutions, civil society organisations and development partners.

The main objective of the Zimbabwe Climate Policy of 2016 is to guide climate change management in the country, strengthen the national adaptive capacity, scale up mitigation actions, facilitate domestication of global policies and ensure compliance with the global mechanisms. It provides a framework that calls for inter-agency cooperation, governance systems and a means to integrate and mainstream climate change into different socio-economic sectors. Its objectives with respect to biodiversity sector are to: (i) conserve and enhance forestry resources which act as both sinks and reservoirs of greenhouse gases; (ii) strengthen afforestation programmes that promote drought and heat tolerant tree species; (iii) strengthen research capacity in forest ecosystem resilience to facilitate adaptation efforts to climate change; (iv) establish permanent forest ecosystem monitoring plots to monitor possible signs of forest die-back as a way to effectively plan afforestation programmes based on appropriate species; (v) promote research to reduce the existing gaps in knowledge on forest ecosystems and climate change, as well as on forest threats such as fires; (vi) promote improved understanding of the role played by forests in supporting livelihoods through timber and non-timber products and of the effects that climate change could have on those livelihoods; (vii) strengthen framework for Reducing Emission from Deforestation and Forest Degradation (REDD+) and other financing mechanisms; (viii) strengthen enforcement and other measures to reduce deforestation and forest degradation; (ix) support research to enhance understanding of climate change impacts on wildlife and adaptive management planning for key wildlife species; (x) monitor and reduce the prevalence of invasive plant species, and (xi) strengthen the use of Geoinformation Science (GIS) and Earth Observation Technologies in forest and biodiversity assessment.

The primary legislation on the environment and wildlife in Zimbabwe are the Environmental Management Act [Chap. 20:27], the Parks and Wildlife Act [Chap. 20:14] and the Forest Amendment Act, 2021. The Environmental Management Act provides for the sustainable management of natural resources and protection of the environment, the prevention of pollution and environmental degradation, the preparation of a National Environmental Plan and other plans for the management and protection of the environment, and the establishment of an Environmental Management Agency and an Environment Fund.

The Parks and Wildlife Act [Chapter 20:14] provides for the establishment of national parks, botanical reserves, botanical gardens, sanctuaries, safari areas and recreational parks, and for making provision for the preservation, conservation, propagation or control of the wildlife, fish and plants and the protection of the natural landscape and scenery of Zimbabwe. It also provides for granting of privileges on owners or occupiers of alienated land as custodians of wildlife, fish and plants, as well as to give certain powers to intensive conservation area committees and to provide for matters incidental to or connected with the foregoing.

The Forest Amendment Act, 2021 introduces Section 2A into the principal Act, the Forest Act [Chapter 19:05], setting out guiding principles for forest governance in Zimbabwe. These principles emphasize

the protection of biodiversity and ecological integrity, expansion of sustainable plantation forests, and preservation of the diverse functions and values of forests. They promote tree planting to enhance land productivity, recognize the ecological and social importance of urban trees, and support trade in competitive wood products alongside the sustainable use of non-timber resources. The Act advocates for flexible, science-based forest management that incorporates indigenous knowledge and recognizes the role of forests in climate change mitigation. It also calls for dynamic and accountable legislation, efficient conservation institutions, cross-sectoral integration, multi-stakeholder participation, gender inclusion, alignment with regional and international commitments, and equal employment opportunities free from discrimination.

4.2 Global, Continental and Regional Agreements

The Constitution of Zimbabwe Amendment (No. 20) Act, 2013 requires the incorporation of international law into domestic legislation for all treaties to which Zimbabwe is a Party. Specifically, Section 34 mandates the domestication of such international instruments. Key treaties relevant to biodiversity conservation are listed in Table 1. Zimbabwe's Third National Biodiversity Strategy and Action Plan (NBSAP) aligns with multilateral environmental agreements (MEAs) at global and regional levels, including the African Union Biodiversity Strategy and Action Plan and the SADC Biodiversity Strategy and Action Plan.

Table 1: Global, continental (Africa) and regional (SADC) MEAs to which Zimbabwe is a Party.

Global MEAs	**Year of accession / ratification**
• Convention on Biological Diversity (CBD)	1995
• Cartagena Protocol on Biosafety	2005
• Nagoya Protocol on Access and Benefit-sharing	2017
• Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)	1981
• Convention on the Conservation of Migratory Species of Wild Animals (CMS)	2012
• Agreement on the Conservation of African-Eurasian Migratory Waterbirds (AEWA)	2012
• Memorandum of Understanding on the Conservation of Migratory Birds of Prey	2024
• United Nations Framework Convention on Climate Change (UNFCCC)	1992
• United Nations Convention to Combat Desertification (UNCCD)	1997
• Ramsar Convention on Wetlands of International Importance	2013
• Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal	2012
• Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade	2012
• Stockholm Convention on Persistent Organic Pollutants	2012
• Minamata Convention on Mercury	2020
• Vienna Convention for the Protection of the Ozone Layer and its Montreal Protocol on Substances that Deplete the Ozone Layer	1992
• Kigali Amendment to the Montreal Protocol	2021
• World Heritage Convention	1982
• International Plant Protection Convention (IPPC)	2012
• United Nations Convention on the Law of the Sea (UNCLOS)	1996
• Biodiversity Beyond National Jurisdiction (BBNJ) Agreement	Signed on 5 March 2025, but still to be ratified.
• International Treaty on Plant Genetic Resources for Food and Agriculture (ITPGRFA)	2005
Continental (African) Environmental Agreements	**Year of accession / ratification**

• Bamako Convention on the Ban of the Import into Africa and the Control of Transboundary Movement and Management of Hazardous Wastes within Africa	1992
• Revised African Convention on the Conservation of Nature and Natural Resources	Signed on 11 July 2003, but still to be ratified.
Regional (SADC) Environmental Agreements	**Year of accession / ratification**
• Protocol on Wildlife Conservation and Law Enforcement	2011
• Protocol on Environmental Management for Sustainable Development	2024
• Protocol on Forestry	2011
• Protocol on Fisheries	2011
• Revised Protocol on Shared Watercourses	2011
• Agreement on the Establishment of the Zambezi Watercourse Commission	2011
• The Protocol on the Development of Tourism	2011
• Charter of the Regional Tourism Organisation of Southern Africa	n/a
• Treaty Between the Republics of Angola, Botswana, Namibia, Zambia and Zimbabwe on the Establishment of the Kavango Zambezi Transfrontier Conservation Area	2011

5. The Third National Biodiversity Strategy and Action Plan (2025 – 2030)

National biodiversity strategies and action plans (NBSAPs) are a requirement under Article 6 of the CBD on General Measures for Conservation and Sustainable Use, which states that each Contracting Party shall, in accordance with its particular conditions and capabilities: (a) develop national strategies, plans or programmes for the conservation and sustainable use of biological diversity or adapt for this purpose existing strategies, plans or programmes which shall reflect, inter alia, the measures set out in this Convention relevant to the Contracting Party concerned, and (b) integrate, as far as possible and as appropriate, the conservation and sustainable use of biological diversity into relevant sectoral or cross-sectoral plans, programmes and policies[129]. NBSAPs are therefore the main instruments for implementing, monitoring, and reviewing the implementation of the CBD and the KM-GBF[130].

The Third NBSAP for Zimbabwe has been aligned with KM-GBF and will be implemented up to 2030. Its goal is to '***Halt and Reverse Biodiversity Loss by Conserving and Sustainably Using Biodiversity and by Ensuring the Fair and Equitable Sharing of Benefits from Biodiversity***' has three strategic objectives and 23 targets (Figure 1), which were adapted from the KM-GBF. The three strategic objectives are to:

1. Reduce Threats to Biodiversity;
2. Ensure Sustainable Use of, and Fair and Equitable Benefit-sharing of the Benefits Arising from the Utilisation of Genetic Resources, with the full and Effective Participation of Indigenous Peoples and Local Communities (IPLCs); and
3. Strengthen the Tools and Enhance Solutions for Implementation and Mainstreaming of the NBSAP Incorporating Traditional Knowledge, Innovations, Practices, and Priorities of IPLCs in Policy Planning and Implementation.

Under Strategic objective 1 there are eight targets, whilst Strategic Objectives 2 and 3 have five and ten targets, respectively. The actions and indicators that were proposed for each target are presented in the sections below.

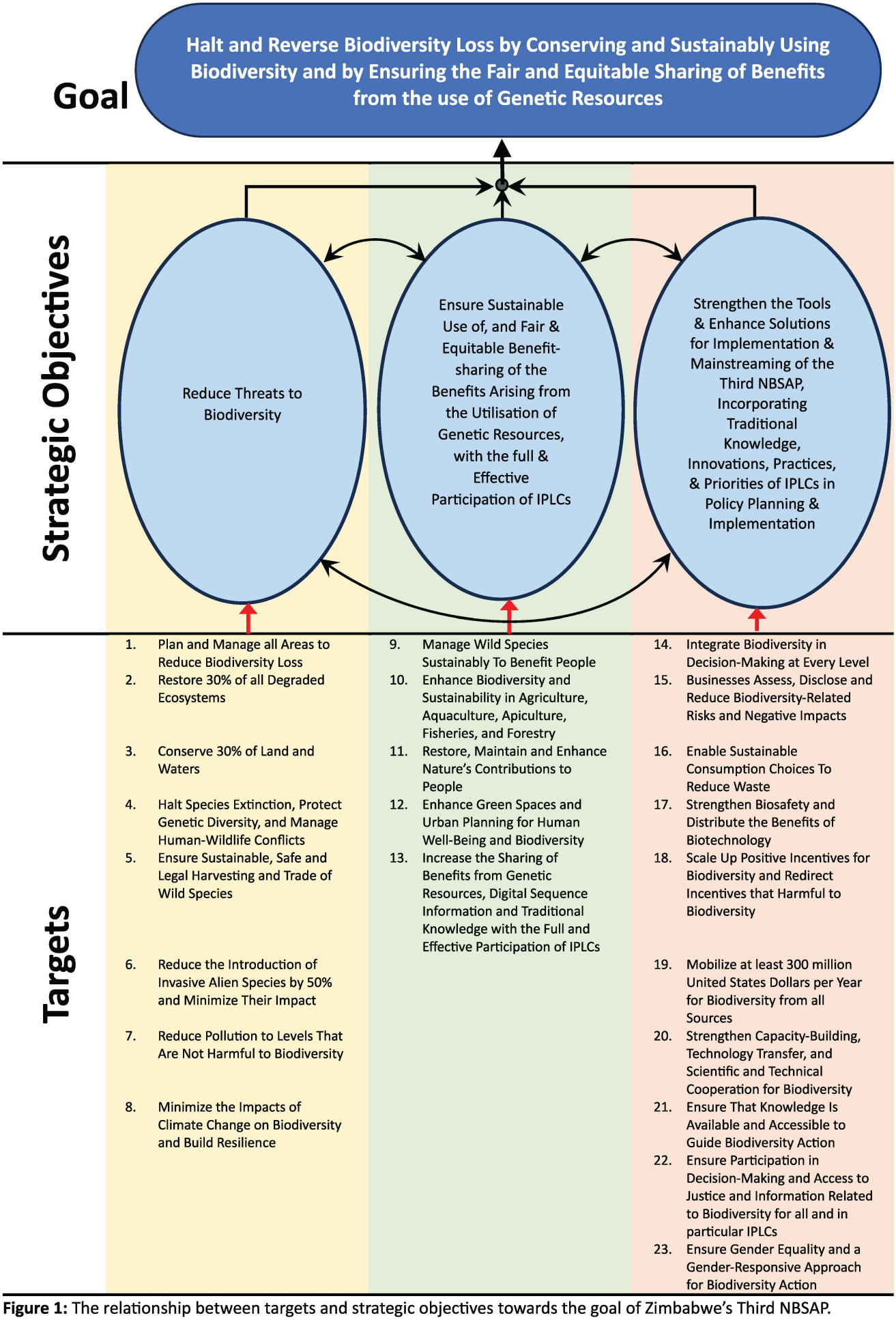


Figure 1: The relationship between targets and strategic objectives towards the goal of Zimbabwe's Third NBSAP.

5.1 Theory of Change for Zimbabwe's NBSAP (2025–2030)

The Theory of Change underpinning Zimbabwe's Third NBSAP (2025–2030) reflects a strategic and integrated pathway toward the country's vision of halting and reversing biodiversity loss, while ensuring the sustainable and equitable use of biological resources. It is anchored in the national development context and directly aligned with the goals and targets of the KM-GBF, the Sustainable Development Goals (SDGs), and Zimbabwe's Vision 2030.

The central logic of the 3rd NBSAP (2025–2030) is that through targeted investments in conservation, sustainable use, inclusive governance, and biodiversity mainstreaming, Zimbabwe will generate the conditions necessary for safeguarding biodiversity and securing long-term human well-being. The Theory of Change identifies three interrelated strategic outcomes that are expected to materialize by 2030:

1. Reduced threats to biodiversity, including habitat loss, species extinction, pollution, invasive alien species, and climate-related impacts.
2. Sustainable use of biodiversity and fair and equitable sharing of benefits, particularly for Indigenous Peoples and Local Communities (IPLCs), women, and youth.
3. Strengthened tools, enabling conditions, and solutions for implementation, including biodiversity integration across policies, institutions, the private sector, and financial systems.

These outcomes are expected to be achieved through a set of coherent activities, including spatial planning, restoration of degraded ecosystems, strengthening of protected areas management and other effective area-based conservation measures (OECMs), legal reforms to promote sustainable harvesting and trade, enhanced benefit-sharing mechanisms, and the development of biodiversity finance instruments. The NBSAP also prioritizes capacity-building, gender-responsive programming, technology transfer, and public participation as essential enablers of change.

The expected outputs from these interventions include updated land-use plans, expanded conservation coverage, ecosystem restoration programs, inclusive governance frameworks, trained IPLCs and institutional actors, and sustainable financing mechanisms. These outputs, if effectively delivered and scaled, will drive systemic transformation in how biodiversity is managed, protected, and valued across Zimbabwe.

The long-term impact anticipated by 2050 is that Zimbabwe's ecosystems will be healthy, resilient, and equitably governed, supporting the country's environmental sustainability, climate resilience, and socioeconomic development. Biodiversity will be conserved and wisely used, with benefits fairly shared across generations, contributing to the national aspiration of living in harmony with nature.

The successful realization of this Theory of Change is contingent upon several assumptions, including sustained political commitment, effective coordination across sectors, active engagement of all stakeholders including IPLCs, women, youth and civil society, sufficient financing, and resilience to external shocks such as climate-related disasters. Risks such as institutional capacity gaps, policy incoherence, or conflicts between conservation and development goals will be proactively mitigated through targeted reforms, cross-sectoral integration, and a whole-of-government and whole-of-society approach.

The successful realization of this Theory of Change depends on several key assumptions, including sustained political commitment, effective cross-sectoral coordination, active engagement of all stakeholders, particularly IPLCs, women, youth, and civil society, adequate and sustained financing, and resilience to external shocks such as climate-related disasters. Potential risks, such as institutional capacity constraints, policy incoherence, or tensions between conservation and development priorities, will be proactively addressed through targeted reforms, integrated planning, and a whole-of-government and whole-of-society approach.

6. Strategic Objective 1: Reduce Threats to Biodiversity

Globally, the change in nature that has occurred over the last five decades is unparalleled in human history, with the direct drivers with the largest impacts being changes in land and sea use, direct harvesting of organisms, climate change, pollution and the spread of invasive alien species[4,131]. The five direct drivers of nature change and biodiversity loss arise from an assortment of underlying indirect drivers of change, such as, human population dynamics and trends, economic, political, and institutional arrangements[4,131]. The conservation of biodiversity in Zimbabwe faces a myriad of challenges, which include poaching, deforestation, overexploitation, pollution, habitat destruction and loss, and climate change.

To address Strategic Objective 1, and reduce the threat to biodiversity in Zimbabwe, the following eight targets, aligned with KM-GBF targets 1 to 8 were developed:

Target 1*: *Plan and Manage all Areas to Reduce Biodiversity Loss
Ensure that all areas are under effective participatory, integrated and biodiversity-inclusive spatial planning and effective management processes addressing land-use change, to bring the loss of areas of high biodiversity importance, including ecosystems of high ecological integrity, close to zero, while respecting the rights of Indigenous Peoples and Local Communities.

Target 2*: *Restore 30% of all Degraded Ecosystems
Ensure that at least 30% of areas of degraded terrestrial and inland water ecosystems are under effective restoration, in order to enhance biodiversity, ecosystem functions and services, and ecological integrity and connectivity.

Target 3: Conserve 30% of Land and Waters
Ensure and enable that at least 30% of terrestrial and inland water areas, especially areas of particular importance for biodiversity and ecosystem functions and services, are effectively protected, conserved, managed and financed through ecologically representative, integrated, well-connected and equitably governed systems of protected areas and other effective area-based conservation measures, recognizing and respecting the rights of indigenous peoples and local communities.

Target 4: Halt Species Extinction, Protect Genetic Diversity, and Manage Human-Wildlife Conflicts
Ensure management actions to halt human induced extinction of known threatened species and for the recovery and conservation of species, in particular threatened species, to significantly reduce extinction risk, as well as to maintain and restore the genetic diversity within and between populations of native, wild and domesticated species to maintain their adaptive potential, including through in situ and ex situ conservation, and develop and implement strategies to promote sustainable management practices, reduce human wildlife conflict (HWC) and promote coexistence, and increase benefits accruing to indigenous peoples and local communities.

Target 5: Ensure Sustainable, Safe and Legal Harvesting and Trade of Wild Species
Ensure that the use, harvesting and trade of wild species is sustainable, legal and safe, preventing overexploitation, minimizing risks to non-target species and ecosystems, and reducing the risk of pathogen spill-over, applying the ecosystem approach, while respecting and protecting customary sustainable use by indigenous peoples and local communities.

Target 6: Reduce the Introduction of Invasive Alien Species by 50% and Minimize Their Impact
Assess, eliminate, minimize, reduce and mitigate the impacts of invasive alien species on biodiversity and ecosystem services by identifying and managing pathways of introduction of alien species, preventing the introduction and establishment of priority invasive alien species, reducing the rates of introduction and establishment of other known or potential invasive alien species by at least 50 per cent, by 2030, eradicating or controlling invasive alien species especially in priority sites.

Target 7: Reduce Pollution to Levels That Are Not Harmful to Biodiversity
Reduce pollution risks and the negative impact of pollution from all sources to levels that are not harmful to humans, biodiversity and ecosystem functions and services, taking into account food security and livelihoods.

Target 8: Minimize the Impacts of Climate Change on Biodiversity and Build Resilience
Minimize the negative impact of climate change on biodiversity and build resilience while minimizing negative and fostering positive climate actions through; adaptation, restoration, mitigation and disaster risk reduction actions, including ecosystem-based approaches.

The details of proposed actions, and the associated indicators, tolerance levels, time frames and estimated budgets for Targets 1 to 8 are shown in Tables 2 to 9, respectively.

6.1 Target 1: Plan and Manage all Areas to Reduce Biodiversity Loss

Ensure that all areas are under effective participatory, integrated and biodiversity-inclusive spatial planning and effective management processes addressing land-use change, to bring the loss of areas of high biodiversity importance, including ecosystems of high ecological integrity, close to zero, while respecting the rights of indigenous peoples and local communities.

Table 2: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 1. The ministries, departments, and agencies (MDAs) responsible for achieving the target are listed, with the lead agency indicated in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Define, identify, map and gazette areas of high biodiversity importance including ecologically sensitive areas	• Percentage of land under biodiversity-inclusive spatial planning • Ecosystem Integrity Index (EII) • Number and extent (ha) of areas identified as high biodiversity importance • Number and extent (ha) of high biodiversity areas officially gazetted • Percentage of identified priority biodiversity areas under formal protection or conservation management • Number of participatory planning processes conducted with indigenous peoples and local communities, and other stakeholders • Proportion of biodiversity hotspots with updated spatial data layers • Change in land-use conversion rates within identified high biodiversity areas • Number of policies or plans revised to include biodiversity priorities	2025 – 2028	– **MECW** – MoLGPW – MLAFWRD – Local authorities – IPLCs – EMA – ZimParks – Forestry Commission – ZINGSA	2,200,000
2. Strengthen and align legal frameworks for participatory and biodiversity-inclusive spatial land-use planning and management	• Number of biodiversity-inclusive land-use policies enacted or revised • Proportion of spatial planning policies that incorporate biodiversity safeguards • Number of legal frameworks that mandate participatory planning processes • Existence of a national legal instrument for biodiversity-inclusive land-use planning • Percentage of Environmental and Social Impact Assessments (ESIAs) and Strategic Environmental Assessments (SEAs) that explicitly consider biodiversity impacts • Number of training sessions or legal reforms promoting integration of biodiversity into spatial planning • Number of court rulings or administrative actions enforcing biodiversity-inclusive planning laws • Percentage of government institutions adopting biodiversity screening tools in spatial planning	2025 – 2030		2,000,000
3. Engage all stakeholders, particularly IPLCs in land-use planning and management	• Number of land-use planning processes that involved IPLCs and other stakeholders • Percentage of identified high biodiversity areas with IPLC participation in planning/management • Number of formal agreements (e.g., MoUs, co-management plans) between government and IPLCs for land-use planning	2025 – 2030		920,000

	• Number of IPLC representatives trained or supported to engage in planning processes • Satisfaction level of IPLCs with participation processes • Existence of legal or policy frameworks guaranteeing IPLC participation in spatial planning • Number of stakeholder platforms or planning committees that include IPLC representation • Percentage of land-use planning documents with documented stakeholder consultations			
4. Develop, strengthen and implement biodiversity inclusive spatial land-use plans	• Number of biodiversity-inclusive spatial plans developed per province • Percentage of land under biodiversity-inclusive spatial planning • Percentage of spatial plans integrating ecosystem mapping and biodiversity data • Number of plans that are implemented and monitored • Number of participatory spatial planning events with inclusive IPLC engagement, disaggregated by community, gender, and age • Percentage of planning events that meet quality standards for effective and rights-based IPLC participation • Budget allocation to implementation of biodiversity-inclusive spatial plans • Area (hectares) where implementation of biodiversity-friendly land-use decisions has occurred	2025 – 2028		3,200,000

6.2 Target 2: Restore 30% of all Degraded Ecosystems

Ensure that at least 30% of areas of degraded terrestrial and inland water ecosystems are under effective restoration, in order to enhance biodiversity, ecosystem functions and services, and ecological integrity and connectivity.

