

# Submission by the United States

March 2024

## 1. Overview

This submission contains the United States' views on progress, challenges, gaps, and priorities in implementing the gender action plan, with a view to informing the final review of the enhanced Lima work programme on gender and its gender action plan.<sup>1</sup>

The United States remains committed to the enhanced Lima work programme on gender (LWPG) and its gender action plan (GAP) contained in decision 3/CP.25. As we undertake the final review of the GAP, we underline that the pursuit of our climate goals is intrinsically linked to the advancement of gender equality. Our ability to effectively address the climate crisis hinges upon our commitment to gender equality and the empowerment of women and girls, in all their diversity.

The impacts of climate change are not gender neutral. Women and girls are disproportionately impacted by the effects of climate change and climate-related crises. They face an increased risk of encountering conflict and instability, gender-based violence, food insecurity, and loss of educational and livelihood opportunities. Moreover, women and girls are often the informal managers of natural resources, and so are too often at the forefront of observing and experiencing resource scarcity and environmental degradation. Despite unique knowledge of their environments and resourcefulness in coping with economic and ecological stressors, they are often marginalized and undervalued in decision-making processes and denied access to resources and opportunities to mitigate and adapt to climate change.

At the same time, women and girls are powerful agents of change and innovation. Around the world, the relationship between women, girls, the environment, and their communities makes them poised to develop locally relevant—and thus, more effective—climate interventions reflective of the entire population. Evidence shows that when women and girls are empowered, they contribute to the creation of more resilient and sustainable communities, driving progress in areas such as renewable energy, conservation, and agricultural practices.

Gender inequality and climate change both exacerbate other threats, and their impacts do not occur in a vacuum. The gender-climate nexus can accelerate or hinder progress in other related areas such as health, security, democracy, and economic development. For example, a study conducted by the International Union for Conservation of Nature (IUCN) and the United States Agency for International Development (USAID) found that a country's scores on gender inequality, climate vulnerability, and state fragility were positively correlated.<sup>2</sup> In other words,

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<sup>1</sup> 15/CP.28, paragraphs 1 and 2.

<sup>2</sup> A.E. Boyer, S.S. Meijer, & M. Gilligan. (2020). *Advancing Gender in the Environment: Exploring the triple nexus of gender inequality, state fragility, and climate vulnerability*. Washington, DC: IUCN & USAID.

a high degree of gender inequality is too often paired with vulnerability in a variety of other areas. These forces should be addressed collectively to create holistic and effective approaches. The fight for gender equality is ultimately a strategic imperative to achieve our climate goals and building a more inclusive and sustainable world.

## **2. U.S. Progress at the Nexus of Gender Equality and Climate Change**

Over the past five years, the United States has made considerable progress elevating and advancing the gender equality and climate change nexus, including through the implementation of the GAP. Three key progress areas to highlight include:

- i. Promoting Women’s Participation in the Sustainable Economy: Recognizing the pivotal role of public-private partnerships in accelerating climate action, the United States actively engages partners across sectors to mobilize investment in gender-responsive climate action. At the 28<sup>th</sup> UN Climate Change Conference, the United States announced \$1.4 billion in investments to the [Women in Sustainable Economy \(WISE\) Initiative](#), a partnership among governments, the private sector, philanthropy, multilateral organizations, and civil society to help close the gender gap in industries, such as clean energy, fisheries, forest management, and environmental conservation, that are critical to the future of the planet. WISE aims to bolster women’s economic security in these sectors by (1) promoting high-quality, well-paying jobs for women; (2) supporting women-owned, -led, and -managed businesses; and (3) eliminating barriers to women’s economic participation. To date, we’ve mobilized \$1.4 billion in direct and aligned investments under WISE—including more than \$600 million from the U.S. government. One of WISE’s flagship programs is the Climate Gender Equity Fund (CGEF), which will leverage public and private sector investment to increase access to climate finance for women-led climate organizations and businesses that advance gender-responsive climate solutions in least developed countries. As of March 2024, CGEF has awarded its first round of grants and raised over \$20 million in grant funding. This advances GAP Priorities A, B, and D.
- ii. Whole-of-Government Approach: The nexus of gender equality and climate change is a strategic priority for U.S. domestic and international policy, as exemplified by a whole-of-government approach to address this intersection. This commitment is highlighted in the first-ever [National Strategy on Gender Equity and Equality](#) (strategic priority 8) and several national strategies, policies, initiatives, and reports, including the [U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally](#) (objective 2.7), the [2023 Women, Peace, and Security Strategy \(WPS\) and the National Action Plan](#), the [Gender Equity and Equality Action \(GEEA\) Fund](#), and the [U.S. Strategy to Respond to the Effects of Climate Change on Women](#). The [President’s Emergency Plan for Adaptation and Resilience \(PREPARE\)](#) brings the full force of 19 federal agencies to advance gender-responsive adaptation in climate-vulnerable countries. To implement the

aforementioned strategies, U.S. agencies, departments, and offices regularly collaborate through working groups and other structures to catalyze synergies and foster coherence. This advances GAP Priorities A, B, C, and D.