Table 3: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 2. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Identify, describe and map degraded ecosystems	• Extent (ha) of natural ecosystems by type • Extent (ha) of degraded ecosystems by type • Percentage of each ecosystem type assessed for degradation status • Number of ecosystem condition assessments conducted using standard protocols • Number of geospatial layers and maps produced and publicly accessible • Existence of national geodatabase for degraded ecosystems • Number of provinces with completed degraded ecosystem maps • Number of trained personnel and institutions involved in ecosystem mapping	2025 – 2030	– **EMA** – ZPWMA – Forestry Commission – ZINWA – MoLGPW – Local authorities – IPLCs – MLAFWRD – MMMD	1,900,000
2. Map priority degraded ecosystems for restoration	• Number of restoration opportunity maps produced and validated • Total area (ha) of degraded ecosystems identified as high-priority for restoration • Existence of a national restoration priority index and mapping tool • Number of stakeholders engaged in validating restoration priorities • Number of provinces with priority restoration zones identified			
3. Implement reforestation and afforestation programmes	• Number of hectares reforested and afforested per year • Cumulative area (ha) of degraded forestland restored (2025–2030) • Forest Landscape Integrity Index (FLII) • Survival rate of planted trees after 2–3 years (%) • Number of community-managed or co-managed reforestation sites • Carbon sequestration potential of restored forest areas (tCO_2e/year) • Number of active afforestation/reforestation programmes per province • Number of native and climate-resilient tree species planted	2025 – 2030		7,300,000
4. Implement wetland and river restoration programmes	• Total wetland area restored (ha) • Total length of river systems restored (km) • Number of rivers classified as free-flowing • Percentage of degraded Ramsar sites restored • Number of active wetland/river restoration projects per province • Area (ha) of riparian buffer zones restored or protected • Number of community-led wetland or river restoration initiatives	2025 – 2030		5,900,000

	• Hydrological functionality index (baseline to target score)			
5. Promote agroecology and sustainable land management practices	• Percentage (%) of agricultural land under agroecology and sustainable land management practices • Number of farmers trained and adopting agroecological/sustainable land management (SLM) methods • Soil organic carbon content (%) improvement on farms practicing agroecology • Reduction (%) in synthetic fertilizer and pesticide use • Number of community-based agroecology demonstration sites established • Yield stability or increase (%) on agroecologically managed farms • Area (ha) under agroforestry systems • Number of policies or incentives introduced supporting agroecology and SLM	2025 – 2030		5,600,000
6. Promote and strengthen community-based restoration initiatives	• Number of community-led restoration projects/programmes initiated • Area (hectares) under community-based restoration management • Number of IPLCs actively participating in restoration governance and decision-making • Number of community groups trained in restoration techniques and management • Percentage of restored areas showing ecological recovery (e.g., vegetation cover, species diversity) • Amount of funding/resources allocated to community-based restoration • Number of partnerships between communities and government/NGOs for restoration	2025 – 2030		4,120,000
7. Increase investment in ecosystem restoration including incentivizing for private sector participation	• Percentage (%) contribution of private sector funding to total ecosystem restoration investments • Number of private sector partnerships and projects in ecosystem restoration • Amount (USD) of incentives (tax breaks, grants, subsidies) provided to private sector for restoration activities • Number of policies or regulations enacted to incentivize private sector investment in restoration • Area (ha) of ecosystems restored through private sector-led initiatives • Number of certification or sustainability standards adopted by private sector restoration projects • Volume of ecosystem services payments or carbon credits transacted linked to private restoration projects	2025 – 2030		4 120 000

6.3 Target 3: Conserve 30% of Land and Waters

Ensure and enable that at least 30% of terrestrial and inland water areas, especially areas of particular importance for biodiversity and ecosystem functions and services, are effectively protected, conserved, managed and financed through ecologically representative, integrated, well-connected and equitably governed systems of protected areas and other effective area-based conservation measures, recognizing and respecting the rights of indigenous peoples and local communities.

Table 4: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 3. The MDAs responsible for achieving the target are listed, with the lead agency indicated in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Strengthen policy and regulatory framework on protected and conserved areas (PCAs) and other effective area-based conservation measures (OECMs) including community conservancies	• Policy and regulatory framework on PCAs and OECMs reviewed and strengthened	2025 – 2028	– **ZPWMA** – EMA – Forestry Commission – Local authorities – IPLCs	1,600,000
	• Coverage (%) of protected areas and other effective area-based conservation measures • Percentage (%) of protected conservation areas under indigenous and traditional governance systems.			
2. Define, identify, formalize, strengthen and establish other effective area-based conservation measures (OECMs) including community conservation areas and community conservancies	• Coverage (%) of protected areas and other effective area-based conservation measures (OECMs)	2025 – 2030		2,300,000
	• Extent (ha) of community conservation areas with formal or informal recognition	2025 – 2030		
	• Number of community conservancies established and operational • Percentage (%) of land under community conservation including joint ventures involving communities	2025 – 2030		
3. Strengthen management of existing conservation areas including TFCAs and biosphere reserves	• Protected Area Connectedness Index (PARC-Connectedness) • Protected Area Management Effectiveness (PAME) • Percentage (%) of biosphere reserves with effective management and positive conservation outcomes • Percentage (%) of TFCAs with harmonized cross-border management plans implemented • Number of conservation areas with updated and implemented management plans • Percentage (%) of conservation areas with sustainable financing mechanisms in place	2025 – 2028		2,300,000

4. Develop sustainable financing mechanisms for supporting PCAs and OECMs including Community Conservation Areas (CCAs) and community conservancies	• Percent increase in funding allocated to conservation programs for PCAs and OECMs including CCAs and community conservancies • Protected Area Management Effectiveness (PAME) • Number of sustainable financing mechanisms established or operational • Percentage (%) of PCAs and OECMs with long-term financing plans in place • Amount of private sector and philanthropic investment mobilized • Annual revenue generated from conservation-linked enterprises (e.g., eco-tourism)	2025 – 2030	
5. Enhance enforcement of environmental laws for the protection of PCAs and OECMs	• Protected Area Management Effectiveness (PAME) • Number of gazetted environmental management bylaws • Number of enforcement actions taken per year • Percentage of PCAs and OECMs with dedicated enforcement units • Reduction in illegal activities within conservation areas • Number of joint patrols conducted with communities/IPLCs per year • Proportion of trained rangers and enforcement officers	2025 – 2030	

6.4 Target 4: Halt Species Extinction, Protect Genetic Diversity, and Manage Human-Wildlife Conflicts

Ensure management actions to halt human induced extinction of known threatened species and for the recovery and conservation of species, in particular threatened species, to significantly reduce extinction risk, as well as to maintain and restore the genetic diversity within and between populations of native, wild and domesticated species to maintain their adaptive potential, including through in situ and ex situ conservation, and develop and implement strategies to promote sustainable management practices, reduce human wildlife conflict (HWC) and promote coexistence, and increase benefits accruing to indigenous peoples and local communities.

Table 5: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 4. The MDAs responsible for achieving the target are listed, with the lead agency indicated in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Strengthen environmental law and policy enforcement capacity	• Percentage (%) of threatened species that are improving in status • Number of guidelines developed for promoting enforcement of environmental laws and policies • Number of enforcement actions taken related to biodiversity protection • Number of enforcement personnel trained on species protection laws • Number of inter-agency task forces or coordination mechanisms in place • Number and coverage of high-biodiversity areas monitored through regular patrols or surveillance • Budget allocation to environmental law enforcement (annual % increase)	2025 – 2030	– **ZPWMA** – Forestry Commission – Local Authorities – IPLCs	3,400,000
2. Improve monitoring and species recovery programs for all threatened species	• Number of threatened species under species-specific recovery programs • Percentage of threatened species that are improving in conservation status • Number of national species action plans developed or updated • Coverage of species monitoring programmes across ecosystems • Number of trained staff or community monitors involved in species monitoring • Availability of real-time or periodically updated population trend data • Number of in situ and ex situ conservation initiatives supporting species recovery	2025 – 2030		4,600,000
3. Strengthen, develop and implement human-wildlife conflict management and mitigation strategy	• Human-wildlife conflict management and mitigation strategy developed and adopted	2025 – 2027		3,400,000
	• Annual number of reported HWC incidents • Number of people affected by HWC (injuries, fatalities, crop/livestock loss) • Trends in retaliation killings or removals of wildlife due to conflict	2025 – 2030		
	• Number of functional community-based HWC response units • Number of mitigation tools/technologies deployed (e.g., fences, deterrents) • Compensation schemes or insurance mechanisms established and used • Number of awareness campaigns or trainings on HWC prevention	2025 – 2030		

4. Establish and enforce regulations on genetic resource conservation.	• Number of laws/regulations developed or updated on genetic resources • Number of enforcement actions or compliance checks undertaken annually • Existence of a national registry or database of genetic resources • Number of stakeholder sensitization and training activities on GR laws	2025 – 2030		5,700,000
5. Promote in situ and ex situ conservation programs	• Number of plant and animal genetic resources secured in medium/long-term conservation facilities • Number of in situ conservation sites for priority species or landraces • Number of conservation breeding and genetic diversity programs • Proportion of local breeds classified as being at risk of extinction • Number of restored habitats supporting genetic diversity conservation			
6. Enhance community-based wildlife conservation and monitoring initiatives	• Number of community-based monitoring frameworks including early warning systems established • Number of trained community monitors and operational monitoring centres established • Percentage of community wildlife monitoring reports that resulted in management action or species protection response • Trends in reported human-wildlife conflict incidents, disaggregated by species, conflict type (crop/livestock/property/human safety), and severity • Number of community-based HWC mitigation measures implemented (e.g. fencing, deterrents, compensation schemes) • Population trends of priority threatened or endemic species in community-managed or co-managed areas • Number of species-specific community conservation programs established (e.g., species recovery plans, wildlife corridors) • Number of threatened species reintroduced or rehabilitated with community participation • Number of in situ conservation sites for wild or domesticated species with community management (e.g., conservation farms, gene gardens, wildlife sanctuaries) • Number of ex situ genetic resource facilities supported or accessed by communities (e.g., seed/gene banks, breeding centres)	2025 – 2030		2,750,000

6.5 Target 5: Ensure Sustainable, Safe and Legal Harvesting and Trade of Wild Species

Ensure that the use, harvesting and trade of wild species is sustainable, legal and safe, preventing overexploitation, minimizing risks to non-target species and ecosystems, and reducing the risk of pathogen spill-over, applying the ecosystem approach, while respecting and protecting customary sustainable use by indigenous peoples and local communities.

Table 6: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 5. The MDAs responsible for achieving the target are listed, with the lead agency indicated in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Initiate a comprehensive baseline survey to evaluate the population status, harvesting levels, and trade dynamics of wild species in Zimbabwe	• Number of species assessed (by taxonomic group) • Number and proportion of assessed species with current (≤5 years) population estimates • Number of species showing population trends (increasing/stable/declining) • Number of species with quantified harvesting data • Number of species in legal trade (national/international) • Number of Indigenous Peoples and Local Communities (IPLCs) engaged in data collection or monitoring • Availability and accessibility of a centralized national wild species database • Number of species and markets assessed for zoonotic disease risk • Number of policy instruments (laws, regulations, guidelines) updated or informed by the baseline data	2025 – 2030	– **ZPWMA** – MoJLPA – MoLGPW – Attorney General's Office – Forestry Commission – FARD – Local Authorities – IPLCs – Traditional leaders – National Herbarium – Universities & Research centres – ZimTrade – MWACSMED	6,900,000
2. Review and harmonize the existing policies and legislation on harvesting, utilization and trade of wild species	• Number of relevant policies and legislative instruments reviewed • Number of policies and legislative provisions harmonized • Existence of a national legal/policy gap analysis report on wild species use and trade • Number of stakeholder consultations conducted (including IPLCs) • Inclusion of safeguards for IPLCs and traditional use in revised policies/legislation • Number of legal reforms drafted, enacted, or amended based on the review • Availability of an updated legal compendium or guideline on wild species harvesting and trade • Number of enforcement and regulatory bodies oriented on revised legal framework	2025 – 2027		2,700,000
3. Promote value addition of harvested wild species	• Number of wild species with value addition potential identified and documented • Number of value-added products developed (new or improved) • Number of individuals trained in value addition techniques (disaggregated by gender, age & province) • Number of processing facilities established, upgraded or supported • Number of enterprises or cooperatives supported in wild species value chains • Percentage increase in income or revenue from value-added wild species products • Number of IPLC members involved in sustainable processing and marketing	2025 – 2030		8,700,000

	• Existence of guidelines or standards for sustainable value addition of wild species • Number of trade fairs, exhibitions or platforms promoting value-added wild species products • Percentage of value-added products certified or labelled (e.g., organic, fair trade, eco-label)			
4. Implement and enforce laws on sustainable harvesting, utilization and trade of wild species	• Number of species with sustainable harvesting and utilization guidelines • Number of enforcement operations or compliance inspections conducted annually • Number of prosecutions and convictions related to illegal trade of wild species • Proportion of legal vs illegal wildlife trade involving threatened species • Number of individuals trained on laws and enforcement mechanisms (disaggregated by gender and age) • Existence of operational enforcement coordination mechanisms (e.g., inter-agency task forces)	2025 – 2030		4,600,000
5. Strengthen monitoring systems for harvesting, utilization and trade of wild species	• Number of biodiversity-based value chains monitored for sustainability and legality • Trends in trade and commercialization of biodiversity-based products that is legal and sustainable • Proportion of fish stocks within biologically sustainable levels • Number of monitoring systems established/upgraded (including digital/trade databases) • Number of published status reports on wild species use and trade • Number of partnerships established for monitoring (e.g., customs, research, INTERPOL)			5,700,000
6. Promote and strengthen community engagement in the implementation and monitoring of laws and policies governing the harvesting and trade of wild species	• Number of community-based monitoring frameworks established and operational • Number of IPLC members trained on laws and sustainable harvesting practices (disaggregated by gender and age) • Number of community wildlife or natural resource committees established or supported • Number of awareness campaigns conducted on wild species laws and trade • Proportion of local communities reporting improved participation in biodiversity governance • Revenue or benefits received by communities from legal and sustainable wild species trade			4,600,000
7. Enhance capacity for CITES compliance and enforcement.	• Trends in trade and commercialization of biodiversity-based products that is legal and sustainable in line with CITES requirements • Number of policies, legal instruments, or regulations reviewed/updated to align with and strengthen enforcement of CITES provisions • Number of enforcement officers (customs, police, judiciary, parks staff) trained in CITES regulations and species identification • Percentage of trade permit applications processed through digital CITES-compliant systems (e.g., eCITES/ePermitting) • Number of inter-agency coordination meetings, workshops, or joint enforcement operations conducted annually • Number of seizures, arrests, and prosecutions related to illegal trade in CITES-listed species	2025 - 2030		4,600,000

	• Availability of species identification tools and reference materials at ports of entry and checkpoints • Number of awareness campaigns on CITES for traders, communities, and stakeholders			

6.6 Target 6: Reduce the Introduction of Invasive Alien Species by 50% and Minimize their Impact

Assess, eliminate, minimize, reduce and mitigate the impacts of invasive alien species on biodiversity and ecosystem services by identifying and managing pathways of introduction of alien species, preventing the introduction and establishment of priority invasive alien species, reducing the rates of introduction and establishment of other known or potential invasive alien species by at least 50 per cent, by 2030, eradicating or controlling invasive alien species especially in priority sites.

Table 7: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 6. The MDAs responsible for achieving the target are listed, with the lead agency indicated in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Develop and implement a National Invasive Species Strategy and Action Plan (NISSAP)	• NISSAP developed and officially adopted by government • Number of stakeholder consultations conducted during NISSAP development • Inclusion of priority IAS and pathways in NISSAP • Existence of an implementation plan with budget and timeline • Number of IAS management actions included in the NISSAP (e.g., prevention, control, eradication, awareness) • NISSAP integration into national biodiversity and environmental policy frameworks	2025 – 2027	– **EMA** – ARDAS – ZPWMA – Forestry Commission – FARD – Plant Quarantine Services Institute	1,300,000
2. Review, upgrade and promote the adoption of effective policy, legal and enforcement guidelines on IAS prevention, control and management	• Number of existing policy and legal instruments reviewed for IAS relevance • Number of new or updated policy/legal instruments developed and adopted on IAS • Number of enforcement guidelines or SOPs developed and disseminated • Number of stakeholders engaged in the policy and legal reform process • Degree of alignment of national IAS legal framework with international conventions (e.g., CBD, IPPC, WTO SPS Agreement) • Level of awareness and adoption of new IAS legal tools by implementing agencies	2025 – 2027		900,000
3. Develop and implement a Communication, Education and Public Awareness (CEPA) programme to enhance awareness of IAS among stakeholders	• CEPA programme on IAS developed and officially adopted • Number of awareness campaigns conducted on IAS impacts and management • Number and types of communication materials produced (e.g., posters, brochures, videos, radio) • Number of media features/articles aired or published on IAS • Number of stakeholders (disaggregated by age, gender, sector) reached through CEPA initiatives • Integration of IAS topics in school curricula or extension materials • Number of partnerships established with civil society, media, or private sector for CEPA delivery	2025 – 2027		800,000
4. Establish a participatory and collaborative framework encompassing a broad range of	• National Invasive Species Committee (NISC) or Forum (NISF) constituted and operational • Number of multi-stakeholder meetings or consultations held per year • Number of sectors integrating IAS priorities or NISSAP actions into policies or strategic plans • Number of community representatives participating in NISF/NISC processes	2025 – 2030		1,000,000

stakeholders including community members, practitioners, civil society, government departments, scientists/researchers for the implementation, monitoring, evaluation and review of the NISSAP	• Level of implementation progress tracked through participatory M&E reviews • Availability of publicly accessible annual progress reports on NISSAP implementation • Number of research or science-policy advisory inputs integrated into NISSAP implementation • Number of capacity-building events organized for NISF/NISC members			
5. Develop and/or strengthen national expertise, institutions, infrastructure and facilities required for invasive species prevention, control and management.	• Assessment report on institutional and infrastructural capacity for IAS control and management	2025 – 2026		100,000
	• Number of inspection and quarantine facilities upgraded or established for IAS detection and control • Number of institutions equipped with laboratory facilities for IAS diagnostics and surveillance • Early warning, detection and rapid response (EDRR) system established and operational • Number of IAS detection technologies or diagnostic tools adopted or developed • Number of trained personnel (disaggregated by sector, gender, and region) in IAS identification, quarantine and response • Educational and training materials on IAS developed and distributed • Number of tertiary institutions offering modules or programmes on IAS prevention and control • Number of cross-border collaborations for IAS control and technical exchange	2025 – 2030		3,900,000
6. Mainstream funding of IAS into the planning of all sectors, identify and lobby for support from public and private sectors, and from internal and external sources of funding	• Assessment reports on the social, health & economic costs and benefits of IAS prevention, control & management • Number of sectors (e.g., agriculture, health, water, forestry, tourism) integrating IAS management into their planning and budgeting frameworks • Number of national development plans or strategies explicitly referencing IAS management • Total national budget allocation for IAS prevention, control, and management • Amount of funding leveraged from external sources (GEF, bilateral donors, multilateral agencies, etc.) for IAS interventions • Number of partnerships established with private sector stakeholders for IAS control, research, or awareness • Number of IAS-related proposals developed and submitted to international donors • IAS cost-benefit data publicly available and used in decision-making or advocacy materials • Establishment of a national IAS fund or dedicated financing mechanism	2025 – 2028		1,900,000

7.	Promote and support research on IAS including their biology, ecology, impacts and effects, and on development of innovative and cost-effective prevention, control and management measures and strategies	• Number of research plans developed on high-priority IAS • Number of technical and scientific publications on IAS • Number of IAS-related policy briefs and technical guidance documents produced • Number of innovative and cost-effective IAS prevention, control and management tools or strategies developed or piloted • Updated and verified national IAS list and database • Rate of new IAS establishment and spread per year • Quantified impacts of IAS on biodiversity, ecosystem services, health, and economy • Number of IAS-related research partnerships (national, regional, international)	2025 – 2030		3,400,000

6.7 Target 7: Reduce Pollution to Levels That Are Not Harmful to Biodiversity

Reduce pollution risks and the negative impact of pollution from all sources to levels that are not harmful to humans, biodiversity and ecosystem functions and services, taking into account food security and livelihoods.

Table 8: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 7. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Review and strengthen regulations on domestic, industrial and agricultural pollution	• Number and scope of pollution-related regulations reviewed and updated (disaggregated by sector: domestic, industrial, agricultural). • Number of new or revised sector-specific pollution control guidelines adopted and operationalized. • Extent of alignment of revised regulations with international conventions (e.g. Basel, Stockholm, Minamata). • Proportion of environmental impact assessments (EIAs) incorporating revised pollution standards. • Stakeholder participation index in policy/regulation reviews (involving industries, farmers, CSOs, and local communities). • Number of pollution hotspots identified and prioritized for regulation and control. • Regulations on environmental pollution reviewed and strengthened	2025 – 2027	– **EMA** – MLAFWRD – Local Authorities – MIC – MMMD	1,000,000
	• Volume of untreated effluent/waste discharged into the environment • Trends in ambient pollution levels (e.g. water quality index, air quality index, soil contamination levels) • Improvement in biodiversity indicators in previously polluted ecosystems (e.g., species richness, presence of pollution-sensitive taxa).	2025 - 2030		4,100,000
2. Strengthen capacity and enhance coordination in the enforcement of environmental regulations	• Number of enforcement officers trained and deployed in pollution monitoring and compliance • Number of inter-agency coordination platforms established or operationalized for pollution control (e.g., EMA, local authorities, ministries). • Frequency and coverage of pollution compliance inspections across key sectors. • Percentage of identified violations resulting in enforcement action (warnings, penalties, closures). • Proportion of local authorities and agencies with functional pollution monitoring systems. • Level of public reporting and citizen engagement in environmental violations (e.g., hotline usage, community watchdogs).			

	• Budgetary allocation and expenditure for pollution enforcement and monitoring (as % of environmental budget).			
3. Promote and strengthen waste management programs	• Percentage (%) of municipal solid waste safely collected and disposed of, disaggregated by urban and rural areas. • Percentage (%) of domestic and industrial wastewater safely treated, in compliance with national standards. • Number of municipalities with functional waste management systems and infrastructure (e.g., landfills, transfer stations). • Volume of hazardous waste safely managed (e.g., e-waste, medical waste, agrochemicals). • Number of new or upgraded waste treatment facilities operationalized. • Number of public awareness campaigns conducted on waste segregation and reduction. • Percentage (%) of illegal dumping sites identified, closed, and rehabilitated.	2025 – 2030		5,900,000
4. Promote circular economy principles	• Percentage (%) of total waste reused, recycled, or composted (recycling rate). • Number of businesses and SMEs adopting circular economy practices (e.g., product redesign, recycling, zero-waste models). • Number of community-based recycling and composting initiatives supported. • Policies or incentives developed and implemented to promote extended producer responsibility (EPR) and sustainable packaging. • Volume of plastic, organic, and electronic waste diverted from landfills annually. • Amount of recycled materials reintroduced into the local economy (e.g., plastic, metal, organic compost). • Public knowledge or behaviour change indicators related to waste reduction and circular economy	2025 – 2030		3,400,000
5. Enhance monitoring of water, soil, and air pollution levels.	• Number and distribution of operational monitoring stations for air, water, and soil quality. • Frequency of environmental quality monitoring (monthly, quarterly, etc.) and data availability. • % of monitored sites exceeding national or WHO pollution thresholds, disaggregated by pollutant type. • Availability of annual environmental quality reports produced and publicly disseminated. • Number of staff trained in pollution monitoring and data management. • Integration of pollution data into policy or regulatory enforcement decisions (e.g., EIAs, permits). • Trend in biodiversity health indicators in areas with reduced pollution loads (e.g., return of indicator species, improved ecosystem function).	2025 – 2030		3,400,000
6. Strengthen and implement programs to	• Number of HHPs de-registered and importation prohibited (categorised: not needed, alternatives exist, none exist)	2025 – 2026		6,400,000

reduce hazardous chemical use in all sectors of the economy, particularly in the agriculture and mining sectors	• Existence and implementation of sector-specific guidelines on chemical safety (agriculture, mining)	2025 – 2027		
	• Trends in the use (volume and frequency) of inorganic fertilizers and synthetic pesticides • Trends in the adoption of organic fertilizers, biopesticides/herbicides, and biocontrol • Number and coverage of Integrated Pest Management (IPM) or agroecology demonstration farms • 6. % reduction in use of highly hazardous chemicals in priority sectors (baseline 2025) • 7. Number of routine chemical safety audits conducted annually in agriculture and mining • 8. Number of environmental remediation projects completed in previously contaminated hotspots • 9. Volume of hazardous waste generated by sector (agriculture, mining) • 10. Level of compliance with national chemical safety regulations (e.g., # of inspections, # of violations, penalties imposed)	2025 – 2030		
	• Trends in national importation and production of hazardous chemicals. • Number of environmental incidents (e.g., spills, leaks, contamination events) reported and addressed. • Availability and use of national chemical tracking/inventory systems (e.g., aligned with Global Framework on Chemicals (GFC)). • Stakeholder engagement level in chemical pollution governance (e.g., farmer groups, mining associations) •			
7. Encourage environmentally-friendly practices in other economic sectors	• Inclusion of environmental criteria in licensing/approval processes for economic activities	2025 – 2026		4,100,000
	• Number of sectors with adopted sector-specific environmental guidelines or best practices • Incentives or certification schemes introduced to promote green practices (e.g., eco-labelling, green financing)	2025 – 2027		
		2025 – 2028		
	• Number of enterprises or facilities implementing green production processes or cleaner technologies • Number of capacity-building programs delivered on sustainable production for industrial and service sectors • Reduction in hazardous emissions and effluents from sectors other than agriculture and mining (e.g., manufacturing, healthcare, transport) • Public-private partnerships established for the adoption of environmentally-sound technologies	2025 – 2030		

8. Develop and implement a Communication, Education and Public Awareness (CEPA) programme on waste and pollution management	• CEPA programme on waste and pollution developed, validated, and officially adopted	2025 – 2027		100,000
	• Feedback mechanisms established (e.g., hotlines, mobile apps, or reporting tools on pollution issues)	2026 – 2027		
	• Number of awareness campaigns conducted annually (radio, TV, schools, social media, community) • Reach of CEPA messages (% of population reached via mass media, digital platforms, or community outreach) • Level of awareness on waste management and pollution risks among targeted groups (pre/post surveys) • Integration of waste and pollution education in school curricula (primary, secondary, tertiary) • Number of youth, women, and community groups trained or engaged in CEPA activities • Number of community-led waste and pollution initiatives initiated as a result of CEPA interventions • Changes in public behaviour: e.g., increase in household recycling, proper disposal rates • Trends in waste generation, illegal dumping, and pollution levels	2025 – 2030		

6.8 Target 8: Minimize the Negative Impacts of Climate Change on Biodiversity and Build Resilience

Minimize the negative impact of climate change on biodiversity and build resilience while minimizing negative and fostering positive climate actions through; adaptation, restoration, mitigation and disaster risk reduction actions, including ecosystem-based approaches.

Table 9: for Target 8. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Mainstream climate change and related financing in all policies, strategies, programmes and projects	• Number or percentage of national and sectoral policies that integrate climate change adaptation and/or mitigation objectives • Number of government ministries / agencies with climate change mainstreamed into their sector plans and budgets. • Extent of integration of climate risk assessments into development planning processes and environmental impact assessments (EIAs) • Number of institutions with dedicated climate change focal points or units • Percentage of government staff trained on climate change mainstreaming and climate financing mechanisms • Percentage of national budget allocated to climate-related programmes (adaptation, mitigation, resilience). • Number of climate finance proposals submitted to international or regional climate funds (e.g., Green Climate Fund, Adaptation Fund).	2025 – 2030	– **Department of Civil Protection** – MLGPW – Local Authorities – IPLCs – Meteorological Services Department – EMA – ZPWMA – Forestry Commission – Universities & Research Centres – MECW – MHTEISTD – MLAFWRD – MEPD – MIC – REA – ZIDA – ZIMDEF – MFEDIP	27,500,000
2. Develop and implement a national disaster risk reduction strategy that includes biodiversity	• National disaster risk reduction strategy that includes biodiversity and ecosystem-based approaches developed and adopted	2025 - 2027		4,600,000
	• Proportion of local authorities that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies • Number of sectoral policies and plans (e.g., environment, agriculture, water) aligned with the DRR strategy and incorporating biodiversity concerns • Existence of a national coordination mechanism for DRR that includes representation from biodiversity/environment agencies. • Availability of national or regional risk assessments that include ecosystem vulnerability and biodiversity loss • Extent to which critical ecosystems (e.g., forests, wetlands) are mapped and included in disaster risk planning • Proportion of DRR funding allocated to ecosystem-based solutions	2025 – 2030		1,100,000
3. Establish and/or strengthen early warning systems on droughts, heatwaves, cyclones,	• Number of early warning systems established and capacitated • Existence of a multi-hazard early warning system (MHEWS) policy or framework adopted at national level	2025 – 2030		41,000,000

floods, wild fires and disease outbreaks	• Number of line ministries and agencies actively participating in EWS coordination • Number of functional meteorological, hydrological, and climate monitoring stations (rain gauges, river gauges, automatic weather stations) • Number of provinces covered by wildfire risk alert systems • Existence and functionality of health surveillance systems to detect and respond to disease outbreaks (e.g., cholera, malaria) • Proportion of early warnings translated into local languages and disseminated to at-risk groups (e.g., women, people with disabilities, farmers) • Proportion of local authorities with functional disaster preparedness and response plans informed by early warning information • Number of community-based early warning systems (CB-EWS) established or strengthened in disaster-prone areas			
4. Promote climate-smart agriculture	• Number or proportion of farmers adopting climate-smart agricultural practices • Number of hectares under climate-smart agriculture and crops • Number of extension officers trained in CSA approaches • Proportion of farmers trained (disaggregated by sex and age) on CSA practices • Existence of a national CSA policy or integration of CSA into agricultural strategies • Change in yield variability of key crops (e.g., maize, sorghum, millet) in areas using CSA vs non-CSA practices • Number of households reporting reduced climate-related crop/livestock losses due to CSA practices • Number of CSA-related research projects conducted by local institutions • Existence of a national CSA knowledge platform or database • Number of indigenous/traditional CSA practices documented and scaled up	2025 – 2030		228,800,000
5. Promote reforestation, afforestation, agroforestry, wetland restoration and carbon sequestration programmes	• Number of hectares reforested or afforested annually • Survival rate of planted trees after 1 and 3 years • Number of community woodlots or green belts established and maintained • Number of farmers adopting agroforestry practices • Area (hectares) under agroforestry systems • Area (hectares) of wetlands rehabilitated and/ or protected • Number of functional wetland management committees established or supported • Estimated tons of CO_2-equivalent sequestered through land-based interventions (annually) • Number of verified carbon projects registered (e.g., REDD+, voluntary carbon markets) • Existence and functionality of a national carbon registry or MRV system • National or local policies/plans integrating forest and wetland restoration objectives • Amount of public and donor funding allocated to tree-based and wetland programmes	2025 – 2030		228,800,000

	• Number of partnerships established (government–community–NGO–private sector) to implement ecosystem restoration			
6. Enhance climate resilience of biodiversity-rich areas.	• Percentage of biodiversity-rich areas with climate resilience plans and programmes • Number and total area (hectares) of biodiversity-rich areas under effective conservation and climate adaptation plans • Area (hectares) of degraded ecosystems within protected areas and buffer zones restored • Number of threatened or endemic species with targeted climate adaptation actions • Number of biodiversity-rich sites implementing ecosystem-based adaptation (e.g., reforestation, wetland buffering, fire management) • Number of communities engaged in EbA activities around key biodiversity areas • Percentage of key biodiversity areas with functional buffer zones or ecological corridors • Availability and use of climate vulnerability assessments for priority ecosystems or species • Number of early warning systems or risk monitoring mechanisms in place for fire, floods, droughts in protected areas • Changes in ecosystem condition (e.g., NDVI, land cover, water levels) based on remote sensing or field data • Number of national and subnational policies integrating climate resilience and biodiversity objectives • Amount of climate or biodiversity-related funding allocated to biodiversity-rich areas (public or donor sources) • Number of partnerships or projects supporting climate-resilient conservation (e.g., GCF, GEF, BIOFIN, SADC initiatives) • Number of community-based natural resource management (CBNRM) groups active in biodiversity-rich areas • Number of benefit-sharing mechanisms that support local livelihoods and reduce pressures on biodiversity	2025 – 2030		171,600,000
7. Promote the establishment community-based climate monitoring systems	• Proportion of rural communities with community-based climate monitoring programmes • Number of community-based monitors and monitoring centres established • Percentage of local systems integrated into national or subnational climate data platforms • Number of community members trained in climate data collection, analysis, and reporting (sex- and age-disaggregated) • Number of women, youth, and marginalized groups participating in local monitoring committees • Percentage of trained communities regularly collecting and submitting data • Number of local adaptation plans or decisions informed by community-generated data • Frequency and quality of climate bulletins or early warning messages produced with community input	2025 – 2030		45,800,000

	• Number of climate-smart agricultural or natural resource practices adopted based on local observations • Number of partnerships formed between communities, government, research institutions, and NGOs for climate monitoring • Number of local bylaws, guidelines or frameworks supporting community climate monitoring • Availability of available toolkits, mobile apps, or manuals for community climate data collection and sharing			
8. Strengthen the documentation of and tapping into indigenous knowledge systems to complement scientific knowledge for climate change	• Number of indigenous knowledge practices related to climate change and environment documented • Number of research publications, manuals, or databases developed on IKS and climate resilience • Number of traditional leaders, elders, and custodians actively participating in knowledge-sharing forums • Number of communities with local protocols for managing and sharing indigenous knowledge • Level of youth participation in intergenerational knowledge transfer activities • Number of local adaptation plans, EWS, or climate actions integrating both IKS and scientific knowledge • Number of joint initiatives (workshops, pilots, research) involving scientists and traditional knowledge holders • Percentage of district climate strategies that recognize and incorporate IKS • Number of training sessions or curricula developed for extension officers, planners, and educators on IKS • Inclusion of IKS in national policy frameworks (e.g., National Climate Policy, NDCs, NAPs) • Budget allocated annually to support IKS integration into climate change interventions	2025 – 2030		22,900,000
9. Strengthen research capacity and support research and development on climate change mitigation and adaptation	• Number of climate change-related research projects funded or implemented annually • Number of peer-reviewed publications, technical reports, and policy briefs produced on climate change • Number of climate-smart technologies or practices developed or adapted through R&D • Number of researchers, postgraduate students, and early-career scientists trained in climate science and policy • Number of institutions (universities, research centres) conducting climate-related R&D • Level of investment in climate research infrastructure (laboratories, modelling tools, data systems) • Number of research partnerships or consortia formed between national and international institutions	2025 – 2030		36,600,000

	• Percentage of R&D projects aligned with national climate priorities (e.g., NDC, NAP, NDS1 and NDS2) • Number of climate-related policies or development strategies informed by national research findings • Number of evidence-based climate adaptation or mitigation interventions piloted and scaled • Percentage of national climate budget allocated to research and innovation			
10. Improve access to and promote uptake of cleaner and more efficient technologies (CETs) across all economic sectors	• Number of cleaner technologies made available or introduced across sectors (agriculture, energy, mining, transport, industry) • Number of economic sectors with policies or incentives promoting CET adoption • Number of innovation hubs or technology transfer centres established or strengthened • Number or percentage of businesses, SMEs, or households adopting cleaner technologies • Share of renewable or clean energy in national energy mix (%) • Number of individuals trained on cleaner technology use, maintenance, or entrepreneurship • Inclusion of CETs in technical education or vocational training curricula • Estimated reduction in greenhouse gas (GHG) emissions due to CET uptake (tonnes CO_2e/year) • Estimated reduction in air, water, or soil pollution from CET use (e.g., particulate matter, heavy metals, wastewater discharge) • Number of green jobs created through CET deployment and servicing • Value of public or private investment mobilized for CET adoption • Number of fiscal or policy incentives introduced (tax breaks, subsidies, R&D support) for CETs	2025 – 2030		57,200,000

7. Strategic Objective 2: Ensure people's needs are met through sustainable use and fair and equitable benefit-sharing of the benefits arising from the use of genetic resources, with the full and effective participation of Indigenous Peoples and Local Communities

Among the three objectives of the CBD are the conservation and sustainable use of biodiversity, and the fair and equitable sharing of the benefits arising out of the utilization of genetic resources. Fair and equitable benefit-sharing, which is also an objective of the FAO International Treaty on Plant Genetic Resources for Food and Agriculture (ITPGRFA), holds that countries and IPLCs that give access to their genetic resources and traditional knowledge should receive a share of the benefits that users derive from these resources. The Nagoya Protocol on Access and Benefit Sharing (Nagoya Protocol), a supplementary agreement to the CBD that was adopted on 29 October 2010 in Nagoya, Japan and entered into force on 12 October 2014, provides a transparent legal framework for the effective implementation of the fair and equitable sharing of benefits arising out of the utilization of genetic resources[132]. The Nagoya Protocol acknowledges the potential role of access and benefit-sharing to contribute to the conservation and sustainable use of biological diversity, poverty eradication and environmental sustainability. The Protocol requires Parties to take the necessary legislative, administrative or policy measures, as appropriate, to ensure its effective implementation for fair and equitable sharing of benefits from biodiversity.

Zimbabwe has been a party to the Nagoya Protocol since 30 November 2017. However, the Protocol has not been fully domesticated for full and effective implementation[63]. The performance of Communal Areas Management Programme for Indigenous Resources (CAMPFIRE), which was launched by the government in 1989 aimed at promoting sustainable management of wildlife and natural resources and equitable sharing of their benefits at the local community level, has over the years declined. According to the GoZ, some of the threats facing biodiversity in the country, such as overexploitation and habitat destruction are linked to reduced benefits from biodiversity for local communities[62]. There is need to align the national policies and laws on the environment and wildlife conservation, such as the National Environment Policy and Strategies of 2009, Zimbabwe Wildlife Policy and Statutory Instrument 61 of 2009 (Access to Indigenous Genetic Resources and Genetic Resource-based Knowledge) Regulations, with provisions on ABS in the Nagoya Protocol.

The primary aim of the second strategic objective of the action plan is to ensure the needs of Zimbabweans are met through sustainable use and the fair and equitable benefit-sharing of the benefits arising from biodiversity. This will entail actions towards managing wildlife sustainably to benefit communities; restoring, maintaining and/or enhancing nature's contributions to people and communities; enhancing biodiversity and sustainability in agriculture, aquaculture, apiculture, fisheries and forestry; and enhancing the benefits from genetic resources, digital sequence information and traditional knowledge. Furthermore, biodiversity inclusive urban planning will be promoted to increase access to and benefits from green and blue spaces to enhance human wellbeing in urban and densely populated areas. The five targets, Targets 9 to 13, which were developed towards addressing Strategic Objective 2 are presented below:

Target 9: Manage Wild Species Sustainably to Benefit People
Ensure that the management and use of wild species are sustainable, thereby providing socio-cultural, economic and environmental benefits for people, especially those in vulnerable situations and those most dependent on biodiversity, including through ecosystem-based approaches and sustainable biodiversity-based activities, products and services that enhance biodiversity, and protecting and encouraging customary sustainable use by indigenous peoples and local communities.

Target 10: Enhance Biodiversity and Sustainability in Agriculture, Aquaculture, Apiculture, Fisheries, and Forestry
Ensure that areas under agriculture, aquaculture, fisheries and forestry are managed sustainably, including through ecosystem-based approaches, conservation and sustainable use of biodiversity and a substantial increase of application of biodiversity friendly and innovative approaches, enhancing nature's contribution to people's livelihoods, wellbeing and food security.

Target 11: Restore, Maintain and Enhance Nature's Contributions to People
Restore, maintain and enhance nature's contributions to people, including ecosystem functions and services, as well as protection from natural hazards and disasters, including through ecosystem-based approaches for the benefit of all people and nature.

Target 12: Enhance Green Spaces and Urban Planning for Human Well-Being and Biodiversity
Restore, manage and significantly increase the area, quality, and connectivity of, access to, and benefits from green and blue spaces to enhance human wellbeing in urban and densely populated areas sustainably, by mainstreaming the conservation and sustainable use of biodiversity, and promotion of biodiversity-inclusive urban planning.

Target 13: Increase the Sharing of Benefits from Genetic Resources, Digital Sequence Information and Traditional Knowledge
Take effective legal, policy, administrative and capacity-building measures at all levels, as appropriate, to ensure the fair and equitable sharing of benefits that arise from the utilization of genetic resources and from digital sequence information on genetic resources, as well as traditional knowledge associated with genetic resources, and facilitating appropriate access to genetic resources, and by 2030 facilitating a significant increase of the benefits shared, in accordance with applicable international access and benefit-sharing instruments.

The details of proposed actions, and the associated indicators, tolerance levels, time frames and estimated budgets for Targets 9 to 13 are shown in Tables 10 to 14, respectively.

7.1 Target 9: Manage Wild Species Sustainably to Benefit People

Ensure that the management and use of wild species are sustainable, thereby providing socio-cultural, economic and environmental benefits for people, especially those in vulnerable situations and those most dependent on biodiversity, including through ecosystem-based approaches and sustainable biodiversity-based activities, products and services that enhance biodiversity, and protecting and encouraging customary sustainable use by Indigenous peoples and local communities.

Table 10: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 9. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Promote and encourage sustainable customary use of wild species	• Number of laws, by-laws or policies that recognize and support sustainable customary use of wild species • Number of community-based institutions or resource user groups formally recognized • Proportion of wild species sustainably managed under community-based programmes • Percentage of population using wild resources for energy, food, medicine or cultural practices • Number of communities practicing customary use of wild species under sustainable use frameworks • Number of customary practices documented, validated, and integrated into species management plans • Area (hectares) of land under community-managed sustainable use agreements • Population trends of key wild species used customarily • Number of management plans incorporating traditional ecological knowledge • Level of compliance with sustainable harvesting quotas or seasonal restrictions • Number of households or individuals deriving income or food from sustainable customary use • Value of local revenue generated from sustainable use of wild species • Number of cultural events or practices supported by continued access to wild species • Number of training sessions conducted on sustainable harvesting, processing, and trade of wild species • Number of participatory mapping or resource inventory exercises conducted with communities • Number of educational or outreach materials developed on customary use and biodiversity conservation	2025 – 2030	– **ZPWMA** – Forestry Commission – National Herbarium – Local Authorities – IPLCs – EMA – CSOs	27,500,000
2. Develop management plans for the sustainable use of key wild species	• Number of key wild species prioritized for sustainable use planning • Number of approved species-specific or ecosystem-level management plans developed • Number of stakeholder consultations conducted per species or region	2025 – 2030		22,900,000

	• Number of management plans formally integrated into local authority plans or national frameworks • Number of local by-laws or policy instruments enacted to support plan implementation • Number of trained personnel (community scouts, EMA officers, extension workers) on management plan implementation • Number/percentage of communities implementing management plans • Proportion of annual quotas or harvesting limits adhered to • Number of enforcement or monitoring actions undertaken • Population trends of targeted species under management • Area (ha) under active sustainable use management plans • Number of species-specific monitoring reports produced annually • Number of households benefiting from species-based livelihoods under management plans • Income (USD) generated per species/community per year • Number of value chains established or supported for sustainably used wild species • Number of knowledge products developed (manuals, guidelines, toolkits) for sustainable species use • Number of community meetings or trainings held on sustainable harvesting practices • Proportion of women and youth engaged in species management and benefit-sharing			
3. Establish and/or determine the status of wild species being harvested	• Number of wild species identified and documented as being harvested • Number of species with population baseline assessments completed • Number of species with mapped distribution ranges • Number of ecological and socio-economic studies conducted per species • Establishment of a national database of harvested wild species • Number of monitoring protocols or tools developed for priority species • Proportion of identified species monitored annually • Number of community consultations conducted to identify harvested species • Number of local community monitors trained and deployed • Percentage of documented species with local names and use descriptions recorded • Number of species classified by conservation or harvest sustainability status • Proportion of wild species under sustainable use • Proportion of fish stocks within biologically sustainable levels • Proportion of harvested species assessed as being at ecological risk • Number of species proposed for conservation or recovery plans • Number of species assessments used to inform national biodiversity strategies or by-laws • Number of species recommended for quotas, harvesting guidelines, or closed seasons • Number of assessment reports submitted to regional or global biodiversity platforms (e.g., GBIF, IUCN Red List)	2025 – 2030		18,300,000