- iii. Breaking Down Silos: Policy and programming efforts have evolved beyond the gender-climate nexus to include related areas such as health, conflict, food security, and economic development. Dismantling silos enhanced understanding of interconnected dynamics that led to more effective and holistic approaches. For example, the United States government provided \$10 million to the latest call of the World Bank Women Entrepreneurs Finance Initiative (We-Fi), a WISE-aligned effort, which aims to support women entrepreneurs in the sustainable economy by scaling up access to financial products and services and building capacity. The Promoting Gender Equality & Climate Action Through Seed Banks & Nurseries program targets conservation, workforce development, and climate science via \$1.2 million in funding to support women in Colombia, Costa Rica, Dominican Republic, El Salvador, Guatemala, Jordan, Morocco, and Panama. This advances GAP Priorities A, B, and D.

### **3. Overarching Gaps and Challenges in GAP Implementation**

Although significant progress has been made, we must redouble our efforts to address the gaps and challenges that remain. These include the overarching challenges below with further details in section 5.

- i. Recognition of Gender Equality as Critical to Achieving Climate Goals: Despite the growing understanding of the necessity of gender equality to achieving our collective climate goals, there is a persistent lack of recognition of the centrality of gender equality in effectively advancing climate change mitigation, adaptation, and resilience efforts. Elevating gender equality as a strategic imperative in climate action demands integration of gender perspectives across all aspects of climate policy and planning.
- ii. National Implementation and Action: The current GAP made significant progress, particularly at the international level, in elevating the need for gender-responsive climate action, identifying financial and capacity-building support, and sharing best practices for implementation. Moving forward, efforts should focus on strengthening gender-responsive climate action and implementation at all levels, in particular national, regional, and local.
- iii. Inclusivity, Intersectionality, and Demographic Factors: An inclusive approach to climate action recognizes the ways in which an individual's intersecting identities (e.g., race, ethnicity, gender, indigeneity, socioeconomic background, sexual orientation, age, disability, religion, etc.) may affect the ways individuals experience climate-related

challenges while also providing critical perspectives that strengthen climate solutions. Indigenous women and girls, in particular, have to manage multiple competing priorities as members of traditional governance systems, holders of Indigenous Ecological knowledge, and providers of healthcare, education, and livelihoods. Additionally, men and boys benefit from gender equality, are crucial to engage as stakeholders and partners in the effort and can be positive agents of change for advancing gender equality.

- iv. Current Lack of CMA Agenda Item on Gender: As it stands, only the COP currently has an established space for Parties to discuss gender. Although gender is referenced in some CMA decisions, discussions in the gender room currently occur pursuant to COP mandates, limiting the ability to bring to bear the important CMA perspective on gender-responsive climate action in the implementation of the Paris Agreement and its importance in Parties' efforts towards achievement of the Agreement's goals. It is critical that the CMA be given a space to consider and provide gender-related guidance for Paris Agreement processes and implementation of the work programme and GAP. As new efforts are increasingly established under the Paris Agreement, gender equality risks being left behind. A dedicated CMA agenda item would elevate the visibility and priority of gender, support gender mainstreaming more thoroughly at future UN Climate Change conferences and reinforce our commitment to advancing gender equality as a cornerstone of the Paris Agreement.

#### **4. Future Work**

Building on progress and addressing identified gaps and challenges of the current LWPG and GAP, the United States' vision for the next iteration of the GAP is included as part of this submission as Annex 1.

While building on the current version, the United States' proposed GAP aims to be both ambitious and practical – with implementation of as our north star. This is the reason for listing “Gender-Responsive Implementation” as Priority area A. We have focused on national implementation and closely connecting activities at the national, regional, and local levels. Although we have left the “timeline” column empty as it is dependent upon adoption, we envision a ten-year timeframe, with a midterm review at the five-year mark. This aims to focus efforts on implementation. Please see below for an overview of our suggested priority areas and activities in relation to the current iteration.

- Proposed Priority area A: Gender-Responsive Implementation draws from current GAP activities A.1, A.2, C.4, D.2, D.3, and D.5
- Proposed Priority area B: Gender Balance, Participation, and Women's Leadership draws from current GAP activities B.1 and B.2

- Proposed Priority area C: Coherence draws from current GAP activities C.1, C.2 (as deliverable/output), and C.3
- Proposed Priority area D: Knowledge Management and Communication draws from current GAP activities A.4, D.6, D.7, and A.5
- Proposed Priority area E: Monitoring and Reporting draws from current GAP activities E.1, E.2, E.3, and E.4

Further, the chapeau under each priority area below includes an in-depth breakdown of the proposed activities and deliverables in the next iteration of the GAP.