4. Strengthen the value chains of wild harvested species	• Number of wild species-based products developed or improved • Number of product certifications obtained (e.g., organic, FairWild, GMP) • Number of species with documented processing and value addition protocols • Number of community-based enterprises supported in wild species value chains • Increase in income earned by harvesters and processors • Number of people (disaggregated by gender/youth) employed or benefiting from value chains • Proportion of population using wild resources for energy, food or culture • Number of local, national, or export markets accessed by value chain actors • Value (USD) of wild harvested species products traded annually • Benefits from the sustainable use of wild species • Income generated from wild species • Number of trade partnerships or contracts facilitated • Number of species with sustainable harvesting protocols integrated into value chains • Number of producer organizations or cooperatives with governance structures in place • Proportion of value chains supported with biodiversity-friendly certification or compliance systems • Number of policy instruments or by-laws revised or enacted to support wild species value chains • Number of institutions (government, NGOs, private sector) actively supporting value chains • Amount of funding mobilized or allocated to support value chain development	2025 - 2030		20,600,000
5. Develop standards, licensing and/or certification schemes for harvesting of wild species	• Number of national or sector-specific harvesting standards developed or revised • Number of species with sustainable harvest protocols (e.g., allowable harvest rates, seasons, methods) • Number of government institutions adopting or integrating wild species harvesting standards Number of licenses or permits issued for sustainable harvesting of wild species • Proportion of wild species harvesters operating under a valid license or permit • Number of enforcement actions taken for non-compliance or illegal harvesting • Proportion of wild harvested species with licensing and/or certification schemes • Number of traceability systems or supply chain tracking tools established • Proportion of certified products in total wild species trade volume • Number of harvesters, traders, and processors trained on standards, licensing, and certification • Number of licensing or certification officers trained and deployed • Number of community protocols or by-laws aligned with national harvesting standards • Number of species with harvest data monitored annually under licensing/certification systems	2025 - 2030		13,700,000

	• Number of policy or legal instruments revised to support sustainable harvest licensing/certification • Frequency of stakeholder review meetings on licensing and certification system performance			
6. Establish in-situ and ex-situ conservation programmes for priority wild harvested species requiring protection	• Number of wild harvested species assessed for conservation status • List of priority wild harvested species requiring protection • Number of priority species selected for in-situ and ex-situ conservation • Number of conservation action plans developed for priority species • Number of protected areas, community conservation areas, or forest reserves actively conserving target species • Number of habitat restoration activities implemented (e.g., invasive removal, fire control) for target species • Change in wild population trends of targeted species in conservation areas • Number of community by-laws or local rules enacted to protect key species in-situ • Number of ex-situ facilities (e.g., botanical gardens, gene banks, nurseries) hosting viable populations of target species • Number of individuals/seeds/specimens collected, banked, or propagated in ex-situ settings • Number of plant and animal genetic resources for food and agriculture secured in medium- or long-term conservation facilities • Number of successful reintroductions or augmentations from ex-situ to wild populations • Number of institutions and personnel trained in species conservation, propagation, and management • Number of local communities or user groups participating in in-situ conservation or guarding of species • Number of public awareness campaigns conducted on threatened species and conservation needs • Number of species with baseline data and periodic population surveys • Number of policies, regulations, or strategies updated to reflect species protection needs • Existence of a national in-situ and ex-situ conservation database or registry	2025 – 2030		17,200,000
7. Strengthen access and benefit-sharing mechanisms and regulatory framework	• Comprehensive regulatory and institutional framework on access and benefit-sharing developed and adopted • Development and adoption of comprehensive guideline on access and benefit-sharing aligned the Nagoya Protocol • Number of implementing institutions with clear ABS mandates and roles • Number of ABS permits or authorizations issued annually	2025 – 2030		6,800,000

	• Number of stakeholders (communities, researchers, government) trained on ABS rights and procedures • Number of community protocols developed to guide ABS processes • Existence of a national helpdesk or support unit for ABS-related enquiries and applications • Number of benefit-sharing agreements implemented with IPLCs • Percentage of ABS revenues or benefits transferred to local communities or trust funds • Number of community projects funded through benefit-sharing proceeds • National ABS clearinghouse mechanism operational and regularly updated • Number of compliance and monitoring audits conducted on ABS users and providers • Number of published reports on ABS implementation and impact • Number of ABS agreements that incorporate traditional knowledge components • Number of IPLC-based intellectual property frameworks developed or supported			

7.2 Target 10: Enhance Biodiversity and Sustainability in Agriculture, Aquaculture, Apiculture, Fisheries, and Forestry

Ensure that areas under agriculture, aquaculture, fisheries and forestry are managed sustainably, including through ecosystem-based approaches, conservation and sustainable use of biodiversity and a substantial increase of application of biodiversity friendly and innovative approaches, enhancing nature's contribution to people's livelihoods, wellbeing and food security.

Table 11: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 10. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Develop and implement a national agriculture biodiversity strategy and action plan (NABSAP)	• Existence of a validated and government-approved NABSAP • Number of multi-stakeholder consultations during development • Number of agrobiodiversity components (e.g., crops, livestock, aquatic species) identified and prioritized • Percentage of annual NABSAP actions implemented • Number of in situ and ex situ conservation programs established or strengthened • Area (ha) under sustainable use and conservation practices • Number of underutilized or indigenous species promoted in agriculture/aquaculture • Number of stakeholders trained in agrobiodiversity practices • Number of awareness campaigns on agrobiodiversity • Number of training curricula or materials developed incorporating biodiversity themes • Functional M&E system for NABSAP with annual progress reports • Number of national sectoral policies incorporating agrobiodiversity principles	2025 – 2030	– **MLAFWRD** – National Herbarium – EMA – ZPWMA – Forestry Commission – Local Authorities – IPLCs – MHTEISTD – Universities and Research Centres	16,000,000
2. Develop & implement a National Invasive Species Strategy & Action Plan (NISSAP)	• Existence of an officially endorsed NISSAP document • Number of multi-stakeholder consultations held during NISSAP development • National inventory of priority invasive alien species (IAS) established • Number of policy/legal reviews conducted for IAS management alignment • Percentage of identified priority IAS under active management/control • Number of IAS eradication or containment projects implemented • Area (ha) cleared or protected from priority IAS • Number of early warning and rapid response (EWRR) systems established or operationalized • Number of biosecurity measures/policies adopted or enforced at borders • Number of stakeholders trained in IAS identification and management • Number of public awareness campaigns conducted on invasive species impacts • Number of community-based surveillance systems or citizen science initiatives supported • Functional national database or dashboard for invasive species monitoring • Number of national development, agriculture, environment, or trade policies integrating IAS considerations	2025 – 2030		16,000,000

	• Annual implementation reports produced and disseminated • Trends in the rates of introduction, establishment and spread of IAS			
3. Develop and implement a programme to raise awareness on and promote the adoption and use of biodiversity friendly and sustainable agricultural practices	• Awareness programme developed • Number of awareness campaigns conducted (national and local levels) • Number of information, education, and communication (IEC) materials developed and distributed • Percentage of target stakeholders (farmers, extension agents, policymakers) reporting increased knowledge of biodiversity-friendly practices • Number of training sessions or workshops conducted on sustainable agriculture • Number of farmers and extension officers trained in agroecology, soil health and integrated pest management, or conservation agriculture • Number of demonstration farms or pilot sites established showcasing biodiversity-friendly practices • Percentage of farmers adopting at least one biodiversity-friendly practice (e.g., crop diversification, agroforestry, Integrated Soil Fertility Management (ISFM) organic farming) • Proportion of agricultural area under productive and sustainable agriculture • Number of indigenous or underutilized crops promoted and adopted • Number of agricultural policies revised to include biodiversity conservation principles • Funding mobilized for biodiversity-friendly agriculture programmes	2025 – 2028		9,200,000
4. Promote and enhance the collection and recording, and the in-situ and ex-situ propagation and conservation of local varieties and breeds	• Number of local crop varieties and livestock, wildlife species/ breeds identified and recorded in a national database • Number of communities or custodians engaged in knowledge sharing or documentation activities • Number of inventories or ethnobotanical/livestock surveys completed • Proportion of local breeds and varieties classified as being at risk of extinction • Number of farmers or breeders, wildlife and livestock engaged in in-situ conservation activities (e.g., seed saving, maintaining traditional breeds) • Area (hectares) under cultivation with traditional/local crop varieties • Number of community seed banks or breeding groups supported or established • Number of value chains developed for products from local species, varieties and breeds (e.g., heritage foods, traditional, wildlife amd livestock products) • Number of accessions of local varieties conserved in national or regional gene banks • Number of local animal breeds conserved in cryopreservation or live gene pool herds • Functionality and capacity of national plant and animal gene banks (equipment, staffing, operations) • Number of partnerships with regional/international conservation facilities (e.g., SADC Plant/ Animal and Fungi Genetic Resources Centre, ILRI)	2025 – 2028		11,400,000

	• Number of policies or legal instruments revised or adopted to support genetic resource conservation and access • Number of ABS agreements or community protocols developed for traditional genetic resources • Number of communities receiving benefits or incentives for conservation activities • Number of beneficial local soil microbial strands conserved at Soil Productivity Research Laboratory (SPRL)			
5. Promote the establishment and strengthen the capacity of community-based structures associated with conservation of genetic resources 6. Promote the enhancement of livelihood opportunities and benefits to local communities from the conservation and management of forests	• Number of new or existing community-based structures formally established or supported (e.g., seed banks and wildlife genetics, forest management committees) • Number of communities with documented governance frameworks/bylaws for managing genetic resources or forest ecosystems • Percentage of community institutions with gender-balanced leadership and inclusive decision-making • Number of training sessions conducted on conservation, sustainable use, and governance of natural resources • Number of community members trained in forest management, in-situ/ex-situ conservation, and sustainable harvesting • Number of technical manuals, toolkits, and guides developed and disseminated • Number of biodiversity-based enterprises supported (e.g., non-timber forest products, indigenous seed sales, eco-tourism) • Increase in household income attributable to biodiversity conservation-linked activities • Number of community benefit-sharing arrangements established or operational • Number of local plant varieties or animal breeds conserved through community-led efforts • Number of community structures reporting annually on conservation and livelihood outcomes • Trends in use of traditional knowledge associated with genetic resources • Trends in the benefits from the access to genetic resources shared • Trends in the average income of small-scale food producers	2025 – 2030		27,500,000
7. Strengthen institutional capacity for implementation and enforcement of regulations on forest conservation	• Forest area as a percentage of total land area • Progress towards sustainable forest management • Area of forest under sustainable management • Trends in primary forest deforestation	2025 – 2030		1,100,000

8. Develop a national fisheries and aquaculture policy, and the institutional and regulatory frameworks for fisheries and aquaculture	• National fisheries and aquaculture policy developed • Legal frameworks for fisheries and aquaculture developed • Institutional arrangements for the fisheries and aquaculture sector established and operational	2025 – 2030		5,700,000
9. Strengthen the capacity for enforcement of fishing regulations	• Number of enforcement officers trained in fisheries law, monitoring, control and surveillance (MCS) • Number of operational MCS units or patrol teams established and equipped (e.g., boats, uniforms, GPS, drone technology and communication tools) • Increase in the frequency of patrols or inspections per month in priority water bodies (baseline vs. target) • Number of prosecutions or enforcement actions taken for illegal, unreported, or unregulated (IUU) fishing annually / Trends in illegal, unreported and unregulated (IUU) fishing • Percentage of licensed fishers complying with gear, size, and seasonal restrictions / Trends in the compliance with fishing regulation • Number of awareness sessions conducted with fishers on regulatory compliance and penalties • Number of community fisheries monitors or co-management committees trained and actively participating in enforcement • Number of local by-laws adopted or enforced in collaboration with communities • Number of quarterly enforcement and compliance reports produced and disseminated • Percentage reduction in repeat violations by individual or group offenders (year-on-year trend)	2025 - 2028		8,000,000
10. Develop and promote training programmes and materials for sustainable aquaculture	• Number of aquaculture training manuals, guides, or modules developed and validated • Number of training materials translated into local languages or adapted to local contexts • Number of accredited sustainable aquaculture curricula adopted by agricultural/vocational institutions • Number of aquaculture producers trained (disaggregated by gender and youth) • Number of trainers, extension officers, or instructors trained in sustainable aquaculture methods • Number of training centres or demonstration sites established or upgraded to support practical learning • Percentage of trained farmers who adopt at least two recommended best practices within 12 months of training • Trends in production of aquaculture under sustainable practices	2025 – 2030		6,900,000

11. Promote and enhance research and technology transfer for sustainable aquaculture	• Number of aquaculture technologies and innovations identified, tested, or adapted to local conditions • Number of farmers, entrepreneurs, and technicians trained on aquaculture technologies (disaggregated by gender and youth) • Number of research–extension–farmer linkages and functional innovation platforms established • Number of research projects and publications on sustainable, ecosystem-based, or biodiversity-friendly aquaculture • Number of policy briefs, technical guidelines, or recommendations from research adopted or integrated into practice or policy • Number of technology transfer events held (e.g., demonstrations, expos, training days) • Number of partnerships with private sector, academia, or NGOs supporting aquaculture innovation and technology transfer • Trends in aquaculture production under sustainable or biodiversity-friendly practices • Number of native or climate-resilient aquatic species used or developed for aquaculture • Number of impact assessments or case studies documenting successful aquaculture innovation uptake	2025 – 2030		14,900,000
12. Promote the adoption of best management practices (BMPs) in aquaculture	• % of aquaculture farms adopting at least 3 core BMPs (e.g., biosecurity, feed management, effluent control) • Number of farmers trained on BMPs (disaggregated by gender and province) • Number of BMP compliance audits or self-assessments conducted annually • Trends in notifiable fish diseases reported to national veterinary or fisheries authority (decreasing trend = positive outcome) • Trends in nitrogen and phosphorus levels in aquaculture water bodies (target: decreasing or stable within acceptable limits) • Trends in biochemical oxygen demand (BOD) or organic waste load in aquaculture discharge areas • Number of farms implementing waste and water quality monitoring plans • Number of BMP guidelines or codes of practice officially published or revised • Number of aquaculture inspectors or extension officers trained in BMP enforcement • Number of inspections or compliance monitoring visits conducted annually • Number of awareness and outreach initiatives (e.g., events, radio shows, digital campaigns, technical materials, or mobile applications) conducted or disseminated to promote BMP adoption • % of aquaculture stakeholders (farmers, technicians) aware of national BMP guidelines • Average increase in yield or income among BMP-adopting farms compared to baseline			

13. Promote and strengthen the culture, breeding and stocking into natural waters of indigenous fish species, particularly those under threat from extinction	• Number of indigenous fish species prioritized for conservation aquaculture (with IUCN or national threat status) • Number of hatcheries or research stations equipped or upgraded for breeding indigenous species • Number of successful captive breeding protocols developed or validated for target species • Number of fingerlings of indigenous species produced annually for restocking purposes • Number of restocking events conducted in natural or rehabilitated water bodies • Survival rate (%) of stocked indigenous species after 6–12 months post-release (via monitoring surveys) • Number of species added to national conservation aquaculture priority lists or stocking regulations • Number of guidelines or protocols developed for responsible breeding and stocking of indigenous species • Change in population status of at-risk indigenous species in selected restocking sites (baseline vs. year 5) • Number of genetically viable broodstock lines maintained in ex-situ conservation systems • Trends in the diversity of wild species • Red List Index (wild relatives of domesticated animals).	2025 – 2030		11,400,000
14. Promote and strengthen biodiversity-friendly and climate-resilient apiculture systems, with a focus on native pollinators, sustainable practices, and livelihood enhancement for local communities	• Number and area of sustainable apiculture enterprises/projects established • Diversity and abundance trends of native pollinator species supported by apiculture • Percentage of apiculture operations implementing pollinator-friendly management practices • Number of research studies, extension materials, and standards developed for biodiversity-friendly apiculture • Number of apiculturists trained and community-led apiculture groups supported • Annual income or revenue generated from biodiversity-friendly apiculture products • Number of indigenous bee species prioritized for conservation, with genetic diversity maintained in breeding programs • Number of hatcheries/research stations equipped and protocols developed for indigenous species breeding • Number of indigenous colonies produced and restocking events conducted in suitable habitats • Survival rate of stocked indigenous species and change in population status at restocking sites over time • Trends in wild pollinator species diversity in apiculture landscapes	2025 – 2030		10,000,000

7.3 Target 11: Restore, Maintain and Enhance Nature's Contributions to People

Restore, maintain and enhance nature's contributions to people, including ecosystem functions and services, as well as protection from natural hazards and disasters, including through ecosystem-based approaches for the benefit of all people and nature.

Table 12: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 11. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Map and assess the status and value of ecosystems and their services	• National ecosystem assessment report produced • Percent (%) of national territory covered by up-to-date ecosystem maps (e.g., wetlands, forests, grasslands) • Number of ecosystem types classified and mapped using agreed national typology or international frameworks (e.g., IUCN Global Ecosystem Typology) • Number of ecosystem change detection assessments (e.g., land cover change, fragmentation, decimation) completed using satellite or field data • Number of ecosystems assessed for ecological condition (e.g., species richness, vegetation cover, soil health) • Percent (%) of assessed ecosystems in good, moderate, or degraded condition • Number of key ecosystem pressures or threats identified (e.g., pollution, invasive species, deforestation) • Number of ecosystem services assessed (e.g., water regulation, carbon sequestration, pollination, cultural values) • Number of valuation studies (monetary or non-monetary) completed for key services • Estimated annual economic value (USD) of selected ecosystem services at national or subnational levels • Number of natural capital accounts developed or updated (aligned with SEEA-EA or similar framework) • Number of national or local development plans or policies that integrate ecosystem services information • Number of institutions (government, academic, NGOs) engaged in mapping and valuation • Number of professionals trained in ecosystem mapping, remote sensing, GIS, or valuation methods • Number of awareness campaigns or public materials produced to communicate ecosystem service values	2025 – 2030	– **MECW** – MoFEDIP – MoHCC – Local authorities – IPLCs – Universities & Research Centres	14,900,000
2. Mainstream biodiversity and ecosystems	• Natural capital accounting framework adopted and implemented	2025 – 2030		12,600,000

considerations into national economic accounting	• Number of national economic accounting frameworks that incorporate natural capital or biodiversity metrics • Number of ministries or agencies formally engaged in ecosystem accounting • Establishment of a national multi-sectoral taskforce or technical committee on natural capital accounting • Number of ecosystem types for which physical and monetary accounts have been developed (e.g., forests, wetlands, water bodies) • Number of ecosystem services (e.g., water purification, carbon sequestration, pollination) valued and reported in national accounts • Frequency of production of ecosystem/natural capital accounts (e.g., annually, biennially) • Number of national economic reports or budget statements citing ecosystem service values or natural capital indicators • Number of national development or sectoral plans (e.g., agriculture, water, infrastructure) that reflect biodiversity/ecosystem accounting results • Number of national investment or budgeting decisions informed by natural capital data • Number of national experts or statisticians trained in SEEA-EA and environmental-economic accounting • Number of academic or research institutions participating in national ecosystem accounting initiatives • Number of data sources harmonized into a national ecosystem accounting database or platform • Number of ecosystem accounting datasets or tools made publicly available • Development of a national biodiversity/natural capital dashboard or indicator reporting platform • Number of planning authorities with biodiversity and ecosystems consideration in their masterplans			
3. Strengthen capacity for assessing and monitoring of services provided by ecosystems	• Number of ecosystem types assessed for key services (e.g., forests, wetlands, grasslands) • Number of ecosystem services assessed using biophysical or economic valuation methods • Percentage of national territory with mapped and assessed ecosystem services • Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene • Annual mean levels of fine particulate matter (e.g., $PM_{2.5}$ and PM_{10}) in cities • Mortality rate attributed to household and ambient air pollution • Proportion of bodies of water with good ambient water quality • Level of water stress • Proportion of natural ecosystems with stable or improving condition trends (e.g., NDVI trends, deforestation rates)	2025 – 2030		11,400,000

	• Number of institutions with trained personnel on ecosystem services assessment tools (e.g., InVEST, ARIES, SEEA-EA) • Number of national or sub-national assessments of ecosystem services produced and published • Number of operational monitoring systems for key ecosystem services (e.g., pollination, water regulation, carbon storage) • Existence of a national platform or observatory for ecosystem service data • Number of national or sectoral policies/plans informed by ecosystem service assessments • Frequency of ecosystem service data use in environmental impact assessments (EIAs) or spatial planning • Number of community-identified cultural or spiritual sites linked to ecosystem services • Number of eco-tourism projects or revenue streams derived from healthy ecosystems			
4. Mainstream biodiversity in the national disaster management framework	• Number of national or sub-national DRM strategies/plans that integrate biodiversity/ecosystem-based approaches • Existence of a national policy or operational guidance on ecosystem-based disaster risk reduction (Eco-DRR) • Number of training sessions or capacity-building events on Eco-DRR for disaster management institutions • Area (ha) of restored/protected ecosystems (e.g., wetlands, forests) used as natural buffers against disasters • Number of Eco-DRR projects implemented (e.g., reforestation on steep slopes, wetland rehabilitation for flood control) • Proportion of disaster risk reduction budgets allocated to nature-based solutions • Number of deaths, missing persons and directly affected persons, attributed to disasters per 100,000 population • Change in frequency/severity of disaster impacts in areas with Eco-DRR interventions (e.g., reduced flooding/drought losses) • Number of early warning systems that integrate ecosystem-based risk indicators (e.g., deforestation, soil erosion, wetland degradation) • Number of IPLCs-based disaster preparedness plans that incorporate local biodiversity or traditional ecological knowledge • Number of IPLCs involved in managing ecosystems as part of DRM strategies	2025 – 2030		11,400,000
5. Enhance awareness and capacity of communities in ecosystem-based and nature-based approaches to conservation and use of biodiversity and ecosystems	• Number of community awareness events (e.g. workshops, radio programs, school activities) conducted on ecosystem- and nature-based approaches • Percentage of target community members demonstrating improved knowledge of biodiversity and nature-based conservation approaches (pre-/post-training assessment)	2025 - 2030		10,300,000

	• Number of locally tailored IEC (information, education, and communication) materials produced and disseminated • Number of community members (disaggregated by gender/youth) trained in ecosystem-based and nature-based conservation practices • Number of local trainers or facilitators developed within communities to support ongoing capacity • Number of community-led projects or initiatives applying nature-based approaches (e.g., restoration, agroecology, water catchment protection) • Proportion of IPLCs with established and operational processes and procedures for participation in conservation and management of natural resources • Change in land-use practices or adoption of biodiversity-friendly practices at household or community level (e.g., agroforestry, rotational grazing) • Number of ecosystem-based adaptation or restoration projects initiated by IPLCs • Percent (%) of community conservation efforts integrated into district/national planning			

7.4 Target 12: Enhance Green Spaces and Urban Planning for Human Well-Being and Biodiversity

Restore, manage and significantly increase the area, quality, and connectivity of, access to, and benefits from green and blue spaces to enhance human wellbeing in urban and densely populated areas sustainably, by mainstreaming the conservation and sustainable use of biodiversity, and promotion of biodiversity-inclusive urban planning.

Table 13: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 12. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Review local authority masterplans to mainstream biodiversity considerations into urban planning and development processes	• Proportion of urban councils with biodiversity-inclusive urban planning that explicitly references green and blue urban spaces • Number of local authority masterplans reviewed and revised to include biodiversity considerations • Proportion of new or updated masterplans that apply environmental safeguards or nature-based solutions (NbS) in land-use zoning • Number of planners and council staff trained on biodiversity-inclusive urban planning • Number of stakeholder consultations or participatory workshops held during masterplan revision processes • Proportion of masterplans developed through inclusive processes that integrate traditional/local ecological knowledge • Number of local councils with action plans, strategies, or guidelines supporting green-blue infrastructure or urban biodiversity • Proportion of local councils with urban biodiversity baselines or inventories to support planning decisions • Existence of monitoring frameworks within local plans to track ecosystem health and green space access over time • Area (ha) of green or blue infrastructure included in urban zoning plans post-review • Increase in connectivity or ecological corridors in urban landscapes as reflected in revised plans • Change in public access to functional green/blue spaces after implementation of revised masterplans	2025 –2030	– **MoLGPW** – Urban Councils – EMA	9,200,000
2. Establish, restore and maintain both green and blue spaces in urban and peri-urban areas	• Area (ha) of green and blue infrastructure created, restored, or maintained in urban and peri-urban areas • Proportion of urban population with access to functional green or blue spaces within 300–500 meters of residence • Proportion of urban councils integrating green/blue space planning into budgeted spatial or development plans • Number of people trained in urban green infrastructure management	2025 – 2030		22,900,000

	• Change in urban vegetation cover, tree canopy, or urban heat island effect • Improvement in air/water quality near urban green/blue spaces • Number of community-led or co-managed urban green/blue space initiatives and restoration projects • Level of urban community satisfaction or reported well-being linked to access to green/blue infrastructure			
3. Engage, encourage and incentivize the private sector to participate in blue-green infrastructure development and financing	• Proportion of urban councils implementing policy or financial mechanisms to incentivize private sector investment in blue-green infrastructure • Number of public-private partnership (PPP) agreements signed for urban green/blue infrastructure projects • Total private sector investment (USD) mobilized for green and blue infrastructure development • Number of tax rebates, subsidies, or incentive packages introduced to support biodiversity-friendly urban infrastructure • Number of green/blue infrastructure projects co-financed or developed by the private sector • Percentage of corporate environmental responsibility (CER) budgets allocated to urban ecosystem restoration	2025 – 2030		10,300,000

7.5 Target 13: Increase the Sharing of Benefits from Genetic Resources, Digital Sequence Information and Traditional Knowledge

Take effective legal, policy, administrative and capacity-building measures at all levels, as appropriate, to ensure the fair and equitable sharing of benefits that arise from the utilization of genetic resources and from digital sequence information on genetic resources, as well as traditional knowledge associated with genetic resources, and facilitating appropriate access to genetic resources, and by 2030 facilitating a significant increase of the benefits shared, in accordance with applicable international access and benefit-sharing instruments.

Table 14: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 13. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Review legal, regulatory and administrative provisions on access and benefit sharing (ABS) from the utilization of genetic resources, including from digital sequence information (DSI) on genetic resources, to align them to the Nagoya Protocol, the International Treaty on Plant Genetic Resources for Food and Agriculture (ITPGRFA) and the World Intellectual Property Organization (WIPO) Treaty on Disclosure of Origin of Genetic Resources and Traditional Knowledge.	• Legal, regulatory and administrative provisions on ABS reviewed and updated • Number of relevant legal, regulatory, and administrative documents reviewed for ABS compliance. • Extent of alignment of national ABS provisions with the Nagoya Protocol, ITPGRFA, and WIPO Treaty standards. • Adoption and formal enactment of updated ABS frameworks addressing genetic resources and DSI. • Number of stakeholder consultations conducted for updating ABS provisions. • Number of capacity-building or training sessions held to implement updated ABS provisions.	2025 - 2028	– **NBA** – Attorney General's Office – IPLCs – ZPWMA – EMA – Forestry Commission – MLAFWRD	900,000
2. Promote and undertake capacity building measures at all levels, including among IPLCs, on access and benefit sharing	• Number of capacity-building sessions/workshops conducted, disaggregated by stakeholder group (including IPLCs) • Percentage increase in awareness and understanding of ABS issues among IPLCs and relevant stakeholders (measured through pre- and post-training assessments or surveys)	2025 – 2030		1,500,000

3. Develop guidance tools and mechanisms on bioprospecting, biotrade and ABS	• Proportion of IPLCs actively participating in ABS-related decision-making processes at local and national levels • Total monetary benefits received by IPLCs from ABS agreements and biotrade activities, tracked annually • Number and description of non-monetary benefits received by IPLCs (e.g., technology transfer, capacity development, cultural recognition) • Number of joint or co-owned intellectual property rights (IPRs) registered with IPLCs as partners or beneficiaries • Availability and accessibility of official guidance tools and mechanisms on bioprospecting, biotrade, and ABS, including manuals, online platforms, and policy briefs • Number of stakeholders trained or oriented on using guidance tools and mechanisms. • Frequency of updates and revisions to guidance tools reflecting new legal, scientific, or market developments			

8. Strategic Objective 3: Strengthen the Tools and Enhance Solutions for Implementation and mainstreaming on the NBSAP

The full and effective implementation of the previous NBSAP, was constrained by insufficient funding, limited institutional and human resources, and inadequate collaboration, cooperation and coordination among the various stakeholders, institutions and organizations[63]. The successful implementation of NBSAP 2025 – 2030 will require access to adequate and easily accessible financial support, capacitation of institutions and human resources,in particular IPLCs, and high levels of collaboration, cooperation and coordination among all stakeholders across all levels of government, sectors and society, that is a Whole-of-Government, Whole-of-Society (WoG-WoS) approach. Whole-of-government approaches involve the creation of horizontal and vertical coordination and cooperative structures to effectively accomplish government objectives, through strengthening of policy coherence, enhancing better use of resources, and promoting and leveraging on partnerships and innovations that emerge from multi-stakeholder settings[133]. Whole-society-approaches recognise and embrace the roles of IPLCs, civil society, private sector, formal and informal institutions, and citizens as partners in coming up with solutions to societal challenges[134].

Strategic Objective 3 will focus on ensuring the full and effective implementation of the NBSAP (2025 – 2030) by ensuring the availability of resources and integrating it across government and society. The efforts under this objective will be directed towards the following 10 targets:

Target 14: Integrate Biodiversity in Decision-Making at Every Level
Ensure the full integration of biodiversity and its multiple values into policies, regulations, planning and development processes, poverty eradication strategies, strategic environmental assessments, environmental and social impact assessments and, as appropriate, national accounting, within and across all levels of government and across all sectors, in particular those with significant impacts on biodiversity, progressively aligning all relevant public and private activities, fiscal an financial flows with the goals and targets of this strategy.

Target 15: Businesses Assess, Disclose and Reduce Biodiversity-Related Risks and Negative Impacts
Take legal, administrative or policy measures to regulate, encourage and enable all business, including large and transnational companies and financial institutions:

(a) Regularly monitor, assess, and transparently disclose their risks, dependencies and impacts on biodiversity, along their operations, supply and value chains, and portfolios;
(b) Provide information needed to consumers to promote sustainable behaviour and consumption patterns;
(c) Report on compliance with access and benefit-sharing regulations and measures, as applicable;

in order to progressively reduce negative impacts on biodiversity, increase positive impacts, reduce biodiversity-related risks to business and financial institutions, and promote actions to ensure sustainable patterns of production.

Target 16: Enable Sustainable Consumption Choices To Reduce Waste
Ensure that people are encouraged and enabled to make sustainable consumption and production choices in the food value chain, and promote equitable food distribution to reduce negative impacts on biodiversity and waste generation, including by establishing supportive policy, legislative or regulatory frameworks, improving education and access to relevant and accurate information and alternatives.

Target 17: Strengthen Biosafety and Distribute the Benefits of Biotechnology
Strengthen capacity for, and implement biosafety measures as set out in Article 8(g)[1] of the Convention on Biological Diversity and measures for the handling of biotechnology and distribution of its benefits as set out in Article 19[2] of the Convention.

Target 18: Scale Up Positive Incentives for Biodiversity and Redirect Incentives that Harmful to Biodiversity
Identify and quantify by 2025, and scale up positive incentives by 2030 for the conservation and sustainable use of biodiversity.

Target 19: Mobilize at least 200 million United States Dollars per Year for Biodiversity from all Sources
Substantially and progressively increase the level of financial resources from all sources, in an effective, timely and easily accessible manner, including domestic, international, public and private resources, in accordance with Article 20 of the Convention, to implement national biodiversity strategies and action plans, by 2030 mobilizing at least 200 million United States dollars per year, including by:

(a) Strengthening capacity to access, manage, utilize, and account biodiversity-related international financial resources;
(b) Significantly increasing domestic resource mobilization, facilitated by the preparation and implementation of national biodiversity finance plans or similar instruments according to national needs, priorities and circumstances;
(c) Leveraging public and private finance, promoting blended finance, implementing strategies for raising new and additional resources, and encouraging the private sector to invest in biodiversity, including through impact funds and other instruments;
(d) Stimulating innovative schemes such as payment for ecosystem services, green bonds, debt for nature swop biodiversity offsets and credits, benefit-sharing mechanisms, with environmental and social safeguards;
(e) Optimizing co-benefits and synergies of finance targeting the biodiversity and climate crises;
(f) Enhancing the role of collective actions, including by Indigenous peoples and local communities, ecocentric, rights based-approach and non-market-based approaches including community-based natural resource management and civil society cooperation and solidarity aimed at the conservation of biodiversity;
(g) Enhancing the effectiveness, efficiency and transparency of resource provision and use.

Target 20: Strengthen Capacity-Building, Technology Transfer, and Scientific and Technical Cooperation for Biodiversity
Strengthen capacity-building and development, access to and transfer of appropriate and affordable technology, and promote development of and access to innovation and technical and scientific cooperation, fostering collaborative technology development and collaborative scientific research programmes for the conservation and sustainable use of biodiversity and strengthening scientific research and monitoring capacities.

Target 21: Ensure That Knowledge Is Available and Accessible to Guide Biodiversity Action
Ensure that the best available data, information and knowledge, are accessible to decision-makers, practitioners and the public to guide effective and equitable governance, integrated and participatory management of biodiversity, and to strengthen communication, awareness-raising, education, monitoring, research and knowledge management and, also in this context, traditional knowledge, innovations, practices and technologies of indigenous peoples and local communities should only be accessed with their free, prior and informed consent[1], in accordance with national legislation.

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[1] Free, prior and informed consent refers to the tripartite terminology of "prior and informed consent" or "free, prior and informed consent" or "approval and involvement.

Target 22: Ensure Participation in Decision-Making and Access to Justice and Information Related to Biodiversity for all
By 2030, ensure the full, equitable, inclusive, effective and gender-responsive representation and participation in decision-making, and access to justice and information related to biodiversity by indigenous peoples and local communities, respecting their cultures and their rights over lands, resources, and traditional knowledge, as well as by women and girls, children and youth, and persons with disabilities and other vulnerable groups and ensure the full protection of environmental human rights defenders.

Target 23: Ensure Gender Equality and a Gender-Responsive Approach for Biodiversity Action
Ensure gender equality in the implementation of the strategy through a gender-responsive approach where all girls and boys, women and men have equal opportunity and capacity to contribute to the three objectives of the

Convention, including by recognizing their equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action, engagement, policy and decision-making related to biodiversity.

The details of proposed actions, and the associated indicators, tolerance levels, time frames and estimated budgets for Targets 14 to 23 are shown in Tables 15 to 24, respectively.

8.1 Target 14: Integrate Biodiversity in Decision-Making at Every Level

Ensure the full integration of biodiversity and its multiple values into policies, regulations, planning and development processes, poverty eradication strategies, strategic environmental assessments, environmental and social impact assessments and, as appropriate, national accounting, within and across all levels of government and across all sectors, in particular those with significant impacts on biodiversity, progressively aligning all relevant public and private activities, fiscal an financial flows with the goals and targets of this strategy.

Table 15: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 14. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Promote and adopt biodiversity-inclusive whole-of-government and whole-of-society approaches in planning, development and implementation of policies, regulations and strategies	• Number of national and sectoral policies, strategies, and regulations that integrate biodiversity considerations • Number of government ministries and agencies actively implementing biodiversity mainstreaming measures • Number of multi-stakeholder platforms or coordination bodies established or strengthened for biodiversity-inclusive planning • Percentage of national development plans and investment frameworks reflecting biodiversity priorities • Frequency of inter-ministerial meetings or coordination activities focused on biodiversity mainstreaming • Number of public awareness campaigns or dialogue forums promoting biodiversity-inclusive governance • Existence and implementation of national guidelines or tools for integrating biodiversity into policy and planning • Number of training or capacity-building activities on biodiversity-inclusive planning conducted for government and non-government stakeholders	2025 – 2030	– **MECW** – MoFEDIP – MHTEISTD – MoPSE – MIPBS	1,500,000
2. Integrate biodiversity into national accounts reporting	• Existence of a National Capital Account framework or strategy for integrating biodiversity into national accounting. • Number of natural capital accounts developed and published (e.g., ecosystem services, forests, water, biodiversity) • Inclusion of biodiversity-related indicators in national statistical reports or economic surveys • Institutional coordination mechanism established between environmental and national statistics/accounting offices • Number of technical staff trained on the System of Environmental-Economic Accounting (SEEA) or related frameworks • Frequency of updates to biodiversity-inclusive national accounts (e.g., annual, biennial) • Use of biodiversity-related national account data in policy planning or budgeting processes	2025 – 2028		690,000

	• Funding allocated to natural capital accounting in the national budget or through development partners			
3. Develop, adopt, implement and finance a biodiversity policy	• Existence of a draft national biodiversity policy or concept note • Number of stakeholder consultations conducted for the biodiversity policy • Level of stakeholder representation in the policy development process. • Draft biodiversity policy validated through a national consultation workshop • Biodiversity policy formally adopted by government • Number of sectors or ministries aligned or referenced in the biodiversity policy • Number of implementation tools (e.g., action plans, guidelines) developed following policy adoption • Funding allocated to support implementation of the biodiversity policy	2025 – 2028		600,000
4. NBSAP updated and endorsed by government	• Updated NBSAP endorsed	2025		60,000
5. Sensitize and build capacity on biodiversity issues across all tiers of government, and across society	• Number of communications, education, and public awareness (CEPA) programmes conducted on biodiversity annually. • Percentage of government officials trained on biodiversity issues at national, provincial, and local levels • Number of community-based biodiversity awareness campaigns implemented, including among Indigenous Peoples and Local Communities (IPLCs) • Percentage increase in public awareness levels on biodiversity issues • Number of educational materials (print, digital, audio-visual) developed and distributed on biodiversity • Number of partnerships established with media, NGOs, schools, and private sector for biodiversity education • Number of capacity-building workshops, seminars, or training sessions conducted for diverse stakeholder groups	2025 – 2030		920,000
6. Strengthen and enhance capacity of the National Biodiversity Forum (NBF), and that of environmental committees at village, ward, council, district and provincial level.	• Institutionalization of the structures and mandate of the NBF and environmental committees • Number and diversity of stakeholder groups represented in the NBF and environmental committees (disaggregated by sector: government, IPLCs, academia, private sector, CSOs, youth, gender) • Number and functionality of environmental committees at village, ward, council, district, and provincial levels (includes frequency of meetings and participation rates) • Percentage of NBF recommendations integrated into biodiversity-related policies, strategies, or action plans • Number and quality of capacity-building sessions conducted for NBF and environmental committee members	2025 – 2030		690,000

	• Existence of terms of reference (ToRs), workplans, or reporting frameworks for the NBF and environmental committees			

8.2 Target 15: Businesses Assess, Disclose and Reduce Biodiversity-Related Risks and Negative Impacts

Take legal, administrative or policy measures to regulate, encourage and enable all business, including large and transnational companies and financial institutions to:

(d) Regularly monitor, assess, and transparently disclose their risks, dependencies and impacts on biodiversity, along their operations, supply and value chains, and portfolios;

(e) Provide information needed to consumers to promote sustainable behaviour and consumption patterns;

(f) Report on compliance with access and benefit-sharing regulations and measures, as applicable;

in order to progressively reduce negative impacts on biodiversity, increase positive impacts, reduce biodiversity-related risks to business and financial institutions, and promote actions to ensure sustainable patterns of production.

Table 16: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 15. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Develop a policy, legal, regulatory and administrative framework that requires and incentives businesses to regularly monitor, assess and disclose their risks, dependencies and impacts on biodiversity	• Comprehensive and robust policy, legal, regulatory, and administrative framework on business biodiversity disclosure developed, adopted and implemented • Number of regulatory instruments (laws, guidelines, incentives) introduced or revised to mandate or encourage biodiversity risk, impact and dependency disclosures by businesses	2025 – 2027	– **MIC** – MoFEDIP – MECW – MMMD	230,000
	• Number of companies regularly reporting on biodiversity-related risks, dependencies and impacts • Number of companies publishing biodiversity-inclusive sustainability reports • Number of stakeholder engagement or awareness workshops conducted with private sector and financial institutions • Number of businesses in priority sectors (e.g., extractives, agriculture, tourism) complying with biodiversity disclosure guidelines • Existence and uptake of fiscal or financial incentives for biodiversity-positive business practices • Number of public-private partnerships or platforms supporting biodiversity integration in corporate practice	2025 – 2030		690,000
2. Promote and incentivize platforms and processes that enable companies to provide information and services that encourage nature-friendly behaviours and practices among consumers	• Extent to which information and services promoting nature-friendly practices are available and accessible • Number of companies participating in platforms that provide nature-friendly consumer information • Number and diversity of platforms (digital, print, in-person) delivering nature-positive information and services to consumers • Percentage of consumers aware of and using nature-friendly information/services provided by companies	2025 – 2030		570,000

	• Number of incentive schemes or certification programs established to promote nature-friendly business practices • Increase in consumer demand for nature-friendly products and services (e.g., sales growth, market share) • Number of capacity-building events held for companies on developing and delivering nature-friendly information/services • Qualitative feedback from companies and consumers on the effectiveness of platforms and services			
3. Review legal, regulatory and administrative provisions on ABS from the utilization of genetic resources, including from DSI on genetic resources to ensure that companies comply with access and benefit sharing regulations and measures	• ABS reporting guidelines produced and officially adopted for implementation	2025 – 2027		530,000
	• Number of companies submitting ABS reports in accordance with guidelines • Number/percentage of companies verified to be compliant with ABS regulations and measures • Number of capacity-building sessions held to train companies and regulators on ABS compliance and reporting • Existence of a national ABS monitoring and enforcement mechanism operationalized • Frequency and outcomes of compliance audits or inspections conducted on companies utilizing genetic resources and DSI • Number of ABS non-compliance cases detected and resolved through legal or administrative actions • Stakeholder awareness level on ABS requirements and compliance	2025 – 2030		

8.3 Target 16: Enable Sustainable Consumption Choices to Reduce Waste

Ensure that people are encouraged and enabled to make sustainable consumption and production choices in the food value chain, and promote equitable food distribution to reduce negative impacts on biodiversity and waste generation, including by establishing supportive policy, legislative or regulatory frameworks, improving education and access to relevant and accurate information and alternatives.

Table 17: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 16. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Promote the transition to a circular economy	• Material footprint per capita • Recycling rate • Percentage reduction in food waste along the food value chain • Number/percentage of businesses adopting circular economy practices (e.g., product redesign, reuse, remanufacturing) • Volume or percentage of products designed for reuse, repair, or recycling • Amount of organic waste composted or otherwise diverted from landfill • Number of policies or regulations enacted that support circular economy principles • Public awareness level on circular economy concepts and sustainable consumption choices • Economic value generated from circular economy activities (e.g., jobs created, revenue from recycled materials)	2025 – 2030	– **EMA** – MLAFWRD – MoHCC – MIC – FNCZ	690,000
2. Develop and implement communication, education and public awareness (CEPA) programme on reducing waste generation and using appropriate waste disposal methods	• CEPA programme on waste generation, disposal, and management developed, formally adopted by relevant authorities, and actively implemented nationwide. • Number and frequency of CEPA campaigns, workshops, and outreach events conducted annually on waste reduction and disposal. • Stakeholder engagement levels: number and diversity of partners (schools, local governments, NGOs, private sector) involved in CEPA activities	2025 – 2027		9,200,000
	• Extent to which (i) global citizenship education and (ii) education for sustainable development (ESD) are mainstreamed into: (a) National and regional education policies, plans, and strategies; (b) School and higher education curricula at various levels (primary, secondary, tertiary); (c) Teacher training and professional development programmes; (d) Student assessment frameworks, including specific metrics on waste management topics	2025 – 2030		
	• Trends in the total amount and types of waste generated per capita annually, with breakdown by hazardous, organic, recyclable, and plastic waste. • Trends in the quantity of waste properly disposed of via authorized waste management systems (landfills, recycling centres, composting). Trends in illegal dumping and littering incidents reported and addressed.	2025 – 2030		

	• Number of new or revised policies and regulations enacted that support waste reduction and CEPA activities. • Enforcement rate of waste management regulations and penalties applied for non-compliance. • Number of new or revised policies and regulations enacted that support waste reduction and CEPA activities. Enforcement rate of waste management regulations and penalties applied for non-compliance.			
3. Strengthen the enforcement of regulations on the disposal of domestic waste	• Number of inspections conducted per year by local authorities or environmental regulators • Percentage of households and businesses in compliance with domestic waste disposal regulations • Number and type of enforcement actions taken (e.g., fines, warnings, prosecutions) • Trends in illegal dumping incidents reported and resolved • Availability and accessibility of legal waste disposal infrastructure (e.g., bins, collection points) • Number of local councils with updated and enforced by-laws on waste management • Percentage of municipalities implementing integrated solid waste management plans • Proportion of environmental cases related to domestic waste successfully adjudicated in courts • Frequency and coverage of public education on waste disposal regulations (in coordination with CEPA) • Trends in the amount of improperly disposed waste in urban and peri-urban areas	2025 – 2030		9,200,000
4. Promote value addition and increased market access of agricultural, fisheries and non-timber forest products to reduce food loss and waste	• Food Loss Index (FLI), disaggregated by product type (crops, fish, NTFPs) • Food Waste Index (FWI), disaggregated by source (household, retail, institutional) • Percentage of agricultural, fish, and NTFP producers engaged in value addition activities • Number of operational value addition facilities established or upgraded (by type/product) • Quantity and value of processed agricultural, fish, and NTFP products sold domestically and for export • Number of producer cooperatives or SMEs accessing structured markets (e.g., contract farming, formal trade) • Proportion of products sold through cold chains, storage or processing systems • Number of producers trained in value addition, post-harvest handling, and market access • Number and type of policies or incentives supporting value addition and market integration • Volume of food rescued, redistributed, or repurposed (e.g., food banks, secondary processing)	2025 – 2030		13,700,000

8.4 Target 17: Strengthen Biosafety and Distribute the Benefits of Biotechnology

Strengthen capacity for, and implement biosafety measures as set out in Article 8(g)[1] of the Convention on Biological Diversity and measures for the handling of biotechnology and distribution of its benefits as set out in Article 19[2] of the Convention.