## **5. Review and Inputs by GAP Priority area and Activity, as relevant**

This section reviews each GAP priority area, details the United States’ proposed GAP activities, and details illustrative examples of the United States’ efforts at the gender equality and climate change nexus, including implementation of the LWPG and its GAP. For a more comprehensive list of gender and climate actions, please refer to the [U.S. Strategy to Respond to the Effects of Climate Change on Women](#), [COP27 Announcements](#), and [COP28 Announcements](#).

### **Current Priority area A: Capacity Building, Knowledge Management, and Communication**

Considerable progress has been made in this priority area, both in the United States and globally. Domestically, initiatives that build interagency capacity and understanding of the gender equality and climate change nexus have been instrumental in mainstreaming gender in climate policy and action. Internationally, there has been a notable rise of gender considerations included in national climate change policies.

The capacities of Parties and focal points to address the gender equality and climate change nexus has grown considerably. However, capacity building needs further strengthening to advance gender-responsive climate action in national climate change policies and plans and mainstream gender across national delegations and governments. While the evidence base and recognition of the gender equality and climate change nexus has grown, further work in knowledge management and communication is needed. In particular, on the centrality of gender equality to achieving climate goals and its impacts on related areas such as health, security, and economic development.

#### **Breakdown of New Proposed Priority area A: Gender-Responsive Implementation**

- A.1: Encourage Parties and relevant stakeholders to design and implement gender-responsive climate action, including policies and programmes, to accelerate progress in climate adaptation and mitigation
  - New - added to focus on implementation at all levels
- A.2: Strengthen capacity building efforts for governments and other stakeholders in mainstreaming gender in formulating, monitoring, implementing, and reviewing, as appropriate, national climate change policies, plans, strategies, and action, including

nationally determined contributions, national adaptation plans, and long-term strategies

- Same as current A.1
- Capacity-building efforts continue to be a critical lever in implementation
- A.3: Raise awareness of the financial and technical support available to promote the strengthening of gender integration into climate policies, plans, strategies, and action, as appropriate, including best practices to enhance access to climate finance for grassroots women’s organizations, Indigenous peoples and local communities, and people with disabilities
  - Similar to current D.2
  - There continues to be value in raising awareness and breaking down silos as there is a variety of existing readily available financial and technical support for gender-responsive climate action
  - Changed “facilitate” to “enhance” for coherence with accepted term of art in finance rooms and to strengthen
  - Added “people with disabilities” to further inclusivity
  - Added a workshop and dialogue as deliverables/outputs to support the activity
- A.4: Encourage Parties and relevant constituted bodies, in line with their respective mandates, to collaborate with the Standing Committee on Finance and operating entities on enhancing access to climate finance and supporting implementation of the work programme and gender action plan
  - Similar to current C.4
  - Added “collaborate with the Standing Committee on Finance and operating entities on enhancing access to climate finance and supporting” for clarity and coherence with the deliverable/output
- A.5: Enhance the abilities of national gender and climate change focal points, including through capacity building, tools and resources, and knowledge exchange
  - Similar to current A.2, edited for clarity
  - Due to turnover of focal points, growing knowledge base, and evolving gender and climate landscape, this continues to be a valuable activity
- A.6: Engage women, girls, men, and boys, in all their diversity and other gendered identities, civil society organizations, and national women and gender institutions in the process of developing, implementing, and updating climate policies, plans, strategies, and action, as appropriate, at all levels
  - Similar to current D.5
  - Adds “women and girls and men and boys, in all their diversity, civil society organizations” for inclusivity purposes
  - “Civil society organizations” encompasses “women’s groups”
- A.7: Encourage Parties to integrate diverse gender perspectives into the work of Party delegations

- New – added to encourage gender mainstreaming across Party delegations’ work to dismantle siloes
- A.8: Promote the implementation of gender-responsive technological and nature-based solutions to address climate change, including strengthening, protecting, and preserving local, Indigenous, and traditional knowledge and practices in different sectors and for improving climate resilience, and by fostering women’s and girls’ full, equal, and meaningful participation and leadership in science, technology, research and development, and natural resource management
  - Similar to current D.3
  - Replaced “deployment” with “implementation” to retain focus on implementation
  - Added “and nature-based,” as not all solutions are technological
  - Added “equal and meaningful” for clarity
  - Added “and natural resource management,” as women and girls are often informal managers of natural resources
- A.9: Identify and address all forms of gender-based discrimination and violence resulting from and exacerbated by climate change as well as from efforts to protect natural resources important to combat climate change, including by protecting women environmental defenders, park rangers, and land tenure activists.
  - New – added to address this significant challenge in the gender and climate space
- A.10: Recognize the role of men and boys in achieving gender equality and engage them as gender equality champions
  - New – gender is not synonymous with women and girls; achieving gender equality necessitates engaging men and boys