Table 18: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 17. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Implement the capacity-building action plan for the Cartagena Protocol on Biosafety and the Nagoya-Kuala Lumpur Supplementary Protocol on Liability and Redress	• Adherence level to the plan • Existence of and level of implementation of national biosafety capacity-building action plan • Number of capacity-building activities conducted per year (e.g. training, workshops, technical support) • Number of individuals trained in biosafety and liability and redress (disaggregated by gender/sector) • Availability and accessibility of technical guidelines and manuals for liability and redress mechanisms • Number of institutions with functional biosafety units or focal points • Integration of biosafety and liability provisions into national environmental or biodiversity policy • Number of legal cases, procedures, or redress mechanisms initiated or handled under the Supplementary Protocol • Public awareness level on biosafety and redress mechanisms (via surveys or campaigns) • Frequency and quality of national reports to the Cartagena Protocol and Supplementary Protocol secretariats • Percentage of planned capacity-building actions fully implemented annually	2025 – 2030	– **NBA** – MECW – MLAFWRD – MoHCC – Attorney General's Office	6,900,000
2. Carry out the Implementation Plan for the Cartagena Protocol on Biosafety	• Status of national biosafety frameworks (developed, updated, and enforced) • Number of living modified organisms (LMOs) applications reviewed/approved/denied annually • Number of biosafety risk assessments conducted in accordance with international standards • Functionality and regular updating of the national Biosafety Clearing-House (BCH) platform • Number of inspections or monitoring missions carried out on LMOs in the environment • Number of customs officers and border control agents trained on biosafety protocols • Number of awareness campaigns or media outputs on biosafety issues • Incorporation of biosafety into national development plans or biodiversity strategies • Amount of domestic or international funding allocated to biosafety implementation • Level of stakeholder participation in biosafety decision-making processes	2025 – 2030		9,200,000

3. Raise awareness and educate the public on biosafety issues	• Number of biosafety public awareness activities conducted annually • Number of people reached through biosafety awareness activities (disaggregated by gender, age, and region) • Level of public awareness or knowledge on biosafety issues (based on periodic surveys) • Number of biosafety education materials developed and disseminated • Number of schools/universities integrating biosafety topics into curricula or extracurricular programmes • Number of media campaigns (radio, TV, social media, print) on biosafety run annually • Level of stakeholder participation in biosafety dialogues (e.g., public forums, consultations) • Number of community-based organizations (CBOs), NGOs, or local leaders involved in biosafety awareness • Quality and accessibility of biosafety information on national websites or Biosafety Clearing-House (BCH) • Frequency and coverage of biosafety topics in national and local media	2025 – 2030		3,400,000
4. Strengthen the regulatory framework and harmonize regulations with other regulatory agencies	• Reviewed National Biotechnology Authority Act of 2006 • Number of biosafety-related Statutory Instruments (SIs) reviewed and updated • Number of new or revised Statutory Instruments gazetted • Degree of alignment of national biosafety legislation with the Cartagena Protocol • Number of inter-agency coordination meetings or mechanisms established for biosafety regulation • Number of regulatory agencies (e.g., customs, agriculture, health) integrated into biosafety enforcement framework • Level of regulatory capacity among relevant agencies (via pre/post training assessments) • Existence and operationalization of a biosafety regulatory coordination platform • Stakeholder satisfaction level with clarity and coordination of biosafety regulations • Number of biosafety regulatory conflicts or overlaps resolved	2025 – 2030		4,600,000
5. Increase capacity to conduct monitoring and surveillance activities	• Number of biosafety/environmental surveillance programmes conducted per year • Number of trained personnel involved in biosafety monitoring and surveillance • Number of institutions or laboratories equipped for biosafety surveillance • Geographic coverage of biosafety surveillance systems • Number of detection events of GMOs or other biosafety incidents reported annually • Turnaround time for biosafety incident detection and response • Number of updated protocols/SOPs used for biosafety monitoring and reporting • Existence of a national biosafety surveillance and reporting system/platform • Frequency of data reporting to the Biosafety Clearing-House (BCH) or national authority • Level of coordination among relevant agencies involved in surveillance (health, customs, etc.)	2025 – 2030		6,900,000

6. Review National Biotechnology Policy of 2005 to ensure sharing of results and benefits from Biotechnology research using genetic resources	• Revised National Biotechnology Policy approved and gazetted • Inclusion of ABS principles and Article 19 of the CBD in revised policy • Number of stakeholder consultations held during the policy review • Level of alignment with Nagoya Protocol provisions on ABS • Number of institutional frameworks created/strengthened for benefit-sharing implementation • Number of research institutions adopting ABS-compliant practices • Number of benefit-sharing agreements signed under revised policy framework • Existence of monitoring mechanism to track compliance with benefit-sharing obligations • Level of awareness of ABS provisions among researchers and local communities • Reports submitted to the ABS Clearing-House and CBD Secretariat	2025 – 2028		3,400,000

8.5 Target 18: Scale Up Positive Incentives for Biodiversity and Redirect Incentives that Harmful to Biodiversity

Identify and quantify by 2025, and scale up positive incentives by 2030 for the conservation and sustainable use of biodiversity.

Table 19: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 18. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Identify and quantify positive incentives for biodiversity	• Inventory of existing positive incentives completed by 2026 • Number and types of biodiversity-positive incentives identified • Economic value of identified incentives (e.g. subsidies, tax breaks, PES, grants) • Coverage and scale of identified incentives (e.g. geographic, beneficiaries, ecosystems) • Number of harmful or perverse incentives reviewed during the assessment • Existence of a national incentive assessment report or policy brief submitted by 2026 • Stakeholder participation rate in the assessment process • Level of alignment of identified incentives with national biodiversity goals and the Kunming-Montreal KM-GBF • Recommendations developed for scaling up or replicating effective biodiversity incentives • Data submitted to the CBD clearing-house or national biodiversity reporting system	2025 - 2026	– **MLAFWRD** – MoFEDIP – MECW – MMMD – ZPWMA – EMA – Forestry Commission	1,800,000
2. Identify, quantify and redirect incentives harmful to biodiversity	• Total number and types of harmful incentives identified across key sectors • Economic value (USD) of harmful incentives quantified by 2027 • Number of harmful incentives eliminated, phased out, or redirected by 2030 • Value (USD) of redirected or eliminated harmful incentives • Number of sectors with formal strategies for harmful subsidy/incentive reform • Existence and implementation of a national framework for biodiversity-harmful subsidy reform • Trends in environmentally harmful elements of public support (e.g. fuel subsidies, overfishing incentives) • Number of multi-stakeholder assessments or reform dialogues conducted • Extent to which repurposed incentives are redirected to biodiversity-positive alternatives • National reports submitted to the CBD or aligned with Aichi/Kunming-Montreal reporting obligations	2025 – 2030		4,600,000
3. Promote and incentivize investment in nature-positive technology and products that promote biodiversity conservation and sustainable use	• Number and types of nature-positive technologies and products identified and promoted • Volume and value (USD) of public and private investment in nature-positive technologies and products • Number of policy instruments or fiscal incentives introduced (e.g. tax credits, green procurement)	2025 – 2030		5,700,000

	• Number of enterprises (SMEs, cooperatives) supported to produce or scale up nature-positive products • Extent of public funding allocated to R&D or innovation hubs for biodiversity-supportive technologies • Market access mechanisms developed or supported for nature-positive products (e.g. ecolabels, certification) • Number of public-private partnerships (PPPs) created for investment in nature-positive initiatives • Increase in the number of hectares under nature-positive production systems (e.g. agroecology, organic) • Jobs created in nature-positive sectors (green jobs) • Trends in consumer demand and uptake of certified nature-positive products			

8.6 Target 19: Mobilize at least 300 million United States Dollars per Year for Biodiversity from all Sources

Substantially and progressively increase the level of financial resources from all sources, in an effective, timely and easily accessible manner, including domestic, international, public and private resources, in accordance with Article 20 of the Convention, to implement national biodiversity strategies and action plans, by 2030 mobilizing at least 300 million United States dollars per year., including by:

i. Strengthening capacity to access, manage, utilize, and account biodiversity-related international financial resources;
ii. Significantly increasing domestic resource mobilization, facilitated by the preparation and implementation of national biodiversity finance plans or similar instruments according to national needs, priorities and circumstances;
iii. Leveraging public and private finance, promoting blended finance mechanisms, implementing innovative strategies for raising new and additional resources, and encouraging the private sector to invest significantly in biodiversity, including through impact funds and other market-based instruments;
iv. Stimulating innovative schemes, to resource mobilize for biodiversity priorities such as payment for ecosystem services, green bonds, debt for nature swop biodiversity offsets and credits, benefit-sharing mechanisms, all with appropriate environmental and social safeguards;
v. Optimizing co-benefits and synergies of finance targeting the biodiversity and climate crises;
vi. Enhancing the role of collective actions, including those by Indigenous peoples and local communities, faith-based groups, and actors promoting ecocentric, rights based and non-market-based approaches, such as community-based natural resource management, civil society cooperation, and solidarity aimed at the conservation of biodiversity;
vii. Enhancing the effectiveness, efficiency and transparency of resource provision and use.

Table 20: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 19. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Develop and operationalize a national biodiversity finance plan	• National biodiversity finance plan established • Number of biodiversity finance mechanisms identified and included in the plan • Number of government agencies and stakeholders engaged in finance plan formulation • Amount of funding mobilized as a result of implementing the finance plan (USD) • Number of policy or fiscal reforms implemented as per the finance plan • Percentage of identified finance needs covered by domestic and international sources • Annual reporting on biodiversity finance flows and gaps • Level of alignment between the finance plan and NBSAP priorities	2025 – 2028	– **MoFEDIP** – MECW – MoFAIT	1,000,000
2. Establish a pipeline of bankable, biodiversity-aligned projects with clearly defined financing needs and readiness profiles to facilitate access to sustainable finance	• Number of biodiversity-related investment-ready projects identified and documented • Value (USD) of investment-ready projects in the pipeline • Number of project concepts or proposals aligned with biodiversity finance plan/NBSAP priorities • Number of sectors represented in the project pipeline (e.g., agriculture, forestry, fisheries, tourism) • Number of investment-ready projects successfully submitted to potential funders	2025 – 2028		900,000

	• Number of partnerships established to co-develop or co-finance pipeline projects • Percentage of projects in the pipeline incorporating measurable biodiversity benefits • Frequency of updates or reviews to the project pipeline (e.g., annually or bi-annually)			
3. Rate of return (RoR) (economic, social, and environmental returns) from biodiversity investments	• Economic return on investment (ROI) for biodiversity projects (%) • Number of jobs created and sustained through biodiversity investments • Increase in household income in areas benefitting from biodiversity-based enterprises • Hectares of ecosystems restored, protected, or sustainably managed • Improvement in ecosystem services (e.g., water quality, carbon storage, pollination) • Number of community-based organizations participating in biodiversity investment activities • Proportion of projects delivering measurable co-benefits for climate resilience or adaptation • Percentage of biodiversity investment projects reporting positive triple-bottom-line outcomes	2025 – 2030		1,000,000
4. Implement targeted policy and regulatory reforms to provide strong, measurable incentives for private sector engagement, including tax benefits, subsidies, green certification schemes, and Public-Private Partnerships (PPPs).	• Number of new or revised policy and regulatory instruments adopted to incentivize private investment • Value of incentives (e.g., tax breaks, grants, subsidies) provided to private sector for biodiversity initiatives • Number of private sector entities participating in biodiversity-related initiatives • Volume of private sector investment mobilized for biodiversity (USD) • Number of biodiversity-related public-private partnerships (PPPs) formed • Number of biodiversity-based businesses receiving green certification or incentives • Perception of regulatory predictability and incentive clarity by private sector • Number of dialogue platforms or consultations held between government and private sector on incentives	2025 – 2030		1,400,000
5. Track and increase total value of private sector investment in biodiversity	• Total annual value (USD) of private sector investment in biodiversity-related activities • Number of biodiversity-focused investment deals closed by private entities • Number and value of biodiversity projects financed through blended finance or PPPs • Private sector investment as a proportion of total biodiversity financing • Number of sectors (e.g., agriculture, tourism, forestry) with active private biodiversity investments • Trends in private sector co-financing of government biodiversity initiatives • Number of companies reporting biodiversity investments in ESG or sustainability reports • Average return on investment (ROI) from biodiversity-related projects	2025 – 2030		1,100,000
6. Develop and promote biodiversity-based businesses	• Number of new biodiversity-based businesses established • Growth rate (%) of existing biodiversity-based businesses • Number of jobs created in biodiversity-based enterprises • Total revenue (USD) generated by biodiversity-based businesses • Number of businesses certified or recognized for sustainable biodiversity practices	2025 – 2030		1,300,000

	• Access to finance: Number and value of loans/grants provided to biodiversity businesses • Number of capacity-building events conducted for entrepreneurs in biodiversity sectors • Market access: Number of biodiversity-based businesses accessing local, regional, or international markets • Stakeholder satisfaction or perception surveys regarding support to biodiversity businesses			
7. Strengthen capacity in grant writing to enhance access to, management of, effective utilization, and accountability for international and domestic biodiversity-related financial resources	• Number of biodiversity grant writing workshops and trainings conducted • Number of individuals (disaggregated by gender, institution) trained in grant writing • Number of biodiversity-related grant proposals developed and submitted • Value of funding secured through biodiversity-related grant proposals post-training (USD), annually • Trends in international and domestic public funding for conservation and sustainable use of biodiversity and ecosystems • Establishment of institutional support structures (e.g., proposal writing desks, resource hubs) • Development and dissemination of biodiversity grant writing toolkits • Percentage of grant-trained individuals actively participating in proposal development	2025 – 2030		1,500,000
8. Ensure and enhance access to the Environment Fund that was established under Environmental Management Act [Chapter 20:27]	• Trends in domestic public funding allocated from the Environment Fund for biodiversity conservation • Number of approved biodiversity projects funded by the Environment Fund • Proportion (%) of Environment Fund disbursements dedicated to biodiversity conservation and sustainable use • Timeliness of disbursement: Average time from project approval to fund release • Number of stakeholders (communities, universities, researchers) accessing Environment Fund resources • Capacity-building activities conducted to improve awareness and access to the Environment Fund • Percentage of funded projects successfully completed with reported biodiversity outcomes	2025 – 2027		460,000
9. Promote and strengthen public and private partnerships (PPs) towards the conservation and sustainable use of biodiversity	• Total domestic public funding allocated through PPPs for biodiversity conservation • Total private sector funding (domestic and international) invested in biodiversity conservation via PPPs • Number of active PPPs focused on biodiversity conservation and sustainable use • Number of joint biodiversity projects implemented through PPPs • Diversity of sectors involved in PPPs (e.g., agriculture, tourism, fisheries, finance) • Stakeholder satisfaction with PPP effectiveness (survey results) • Number of capacity-building events for PPP stakeholders (government, private sector, communities) • Policies or frameworks developed/updated to support PPPs in biodiversity conservation	2025 – 2030		1,100,000

	• Number and value of Memoranda of Understanding (MoUs) or partnership agreements signed • Environmental and social impact metrics from PPP-implemented projects (e.g., area conserved, species protected)			
10. Develop and implement a framework for monitoring, evaluating and managing financial resources mobilized for biodiversity to ensure transparency, accountability, and effective use of funds	• Existence of a nationally designated institution or platform with demonstrated capacity and compliance for biodiversity fund management. • Formal adoption and operationalization of a national framework for monitoring, evaluating, and managing biodiversity financial resources • Percentage (%) of government and partner institutions applying the biodiversity finance framework after training. • Compliance with biodiversity finance reporting standards (timeliness, completeness, and frequency). • Number of audits/evaluations conducted and % of recommendations implemented. • Number of policy updates or reforms based on biodiversity finance monitoring and evaluation.	2025 - 2030		343,000

8.7 Target 20: Strengthen Capacity-Building, Technology Transfer, and Scientific and Technical Cooperation for Biodiversity

Strengthen capacity-building and development, access to and transfer of appropriate and affordable technology, and promote development of and access to innovation and technical and scientific cooperation, fostering collaborative technology development and collaborative scientific research programmes for the conservation and sustainable use of biodiversity and strengthening scientific research and monitoring capacities.

Table 21: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 20. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Develop and implement capacity-building programs for biodiversity conservation	• Extent to which (i) global citizenship education and (ii) education for sustainable development are mainstreamed in (a) education policies, plans and strategies; (b) curricula; (c) teacher education; and (d) student assessment • Number of biodiversity-focused capacity-building programs developed and implemented across sectors • Number of participants trained in biodiversity conservation capacity-building programs • Diversity of target groups reached (e.g., government officials, educators, community leaders, private sector) • Percentage of trained individuals applying acquired knowledge/skills in biodiversity conservation practices • Number of training materials and resources developed and disseminated (manuals, toolkits, e-learning modules) • Level of stakeholder satisfaction with capacity-building programs • Frequency and quality of partnerships established for capacity-building delivery (e.g., NGOs, academic institutions)	2025 – 2030	– **MHTEISTD** – MPSE – MECW – ZIMDEF	1,800,000
2. Facilitate the development, transfer and access to appropriate, affordable and innovative technologies for conservation and sustainable use of biodiversity	• Number of new technologies developed and transferred for biodiversity conservation and sustainable use • Proportion (%) of biodiversity-related projects with technology components successfully implemented • Number of technology transfer initiatives facilitated at national and sub-national levels • Percentage of target end-users (e.g., communities, government agencies, private sector) accessing and adopting biodiversity technologies • Number of capacity-building events held to promote technology adoption and use • Number of partnerships or agreements established with technology providers or research institutions • Availability and accessibility of technology support services for biodiversity stakeholders	2025 - 2030		1,900,000

3. Facilitate and strengthen collaborative research and technology development programmes for conservation and sustainable use of biodiversity	• Proportion (%) of total national research budget allocated specifically to biodiversity conservation and sustainable use • Number of active national, regional, and international research collaborations on biodiversity • Number of joint technology development projects resulting from collaborative research • Number of operational knowledge-sharing platforms for biodiversity research and technology exchange • Number of scientific, technical, and general reports/publications produced from collaborative research • Number of capacity-building initiatives (workshops, training) conducted for researchers and practitioners within collaborative frameworks • Level of stakeholder engagement (including Indigenous peoples and local communities) in collaborative research projects	2025 - 2030		2,300,000

8.8 Target 21: Ensure that Knowledge is Available and Accessible to Guide Biodiversity Action

Ensure that the best available data, information and knowledge, are accessible to decision-makers, practitioners and the public to guide effective and equitable governance, integrated and participatory management of biodiversity, and to strengthen communication, awareness-raising, education, monitoring, research and knowledge management and, also in this context, traditional knowledge, innovations, practices and technologies of indigenous peoples and local communities should only be accessed with their free, prior and informed consent[1], in accordance with national legislation.

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[1] Free, prior and informed consent refers to the tripartite terminology of "prior and informed consent" or "free, prior and informed consent" or "approval and involvement.

Table 22: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 21. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Develop and implement a communication, education and public awareness (CEPA) programme on biodiversity	• CEPA programme on biodiversity developed and launched by 2026 • Number and diversity of CEPA activities and materials produced and disseminated annually (campaigns, radio/TV/social media messages, brochures, posters, videos, etc.) • Percentage increase in public awareness and positive behavioural changes towards biodiversity • Proportion of local communities, including Indigenous Peoples and Local Communities (IPLCs), actively participating in CEPA activities or citizen science initiatives • Extent of integration of biodiversity into formal education (e.g., inclusion in curricula, teacher training, and student assessment systems) • Number of active partnerships with media, NGOs, educational institutions, and other stakeholders supporting CEPA delivery • Availability and accessibility of CEPA guidance tools and digital knowledge platforms	2025 – 2028	– **MECW** – MHTEISTD – MoPSE – MIPBS – EMA – ZPWMA – Forestry Commission – IPLCs	1,100,000
2. Develop and update training materials, programmes and facilities on biodiversity for pupils and students, policymakers, businesses and IPLCs.	• Number of biodiversity education resources (materials and modules) developed or updated, disaggregated by target group (students, policymakers, businesses, IPLCs). • Number of biodiversity training sessions conducted, disaggregated by target group and delivery format (formal, non-formal). • Proportion of educational and teacher training institutions integrating biodiversity and Education for Sustainable Development (ESD) into their curricula. • Percentage of trained participants demonstrating increased biodiversity knowledge or applying sustainable practices	2025 – 2030		2,900,000

	• Extent to which indigenous and local knowledge is integrated into training content and curricula • Number of schools, higher education institutions, or community groups implementing biodiversity-related projects (e.g., eco-clubs, biodiversity gardens, citizen science). • Improvement in biodiversity literacy levels among students, policymakers, IPLCs, and the private sector • Number of innovative technologies adopted for biodiversity training, education, or conservation as a result of capacity-building efforts • Increased use of biodiversity knowledge (scientific and indigenous) in decision-making processes • Number of research collaborations or technology transfer initiatives supporting biodiversity education, training, or sustainable use			
3. Establish web-based national biodiversity knowledge hub	• National biodiversity knowledge hub/platform developed, launched and maintained • Number and percentage annual increase of biodiversity datasets and publications uploaded • Number of institutions contributing data or knowledge resources • Number of user-friendly tools integrated into the platform (e.g., species databases, maps, dashboards, data download tools) • Data governance framework established, including FPIC and indigenous data sovereignty provisions • Number of training sessions and user guides developed for platform users and contributors • Number of unique users accessing the platform, disaggregated by stakeholder group (e.g., policymakers, researchers, IPLCs, students) • Number of national biodiversity policies, plans, or assessments referencing or using data from the hub • Number of innovations, conservation actions, or research initiatives informed by hub resources • Number of formal collaborations or data-sharing agreements established, and extent of integration with regional/global platforms (e.g., GBIF, Biodiversity Indicators Partnership, Africa Biodiversity Collaborative Group)	2025 – 2027		1,000,000
4. Establish monitoring and evaluation system, including a web-based platform, for the implementation of the NBSAP	• Web-based M&E platform developed, tested, and operational • Number of NBSAP indicators uploaded and tracked on the platform • Proportion of indicators with established baselines and target values • Number of institutions and users trained and accredited to input, manage, or access M&E data (disaggregated by type) • Standardized data entry protocols and reporting templates adopted and used • Proportion of NBSAP indicators updated on a regular basis (e.g., annually) • Number of national or subnational progress reports generated via the platform	2025 – 2028		800,000

	• Number of review meetings or adaptive management decisions informed by M&E outputs • Percentage of stakeholder groups (government, CSOs, IPLCs) that use M&E data for planning, reporting, or decision-making • Extent of alignment of the M&E system with national and international biodiversity reporting obligations (e.g., CBD, SDGs, AU Agenda 2063)			
5. Promote and strengthen citizen science for biodiversity	• Number of citizen science biodiversity programmes established or supported • Number of trained and active citizen scientists trained (disaggregated by gender, age, IPLC status) and outreach activities conducted • Volume of biodiversity data contributed by citizen scientists • Availability and use of digital tools (e.g., mobile apps) for citizen science data collection • Species and ecosystem indicators derived from citizen science data (e.g., status index) • Extent of integration of citizen science data into biodiversity knowledge systems (e.g., M&E, national hub) • Number of partnerships across sectors supporting citizen science initiatives • Evidence of local biodiversity management actions informed by citizen science • Use of citizen science in national and global biodiversity reporting (NBSAP, CBD, SDGs) • Support for indigenous knowledge systems through community-based monitoring	2025 – 2030		1,400,000
6. Foster data capturing and collaboration amongst stakeholders	• Number of biodiversity data collection protocols adopted across institutions • Number and diversity of stakeholders (government, NGOs, academia, IPLCs, private sector) contributing to or co-leading biodiversity data initiatives • Existence and functionality of a multi-stakeholder biodiversity data coordination platform (e.g., taskforce, portal) • Proportion of biodiversity datasets that are geo-referenced, standardized, and publicly accessible • Number of capacity-building trainings/workshops on biodiversity data capture and sharing • Stakeholder satisfaction with biodiversity data platforms and collaboration mechanisms • Number of active collaborative research or monitoring projects involving multiple stakeholder groups	2025 – 2030		1,000,000

8.9 Target 22: Ensure Participation in Decision-Making and Access to Justice and Information Related to Biodiversity for all

By 2030, ensure the full, equitable, inclusive, effective and gender-responsive representation and participation in decision-making, and access to justice and information related to biodiversity by indigenous peoples and local communities, respecting their cultures and their rights over lands, resources, and traditional knowledge, as well as by women and girls, children and youth, and persons with disabilities and other vulnerable groups and ensure the full protection of environmental human rights defenders.

Table 23: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 22. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Develop and /or strengthen and enforce legal frameworks for IPLCs and vulnerable groups' participation in biodiversity governance	• Number of biodiversity-related laws and policies that explicitly guarantee participation and rights of IPLCs and vulnerable groups (women, youth, persons with disabilities) • Number of legal reforms enacted or underway to recognize customary tenure, traditional knowledge systems, and the right to free, prior, and informed consent (FPIC) • Number or percentage of national biodiversity governance bodies (e.g., committees, councils) that include IPLC, youth, women, and persons with disabilities as full voting members • Number of functional and legally recognized community-based natural resource governance structures (e.g., conservancies, co-management committees) • Existence and use of procedural mechanisms for FPIC in biodiversity-related development or conservation projects • Percentage of conserved areas under formal IPLC governance or co-management (disaggregated by ecosystem type) • Number of community tenure arrangements (land, water, forest) that are legally registered or formally recognized • Number of biodiversity-related legal disputes in which IPLCs accessed legal remedy or justice mechanisms • Existence of legal aid schemes, ombudsperson offices, or public interest law units supporting IPLC and vulnerable groups' environmental cases • Number of biodiversity-related policies, laws, and decisions published in local languages and accessible formats • Number of public consultations held with documented meaningful participation of IPLCs and vulnerable groups • Number of capacity-building and legal literacy programmes delivered to IPLCs and vulnerable groups on biodiversity rights and governance • Percentage of community leaders (disaggregated by gender, age) trained on biodiversity-related laws, rights, and governance	2025 – 2027	– **MECW** – Attorney-General's Office	2,200,000

	• Number of IPLC-led biodiversity monitoring or advocacy initiatives receiving government or donor support			
2. Establish accessible environmental grievance mechanisms for biodiversity-related disputes that are gender sensitive.	• Existence of national legal or policy provisions mandating accessible and gender-sensitive environmental grievance mechanisms • Number of formal and/or traditional grievance mechanisms established or strengthened for biodiversity-related disputes (including those integrating customary law or traditional/community practices) • Number of grievance mechanisms with operational gender-sensitivity, inclusion protocols, and protection safeguards for complainants • Number and proportion of biodiversity-related grievances filed per year through formal or traditional mechanisms (disaggregated by gender, age, and marginalized group status) • Percentage of biodiversity-related grievances resolved within a defined timeframe (e.g., 90 days) • Number of biodiversity-related disputes resolved through legal, judicial, or customary mechanisms • Number of women, youth, or other marginalized individuals who accessed grievance mechanisms annually • Number of trained paralegals or legal support personnel operating in biodiversity-priority areas or rural communities • Number of community awareness initiatives conducted on biodiversity rights and grievance mechanisms • Percentage of surveyed community members reporting awareness of available grievance mechanisms • Existence and functionality of a national system for monitoring, evaluating, and reporting on biodiversity-related grievance trends • Number of public reports on environmental grievance outcomes and trends published annually by responsible authorities	2025 – 2030		2,900,000
3. Strengthen community-based natural resource management programs.	• Number of active CBNRM programmes at national, provincial and district levels • Area (ha) under formal community-based conservation or resource management • Number of CBNRM groups formally recognized or registered under national or local law • Percentage of CBNRM programmes with inclusive and gender-sensitive governance structures • Number of community-based biodiversity programmes integrating gender equality and social inclusion (GESI) principles • Existence of national or subnational policy frameworks that support CBNRM and devolved authority	2025 – 2028		2,750,000

	• Change in biodiversity indicators (e.g., species abundance, forest cover, water quality) in CBNRM-managed areas • Number of community-led restoration or conservation initiatives implemented or scaled • Number of biodiversity-friendly income-generating projects supported through CBNRM programmes • Change in average household income among communities participating in CBNRM (disaggregated by gender and age) • Number of women, youth, and marginalized groups participating in CBNRM governance or conservation enterprises • Number of training or capacity-building events conducted for CBNRM leaders or committees • Proportion of CBNRM programmes with operational biodiversity/resource monitoring systems • Frequency of community feedback or reporting meetings held under CBNRM programmes • Percentage of community members expressing satisfaction with local CBNRM governance			
4. Enhance public awareness and education on biodiversity rights and the rights-based approach to biodiversity conservation and governance	• Percentage of the population demonstrating awareness of biodiversity rights and obligations (disaggregated by gender, age, region, and vulnerable group status) • Change in biodiversity literacy scores among target communities • Number of awareness campaigns, dialogues, or educational initiatives conducted on biodiversity rights and responsibilities • Number of individuals from IPLCs, and other vulnerable groups (e.g., women, youth, persons with disabilities) who participated in awareness initiatives • Percentage of biodiversity awareness and education materials adapted into local languages and accessible formats (e.g., braille, audio, easy-to-read) • Number of schools, training institutions, or education programs integrating biodiversity rights and responsibilities into curricula • Number of gender-responsive and socially inclusive biodiversity awareness initiatives conducted • Number of community-based groups (e.g., women's, youth, traditional leaders) engaged in biodiversity rights education and action • Percentage of participants reporting increased confidence or capacity to claim rights, engage in decision-making, or seek legal/environmental redress • Number of local biodiversity action plans or community initiatives developed as a direct result of awareness or education programs • Existence and use of standardized biodiversity rights toolkits, guides, or training modules for formal and informal learning systems	2025 - 2030		2,600,000

8.10 Target 23: Ensure Gender Equality and a Gender-Responsive Approach for Biodiversity Action

Ensure gender equality in the implementation of the strategy through a gender-responsive approach where all girls and boys, women and men have equal opportunity and capacity to contribute to the three objectives of the Convention, including by recognizing their equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action, engagement, policy and decision-making related to biodiversity

Table 24: Details of the proposed actions, along with the associated indicators, timeframes, and estimated budgets for Target 23. The MDAs responsible for ensuring accomplishment of the target are shown, with the lead shown in bold.

Actions	Indicators	Timeframe	Responsibility	Budget (USD)
1. Integrate gender perspectives into biodiversity policies and programs.	• Number of gender-responsive biodiversity policy guidelines developed and validated • Extent of stakeholder engagement, disaggregated by gender, in the development of guidelines (e.g., % of women participating in consultations) • Number of capacity-building sessions held on gender mainstreaming in biodiversity policy development • Availability and accessibility of the gender-responsive guidelines (e.g., languages, formats, dissemination platforms) • Level of integration of international frameworks (e.g. CBD Gender Plan of Action) in the guideline content.	2025 – 2026	– **MWACSMED** – MECW – Zimbabwe Gender Commission – IPLCs	340,000
	• Number of ministries or agencies adopting gender-sensitive biodiversity policies • Proportion of biodiversity programs or projects that apply gender analysis or include gender-specific actions • Increase in participation and leadership of women in biodiversity governance structures (% change from baseline) • Annual reporting mechanism established to track implementation of gender-integrated biodiversity policies	2026 – 2030		570,000
2. Develop a harmonized National Gender and Biodiversity Strategy and Action Plan (NGBSAP)	• Existence of a finalized National Gender and Biodiversity Strategy and Action Plan • Number of stakeholder consultations held during strategy development (disaggregated by gender and region) • Percentage of participants in consultation processes who are women, youth, and marginalized groups • Level of alignment of the NGBSAP with national gender policies and the Kunming-Montreal KM-GBF • Number of government sectors and agencies contributing to the development of the NGBSAP • Level of mainstreaming of the NGBSAP in national biodiversity and climate frameworks • Existence of a monitoring and evaluation framework embedded in the NGBSAP	2025 – 2027		460,000

3. Promote active, meaningful, and equitable participation and representation of women, youth, and other vulnerable and marginalized groups in biodiversity governance and management at local, regional and national levels	• Percentage of biodiversity governance bodies (local, regional, national) with at least 30% representation of women, youth, and other marginalized groups • Proportion of women, youth, Indigenous Peoples, persons with disabilities, and other marginalized groups in leadership or decision-making roles within biodiversity institutions • Proportion of governance participants from target groups reporting meaningful and informed participation • Number of capacity-building and leadership development activities conducted for women, youth, and marginalized groups in biodiversity governance (disaggregated by group) • Proportion of trained participants (disaggregated by gender, age, and social group) reporting increased knowledge and capacity to participate in biodiversity decision-making • Number of gender- and inclusion-responsive policies, strategies, or institutional reforms adopted or updated to support equitable participation in biodiversity governance • Existence of institutional mechanisms ensuring women's, youth's, and vulnerable groups' access to financial, technical, or legal support for biodiversity initiatives • Number and total value of funding mechanisms established or allocated to support biodiversity initiatives led by women, youth, and marginalized groups. • Proportion of biodiversity-related funding benefiting women- and youth-led or community-based organizations • Availability of sex-, age-, and disability-disaggregated data in biodiversity monitoring, planning, and reporting systems • Number of national or subnational biodiversity strategies or action plans that include gender-responsive and socially inclusive targets and indicators	2025 – 2028		690,000
4. Provide gender-responsive capacity-building programs tailored for women, youth, and marginalized/vulnerable groups, including training in gendered monitoring and evaluation (M&E), to strengthen their participation and leadership in biodiversity governance and management	• Existence of national or institutional guidelines or strategies that support gender- and youth-responsive capacity-building and M&E in biodiversity governance • Number of biodiversity-related training sessions conducted with explicit inclusion of women, youth, and marginalized/vulnerable groups (with disaggregated participation data by sex, age, and group) • Percentage of training programs that integrate gender- and youth-sensitive content, including M&E components • Percentage of trained participants (women, youth, vulnerable groups) reporting increased knowledge or confidence to engage in biodiversity governance and decision-making • Number of biodiversity projects or governance structures adopting gender- and youth-sensitive practices as a result of capacity-building efforts • Percentage of national biodiversity monitoring and reporting tools or systems that include gender- and youth-responsive indicators	2027 – 2030		1,000,000

5. Undertake gender, youth, and social inclusion capacity assessments at all administrative levels to identify gaps, opportunities, and needs in institutional, policy, and programmatic frameworks related to biodiversity governance and management	• Number of administrative levels (national, provincial, district, local) where gender, youth, and social inclusion (GYSI) capacity assessments have been completed • Number of biodiversity-related institutions that have conducted internal GYSI capacity assessments • Existence of standardized tools or guidelines for conducting GYSI capacity assessments • Percentage of assessments that explicitly include youth and vulnerable/marginalized groups • Number of stakeholders (e.g., CSOs, Indigenous Peoples, private sector) engaged in GYSI assessment processes • Level of satisfaction among participants with inclusivity and relevance of assessments • Proportion of assessment findings integrated into biodiversity policy, programming, or training • Number of institutional action plans or reforms initiated as a result of GYSI capacity assessments	2025 – 2028		630,000
6. Establish inclusive funding mechanisms to support women-led biodiversity initiatives, as well as those led by youth and other vulnerable and marginalized groups, ensuring equitable access to financial resources for biodiversity governance, conservation, and sustainable use	• Total amount of funding allocated annually to women-, youth-, and vulnerable group-led biodiversity projects • Number and percentage of biodiversity projects funded that are led by women, youth, IPLCs, or other marginalized groups • Number and type of inclusive funding mechanisms established (e.g., grants, microfinance, revolving funds, matching grants), with gender- and inclusion-sensitive eligibility criteria in place • Average time (in days) from application to disbursement of funds for biodiversity initiatives • Number of capacity-building sessions conducted to support access to and management of biodiversity funds by women, youth, and marginalized groups • Percentage of funded projects reporting positive biodiversity outcomes and improved gender and social inclusion • Existence of monitoring systems that disaggregate fund recipients by gender, age, location, and social group (e.g., disability, Indigenous identity)	2025 – 2030		1,900,000

9. Implementation of the NBSAP (2025 – 2030) – WoG-WoS Approach

Effective implementation and realising the targets set in the third NBSAP (2025 – 2030) will require the adoption of a holist, multi-stakeholder and multi-level approach that integrates all levels of government and society, ensuring coordination and collaboration among diverse stakeholders[7,135]. A Whole-of-Government and Whole-of-Society (WoG-WoS) approach that ensures meaningful and informed engagement of all government sectors, private sector, civil society, academia, media, and IPLCs including women and youth is essential to secure the support and cooperation required for the successful implementation of post-2020 biodiversity conservation initiatives[135,136]. It recognizes and demands strengthening of coordination mechanisms among stakeholders, to improve effectiveness, enhance coherence, and more effectively mobilise, allocate and use available resources. The previous NBSAP was not effectively implemented mainly due to inadequate coordination and funding, and limited coordination, and low institutional and human resource capacity[63]. Implementation of the third NBSAP (2025 – 2030) will require the strengthening of coordination and capacity of institutional structures that exist at all administrative levels, that is village, ward, district, provincial and national levels.

Consequently, the implementation of NBSAP 2025–2030 will be driven by a coordinated, multi-level governance framework that spans from village to national level. This framework will integrate top-down policy direction with bottom-up participatory planning, ensuring inclusivity, accountability, and alignment across all levels of government and society.

At the community level, implementation will begin with village assemblies, which are mandated by the *Traditional Leaders Act [Chapter 29:17]*. These assemblies, composed of all residents over the age of 18, provide a participatory platform for discussing development matters, including issues related to land, water, environment, biodiversity, and other natural resources. They elect and supervise Village Development Committees (VIDCOs), which are the most localized planning units. VIDCOs bring together traditional leaders, farmers, women, youth, and community organizations, and may establish environmental subcommittees to lead biodiversity stewardship initiatives, raise awareness, and promote sustainable resource use, and will coordinate the implementation of the NBSAP (2025 – 2030) at village levels.

Multiple VIDCOs (typically six or more) form a ward, which is represented by a Ward Development Committee (WADCO). WADCOs coordinate and facilitate development initiatives, including biodiversity conservation and sustainable resource management across constituent villages. During the implementation of the NBSAP (2025 – 2030), WADCOs will be tasked will ensuring that local actions align with national biodiversity priorities, and foster inter-village collaboration for enhanced biodiversity stewardship.

At the district level, Rural and Urban District Councils, through their respective Environment Committees, promote and coordinate environment and biodiversity actions. They will be responsible for integrating the NBSAP (2025 – 2030) into local land use plans, and development frameworks, ensuring regulatory compliance and facilitating stakeholder engagement. These councils will also oversee capacity building, local data collection, and reporting to ensure evidence-based decision-making and alignment with higher-level plans.

Provincial Councils, operating through their Development and Environment Committees, will align district-level environment and biodiversity actions with national priorities. They will support the integration of biodiversity into provincial planning, promote multi-stakeholder participation, and serve as a bridge between national institutions and district structures, thus reinforcing policy coherence and harmonized reporting.

At the national level, the Ministry of Environment, Climate and Wildlife (MECW) will serve as the lead institution for NBSAP implementation. The Ministry will provide overarching policy guidance, facilitate intersectoral coordination, mobilise technical and financial resources, and offer strategic leadership for biodiversity-related interventions.

Within MECW, the Biodiversity Office will function as the National Secretariat for the NBSAP (2025 – 2030). It will be responsible for coordinating implementation activities, facilitating multi-stakeholder participation, overseeing national reporting and monitoring and evaluation systems, and driving capacity-building initiatives to support the NBSAP's effective execution.

Supporting the Biodiversity Office will be the existing National Biodiversity Forum (NBF), which will function as the NBSAP Steering Committee. Comprising representatives from MDAs, IPLCs, civil society, academia, and the private sector, the NBF will provide strategic guidance, facilitate inclusive dialogue, support adaptive management, and promote coordination across sectors. The NBF will work closely with the Biodiversity Office and be supported by alternate focal points seconded from the Zimbabwe Parks and Wildlife Management Authority (ZPWMA), Environmental Management Agency (EMA), and the Forestry Commission.

At the highest level of governance:

- The Presidency will provide national leadership, political commitment, and strategic direction, and champion the mainstreaming of biodiversity into development priorities and policies.
- The Cabinet will ensure cross-ministerial coherence, endorse biodiversity-related strategies and reforms, and facilitate whole-of-government coordination.
- Parliament will provide legislative oversight, enact relevant biodiversity-related laws, and approve national budget allocations. Through the Portfolio Committee on Environment, Climate and Wildlife, it will also monitor the implementation progress of the NBSAP to ensure accountability and alignment with national objectives.

Together, these actors will form a unified system for the effective implementation of the NBSAP (2025–2030), towards enabling Zimbabwe to meet its national and international biodiversity commitments through inclusive, participatory, and accountable governance. The institutional, governance, and coordination framework is illustrated in Figure 2.

The basic framework for the WoG-WoS approach will consist of the following components:

a) Leadership and Coordination
b) Strengthening of Multi-Stakeholder and Multi-level Processes
c) Integrated Planning
d) Resource Mobilization and Financing
e) Communication and Public Awareness
f) Training and Capacity Building
g) Monitoring, Evaluation and Learning
h) Inclusivity and Equity
i) Technology and Innovation
j) Sustainability

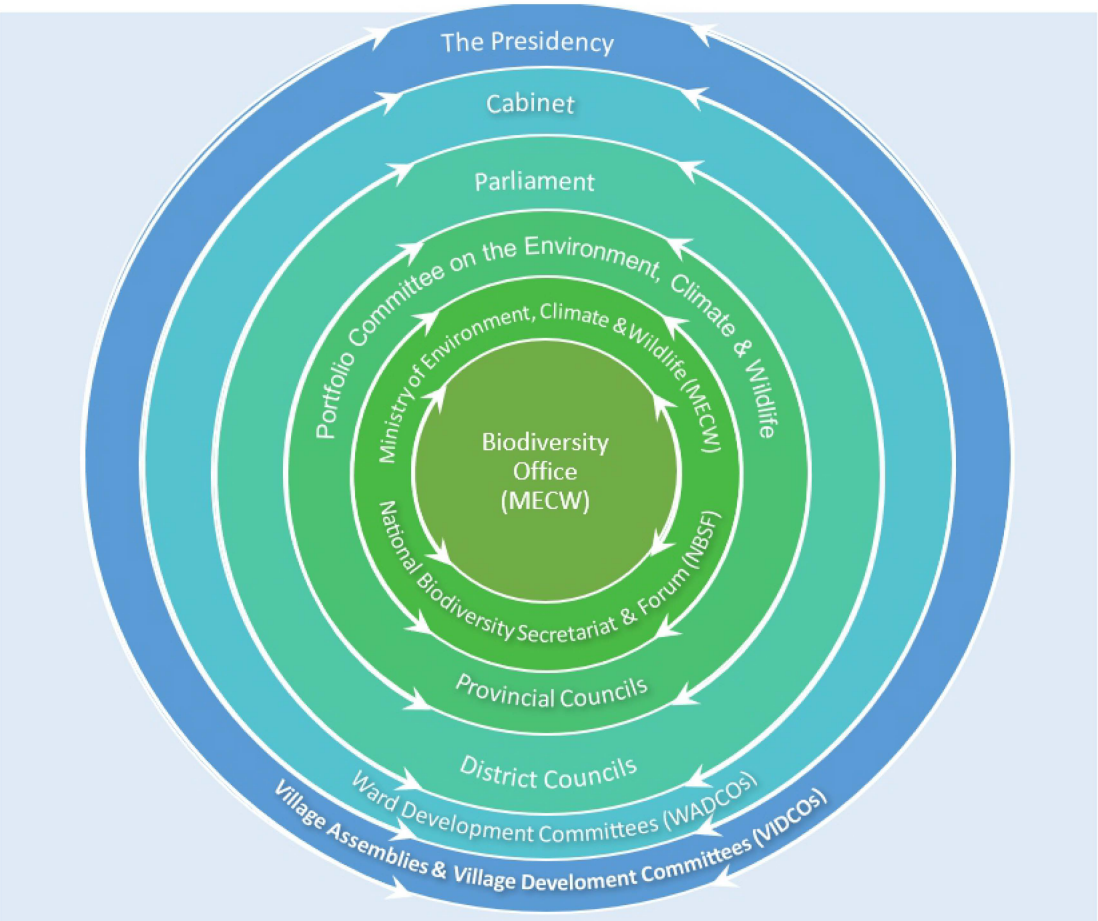


Figure 2. The institutional, governance and coordination framework for the implementation of the NBSAP3 (2025 – 2023).

9.1 Leadership and Coordination

At national level, the Ministry of Environment, Climate and Wildlife (MECW) will be responsible for leadership and coordination of the NBSAP (2025–2030), with the Biodiversity Office in the ministry, which will oversee the day-to-day implementation of the NBSAP and provide secretariate services. The MECW will lead and coordinate the capacitation and strengthening of the National Biodiversity Forum (NBF) and environment committees at all levels, from provincial level to village level. The MECW will also ensure the development of clear roles and responsibilities for the NBF and environment committees with respect to the implementation of the NBSAP (2025–2030).

To strengthen inter-ministerial coordination and coherence, **biodiversity focal points** will be designated within each line ministry. These focal points will act as the central communication channels between ministries, promoting and facilitating the national implementation of the NBSAP. They will play a key role in coordinating national efforts and policies among different government ministries, agencies, and stakeholder groups to ensure a harmonised and coherent approach to biodiversity conservation. Furthermore, biodiversity focal points will ensure that each ministry is appropriately represented in NBSAP-related meetings, consultations, and decision-making processes.

9.2 Integrated Planning

Developing integrated plans within a multi-stakeholder, multi-level governance set up ensures that efforts are not fragmented, reduces overlapping of actions, inefficiencies and conflicts, and prevents waste of resources. Different stakeholders may have conflicting interests, which can be ironed out through negotiation within an integrated planning environment. By enabling the processing of ideas from a variety of sources, integrated planning also enhances knowledge-based decision making, empowers local voices and enhances understanding and trust among stakeholders.

Integrated planning within a multi-stakeholder, multi-level governance framework is essential for ensuring coherence and coordination of actions across sectors and administrative levels, from local to national and international scales. Multi-level governance involves the participation and interaction of different layers of authority—such as local communities, municipal governments, regional bodies, and national agencies—each contributing unique perspectives, resources, and responsibilities to the planning process[137–139]. This layered approach enables vertical alignment of policies and actions, ensuring that local initiatives are supported by regional and national strategies, while higher-level frameworks are informed by local realities and knowledge[6,140]. By facilitating structured negotiation and dialogue among a diverse array of stakeholders, integrated planning helps reconcile competing priorities, build consensus, and minimize fragmentation, duplication, and inefficiencies[137,141]. Drawing on the expertise of actors at all levels, including local communities, this approach promotes knowledge-based decision-making and strengthens stakeholder engagement[138,141]. Ultimately, integrated planning within a multi-level governance context empowers local voices, fosters mutual understanding and trust, and cultivates shared ownership of outcomes, leading to more effective, equitable, and sustainable results in areas such as environmental management and spatial planning[137–139].

9.3 Resource Mobilization and Financing

Securing sustainable funding for biodiversity conservation remains a persistent challenge, but a multi-stakeholder, multi-level governance approach can significantly enhance resource mobilization by pooling diverse funding sources, aligning varied priorities, and fostering coordinated investment[142]. This approach promotes transparency and accountability, ensuring that resources are allocated strategically and efficiently, which in turn builds stakeholder confidence and supports the effective implementation of conservation initiatives[142,143]. By engaging actors across different governance levels—from local communities and subnational governments to national agencies and the private sector—multi-level governance enables the leveraging of public, private, and community-based financing mechanisms to support long-term biodiversity objectives[142,143]. Such integrated structures not only increase efficiency and impact but also create new opportunities for sustainable investment, helping to secure the financial resources necessary for the enduring success of biodiversity conservation efforts[142].

9.4 Communication and Public Awareness

Multi-stakeholder, multi-level governance platforms to biodiversity conservation can pose significant communication challenges due to the presence of diverse and sometimes conflicting interests, power imbalances that allow certain groups to dominate discussions, information overload that can lead to confusion, and cultural or linguistic barriers. Therefore, establishing effective communication mechanisms within these platforms is critical. To foster cooperation and enhance the meaningful participation IPLCs and other stakeholders, a range of communication and public awareness strategies should be employed. These may include tailoring messages to specific stakeholder groups, using multiple communication channels (e.g., social media, email, SMS, print media, newsletters, and both virtual and in-person meetings), creating clear communication structures, and building trust through transparency—such as avoiding technical jargon, openly sharing progress (including setbacks), and resolving conflicts through facilitated dialogue.

9.5 Training and Capacity Building

Multi-stakeholder, multi-level governance platforms bring together individuals and institutions with diverse backgrounds, expertise, and priorities to collaborate on shared goals and address common challenges. Training and capacity-building are essential for developing the skills necessary for effective collaboration, fostering a shared understanding, enhancing learning and monitoring, and ensuring that the platforms are inclusive, functional, and capable of delivering sustainable outcomes.

9.6 Monitoring, Evaluation and Learning (MEL)

In multi-stakeholder, multi-level governance platforms, Monitoring, Evaluation, and Learning (MEL) frameworks are essential for ensuring accountability, adaptive management, and continuous improvement. Monitoring tracks progress against defined indicators to assess whether activities align with objectives. Evaluation provides systematic assessments of impact, efficiency, and sustainability. Learning transforms insights from monitoring and evaluation into actionable improvements, fostering adaptation through reflection sessions, knowledge-

sharing, and iterative strategy adjustments. Given the complexity of multi-stakeholder, multi-level governance platforms, characterized by diverse stakeholder interests, power imbalances, and coordination challenges, a robust MEL system must be inclusive, flexible, and transparent. By embedding MEL into governance structures, multi-stakeholder, multi-level governance platforms can improve decision-making, strengthen partnerships, and enhance their long-term impact on shared biodiversity goals.

9.7 Inclusivity and Equity

Ensuring inclusivity and equity in multi-stakeholder, multi-level governance platforms is essential for legitimacy, effectiveness, and the achievement of sustainable outcomes. Inclusive and equitable multi-stakeholder, multi-level governance platforms foster fairness and resilience by ensuring that all stakeholders, especially marginalized and vulnerable groups, have equal opportunities to participate, benefit, and contribute meaningfully to decision-making processes.

Inclusivity requires deliberate efforts to engage a diverse range of stakeholders in the planning, implementation, and monitoring of multi-stakeholder, multi-level governance platforms activities, including Indigenous Peoples and Local Communities (IPLCs) and others who are often excluded. Equity involves providing tailored resources, support, and capacity-building to address the specific needs of different stakeholder groups and enable their full and effective participation.

To achieve this, the following core principles should guide multi-stakeholder, multi-level governance platforms:

(i) Representation and Participation
Ensure the inclusion of diverse voices—across gender, ethnicity, socio-economic status, disability, and other dimensions. Proactively engage marginalized groups (e.g., IPLCs, small-scale farmers, informal workers) and use participatory selection processes to prevent elite capture.

(ii) Power Balancing
Address structural inequalities (e.g., between corporations and IPLC organizations) by using facilitation techniques such as rotating leadership and breakout groups to prevent dominance by powerful actors. Provide targeted capacity-building to empower less-resourced stakeholders to engage effectively.

(iii) Transparent Decision-Making
Promote consensus-building and deliberative approaches. Clearly define how decisions are made and how dissent is managed. Offer alternative participation methods (e.g., remote access, asynchronous input) to ensure full and effective engagement of all stakeholders, including IPLCs.

(iv) Accessible and Safe Engagement
Remove barriers to participation such as language, cost, physical inaccessibility, and the digital divide. Create safe spaces where stakeholders can express dissent without fear of retaliation. Provide practical support—such as childcare, stipends, or travel assistance—to enable the participation of underrepresented groups.

(v) Accountability and Feedback Mechanisms
Establish grievance mechanisms to address exclusion or unfair treatment. Conduct regular equity audits to assess the inclusiveness of participation dynamics. Ensure that commitments made through multi-stakeholder, multi-level governance platforms translate into tangible benefits for IPLCs and other marginalized groups.

9.8 Technology and Innovation

The growth in interest and investment in multi-stakeholder, multi-level governance platforms has made them popular vehicles for promoting and enhancing collaboration, and technology and innovation. By bring together diverse actors, multi-stakeholder, multi-level governance platforms drive innovation and technology and development of new insights and innovative solutions by: (i) enhancing joint problem-solving through enabling convergence of various views on complex challenges to identify opportunities for solutions; (ii) promoting knowledge sharing through the exchange of information, perspectives, skills and expertise; (iii) enhancing

stakeholders' capacity to innovate and adopt new technologies through provision of resources, training, and opportunities for collaboration; (iv) facilitating technology transfer; and (v) providing a framework for stakeholders to participate in policy development and, shape and promote policies that support innovation and technology adoption.

9.9 Sustainability

Sustainability and multi-stakeholder, multi-level governance platforms are deeply intertwined, as addressing complex environmental, social, and economic challenges require collaboration across sectors. Multi-stakeholder, multi-level governance platforms bring together governments, businesses, NGOs, and IPLCs to promote inclusive decision-making, share knowledge, and mobilize resources for sustainable development. By facilitating dialogue and joint action, multi-stakeholder, multi-level governance platforms help align diverse interests, mitigate conflicts, and drive transformative change. However, their effectiveness hinges on inclusive participation, transparent governance, and a commitment to tangible outcomes, ensuring that sustainability efforts are both impactful and equitable.

10. Finance Plan for Zimbabwe's Third NBSAP (2025–2030)

10.1 Introduction

This finance plan outlines the resource mobilization and management framework for implementing Zimbabwe's third National Biodiversity Strategy and Action Plan (NBSAP3) over the six-year period from 2025 to 2030, with a total estimated budget of USD 1.51 billion. The NBSAP3 (2025–2030) represents an ambitious, whole-of-government and whole-of-society effort to reverse biodiversity loss, ensure the sustainable use of genetic resources, and integrate biodiversity values into national development planning.

The plan serves as a blueprint for mobilizing, coordinating, and managing financial resources necessary to deliver on NBSAP3's strategic objectives. It prioritizes the reduction of biodiversity threats (67.13% of the total budget), equitable benefit-sharing through the participation of IPLCs (24.52%), and the strengthening of implementation tools, including the integration of traditional knowledge and innovation (8.35%).

Its financial objectives are to mobilize at least USD 300 million per year by 2030, diversify funding sources across public, private, domestic, and international streams, and internalize biodiversity considerations into investment decisions and national planning. Anchored on five strategic financing pillars, domestic public finance, international finance, private sector investment, market-based mechanisms, and innovative finance, the plan sets out specific instruments and mechanisms for resource mobilization and sustainability.

The success of the finance plan hinges on strong institutional coordination, enabling policy and regulatory reforms, targeted capacity development, and robust monitoring and evaluation. It also incorporates risk mitigation strategies to address challenges such as fragmented financing, limited absorptive capacity, and fluctuating donor support, while promoting blended finance and enhanced domestic resource mobilization.

Ultimately, this finance plan is not only a roadmap for resourcing NBSAP3, but also a critical step toward fulfilling Zimbabwe's commitments under the KM-GBF, and ensuring that biodiversity conservation serves as a driver of inclusive, sustainable development.

10.2 Budget Allocation by Strategic Objective

The total budget of USD 1.51 billion is strategically allocated across three core objectives of NBSAP3, with the majority directed toward reducing threats to biodiversity (Table 25). Significant investments are also dedicated to ensuring equitable benefit-sharing and strengthening implementation tools, especially those grounded in traditional knowledge and the participation of IPLCs.

Table 25: Estimated Budget Allocation (2025–2030) by Strategic Objective of Zimbabwe's Third NBSAP

Strategic Objective		Estimated Allocation (USD)	% Share
a.	Reduce Threats to Biodiversity	1,014,210,000	67.13%
b.	Ensure Sustainable Use of, and Fair & Equitable Benefit-sharing of the Benefits Arising from the Utilisation of Genetic Resources, with the full & Effective Participation of IPLCs	370,500,000	24.52%
c.	Strengthen the Tools & Enhance Solutions for Implementation & Mainstreaming of the Third NBSAP, Incorporating Traditional Knowledge, Innovations, Practices, & Priorities of IPLCs in Policy Planning & Implementation	126,113,000	8.35%
TOTAL		**1,510,823,000**	

10.3 Finance Objectives

The finance objectives of the NBSAP (2025–2030) include:

- Mobilising and sustaining USD 300 million per year by 2030.
- Diversifying financing across domestic, international, public, and private sources.
- Internalising biodiversity values in national budgeting, sectoral policies, and investments.
- Enhancing transparency, accountability, and efficiency in biodiversity expenditure.

These objectives establish a strong foundation for a resilient, well-coordinated, and diversified biodiversity financing system. They aim to secure sustained financial flows, embed biodiversity in development planning, and ensure that resources are used effectively and transparently.

10.4 Strategic Financing Pillars

To meet the ambitious financial needs of the NBSAP3, Zimbabwe will rely on five interlinked strategic financing pillars. Each pillar targets specific sources and mechanisms to diversify and strengthen the country's biodiversity finance architecture.

a. Domestic Public Finance

This pillar focuses on leveraging national budgetary resources and public fiscal instruments. It includes increased allocations to biodiversity in national and subnational budgets, the introduction or scaling-up of environmental levies (e.g., wetland taxes, tourism conservation fees), and the reform of harmful subsidies that undermine biodiversity. It also includes exploring green fiscal reforms and operationalizing a national biodiversity fund.

b. International Finance

This pillar aims to mobilize external resources through multilateral and bilateral partners, climate and biodiversity funds such as the Global Environment Facility (GEF), Green Climate Fund (GCF), Adaptation Fund, and others. It includes preparing high-quality proposals, aligning with donor priorities, and participating in global biodiversity and climate financing mechanisms linked to the KM-GBF.

c. Private Sector Investment

This pillar seeks to attract private capital into biodiversity conservation and sustainable use. Mechanisms include biodiversity offsets for infrastructure and extractive projects, corporate social responsibility (CSR) initiatives, sustainability-linked financing, and promotion of biodiversity-inclusive enterprise development such as eco-tourism, green supply chains, and sustainable agriculture. Regulatory incentives and ESG (Environmental, Social, and Governance) frameworks will help catalyse this investment.

d. Market-Based Mechanisms

This pillar promotes nature-positive enterprise models and ecosystem service valuation. Key tools include payments for ecosystem services (PES), participation in voluntary and compliance carbon markets, and support for bio-trade (e.g., honey, medicinal plants, organic produce). It also encourages wildlife-based enterprises and community-managed natural resource ventures, helping create financial incentives for conservation.

e. Innovative Finance

This pillar introduces non-traditional mechanisms to unlock new funding streams. Options include debt-for-nature swaps that convert external debt into conservation finance, biodiversity credits and biodiversity-focused insurance products, diaspora green bonds, and digital platforms for crowdfunding. These tools are designed to expand the financial frontier and engage new actors, including the Zimbabwean diaspora and global citizens.

10.5 Proposed Finance Instruments and Mechanisms

To operationalise the strategic financing pillars of the NBSAP3, a comprehensive set of finance instruments and mechanisms will be deployed, each supported by concrete actions to ensure effective implementation and measurable impact (Table 26). These instruments range from traditional public budget allocations and international grants to private sector investments, market-based tools, and innovative financing models. Each is designed to mobilize targeted financial flows, promote cross-sectoral engagement, and enhance the efficiency and sustainability of biodiversity financing. Collectively, they form a flexible and diversified financing toolkit that will enable Zimbabwe to meet both immediate and long-term biodiversity funding needs, while fostering national ownership, financial innovation, and alignment with global best practices.

A **National Biodiversity Fund** will be established as a central mechanism to coordinate, pool, and manage financial resources for biodiversity conservation and sustainable use. The Fund will benefit from all available sources of financing, including public, private, bilateral, multilateral, and innovative funding streams, to ensure predictable, sustained, and transparent financial support for NBSAP3 implementation. The Fund will be administered by the Ministry of Environment, Climate and Wildlife, in collaboration with relevant ministries, development partners, and key stakeholders, to guarantee accountability, efficiency, and alignment with national biodiversity priorities.

Table 26: Proposed Finance Instruments and Mechanisms for Operationalising the Strategic Biodiversity Financing Pillars of Zimbabwe's Third NBSAP (2025–2030)

Pillar/Source	Instrument	Action
a. Domestic Public	i. National Budget Allocations	• Mainstream NBSAP3 into annual and medium-term fiscal frameworks (Treasury and sectoral ministries)
	ii. Environmental Levies	• Introduce/scale-up biodiversity taxes (e.g. tourism/conservation fees, wetland tax, pesticide levy)
	iii. Green Subsidy Reform	• Phase out harmful subsidies (e.g. overuse of fertilizer, fish stocking with invasive species)
	iv. Biodiversity Fund	• Operationalize a national biodiversity fund under EMA or MECW, with multi-source inflows
b. International Sources	i. Global Environment Facility (GEF)	• Leverage and submit project proposals under GEF-8/GEF-9 biodiversity and climate focal areas
	ii. Green Climate Fund (GCF)	• Develop cross-cutting climate-biodiversity projects for adaptation, REDD+
	iii. Multilateral Donors	• Engage UNEP, UNDP, EU, AfDB, WB, and bilateral donors
	iv. CBD Resource Mobilization Strategy	• Align fundraising efforts with GBF implementation support instruments
c. Private Sector and Financial Markets	i. Biodiversity Offsets	• Develop a legal framework for offsets in mining, infrastructure, and real estate
	ii. Eco-certification and Labelling	• Promote market access for biodiversity-friendly products (timber, honey, fish)
	iii. Green Bonds	• Collaborate with Treasury and ZIDA to issue sovereign green bonds with biodiversity components
	iv. CSR and ESG Financing	• Incentivize biodiversity investments via tax incentives and green investment rankings
d. Market-Based and Nature-Based Solutions	i. Payments for Ecosystem Services (PES)	• Pilot PES schemes for watershed protection, forest conservation, and carbon
	ii. Nature-based Tourism	• Scale up community-based ecotourism and reinvest revenues into conservation
	iii. Carbon Finance	• Register and scale REDD+ and soil carbon projects for voluntary and compliance markets
	iv. Biotrade and Access and Benefit Sharing (ABS)	• Develop a national ABS framework and support sustainable use enterprises
e. Innovative and Blended Finance	i. Debt-for-Nature Swaps	• Negotiate debt restructuring agreements linked to biodiversity investments
	ii. Diaspora Green Bonds	• Issue targeted bonds to diaspora for financing protected areas and biodiversity-based enterprises
	iii. Crowdfunding and Digital Platforms	• Use fintech and crowdfunding to raise small-scale financing from global citizens

10.6 Institutional and Coordination Framework

Effective implementation of the finance plan requires a clear institutional and coordination framework to ensure streamlined decision-making, accountability, and transparency. The Ministry of Finance, Economic Development and Investment Promotion, alongside the Ministry of Environment, Climate and Wildlife, will jointly lead finance coordination to align budgetary priorities with biodiversity goals (Table 27). Oversight responsibilities will be entrusted to the Parliamentary Portfolio Committee on the Environment, Climate and Wildlife to ensure legislative scrutiny and public accountability. The Ministry of Environment, Climate and Wildlife will also manage the disbursement of funds and overall financial administration. Monitoring and evaluation of financing flows will be integrated within the broader Monitoring, Evaluation, and Learning (MEL) framework of NBSAP3, specifically aligned with Targets 20 and 21, to track progress, inform adaptive management, and promote continuous improvement.

Table 27: Institutional Roles and Coordination Responsibilities for Implementing the Finance Plan of Zimbabwe's Third NBSAP (2025–2030)

Function	Lead Actors
a. Finance Coordination	• Ministry of Finance, Economic Development and Investment Promotion; • Ministry of Environment, Climate and Wildlife
b. Oversight	• Parliament Portfolio Committee on the Environment, Climate and Wildlife
c. Disbursement & Fund Management	• Ministry of Environment, Climate and Wildlife
d. M&E of Financing	• Integrated with MEL of NBSAP3 (Target 20, 21)

10.7 Capacity Development and Enabling Reforms

Effective biodiversity finance requires not only adequate resources but also strengthened capacities and enabling policies to manage and utilize those resources efficiently. Targeted capacity development and enabling reforms will be undertaken to support the successful implementation of the finance plan.

This includes conducting national biodiversity expenditure reviews (BER) to identify funding gaps and optimize resource allocation. Building skills in green budgeting, investment proposal development, and financial tracking will enhance transparency and fiscal discipline. Enacting regulatory reforms will create a supportive environment for innovative finance tools such as biodiversity offsets, payments for ecosystem services (PES), and green public procurement. Crucially, empowering IPLCs, civil society organizations (CSOs), and governance structures at village, ward, district, and provincial levels will enable these key actors to actively engage in resource mobilization and ensure accountable financial governance.

10.8 Risk Management and Sustainability

Ensuring the long-term success of the NBSAP3 (2025 – 2030) finance plan requires proactive identification and mitigation of key financial and institutional risks. A risk management approach has been integrated into the plan to safeguard resource mobilization, disbursement, and accountability processes. To address the risk of fragmented funding, a central biodiversity finance coordination unit will be established to streamline efforts and improve coherence across funding streams. Strengthening institutional financial systems will help mitigate low absorption capacity and ensure timely and effective use of resources. To reduce dependence on unpredictable donor flows, the strategy promotes blending international support with enhanced domestic resource mobilization. Finally, to safeguard integrity and transparency, public financial management standards and regular audits will be enforced, supporting strong accountability across all levels of implementation.

10.9 Monitoring and Evaluation

Robust monitoring and evaluation (M&E) systems are essential to track progress, ensure accountability, and inform adaptive management of biodiversity finance. The implementation of the finance plan will be closely monitored using Targets 20 and 21 of NBSAP3, which provide indicators for financial flows, technology transfer, and knowledge availability. To align with international standards, Zimbabwe will adopt the Convention on Biological Diversity (CBD) financial reporting framework and regularly submit updates to the CBD Clearinghouse. In addition, annual finance reports will be produced to assess resource mobilization and spending performance, complemented by a comprehensive mid-term finance evaluation in 2027 to guide course corrections and strengthen delivery through to 2030.

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