United States’ Progress by Activity (illustrative examples)

*A.1: Strengthen capacity-building efforts for governments and other stakeholders in mainstreaming gender in formulating, monitoring, implementing and reviewing, as appropriate, national climate change policies, plans, strategies and action, including nationally determined contributions, national adaptation plans and national communications*

Advancing Gender in the Environment (AGENT): AGENT is an ongoing \$20 million, 15-year multifaceted partnership between USAID and IUCN aimed at increasing the effectiveness of environment and climate-related programming. It does so by providing robust gender integration technical support to USAID and partners, including partner governments, aimed to improve gender equality and women’s empowerment outcomes in a broad range of environmental sectors. Central to this effort is support to the Gender-Based Violence (GBV) and Environment Linkages Center, a platform for gathering resources and tools and forging action at the intersection of GBV and the environment. AGENT consistently serves as a technical resource for USAID, IUCN, and other partners, providing expertise on gender and

climate across various climate-related sectors. AGENT has supported government partners to develop Climate Change Gender Action Plans (ccGAPs), described below. It has also designed numerous technical guides and provided guidance for varied dialogues and policies of environment-focused funds and international agreements. USAID Missions in South America, Central America, Southeast Asia, and sub-Saharan Africa have also received direct technical support from AGENT, on efforts related to various environment sectors, such as renewable energy, fisheries, watershed and coastal management, and food security.<sup>3</sup> This is a WISE-aligned initiative.

Implementing Climate Change Gender Action Plans (ccGAPs): Through AGENT, USAID has worked with partner governments to design, establish, and implement ccGAPs, national policy documents which put in place plans for gender-responsive climate action by priority sector, for example past ccGAPs have included action plans for coastal management, energy, forestry and natural resources management, and agriculture sectors ccGAPs are made in coordination with government entities, civil society, and local communities. Thus far, USAID has supported the development and implementation of ccGAPs in Guatemala, Rwanda, Peru and the Dominican Republic. In November 2023, Regional Environment, Science, Technology, and Health (ESTH) Hubs at U.S. Embassies San Jose and Lima hosted a webinar permitting Western Hemisphere countries to share their best practices in ccGAP development. ccGAPs have inspired – or transformed – cross-sectoral priority plans (for example, nationally determined contributions (NDC) processes in Peru and the Dominican and have strengthened cross-ministerial, cross-agency, cross-sectoral coordination, including with donors (for example, influence on USAID Peru Mission strategies). This is a WISE-aligned initiative.

Interagency Gender-Climate Coordination Small Group: The White House Gender Policy Council (GPC) and National Security Council (NSC), in partnership with Department of State’s Secretary’s Office of Global Women’s Issues (S/GWI), the Bureau of Oceans and International Environmental and Scientific Affairs (OES), and the Office of the Special Presidential Envoy for Climate (SPEC), lead an interagency coordination meeting on gender and climate policy. Since its establishment in 2022, this group has contributed to a U.S. government-wide list of gender-climate deliverables for announcement at UN Climate Change Conferences, among other coordination activities.

Ask a Gender and Climate Expert: Between 2022 and 2023, S/GWI led 12 virtual interagency gatherings featuring academic experts on gender equality and climate change to build understanding of the nexus, including implications for and intersections with foreign and domestic policy.

Gender and Climate Community of Practice (GCCOP): USAID facilitates an internal community of practice which serves as a learning and convening platform for USAID staff interested in and

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<sup>3</sup> Advancing Gender in the Environment: Influencing Action and Investment for Equality and Sustainability, A Review of AGENT’s FY20 Achievements October 1, 2019 - September 20, 2020. AGENT. 2020.



working at the intersection of gender and climate change. The GCCOP facilitates knowledge sharing, including through training, dissemination of resources, and networking on gender integration in its climate and environment programming. The USAID GCCOP reaches an internal network of over 170 USAID Staff, including environment officers and gender advisors, to build capacity on the gender and climate nexus.

*A.2: Discuss and clarify the role and the work of the national gender and climate change focal points, including through providing capacity-building, tools and resources, sharing experience and best practices, workshops, knowledge exchange, peer-to-peer learning, mentoring and coaching*

Appointment of Two National Gender and Climate Change Focal Points (NGCCFP): The United States appointed two NGCCFPs to represent U.S. projects and programs related to gender and climate change and share best practices and lessons learned relevant in national and international contexts. In March 2023, a United States focal point also facilitated a virtual discussion session for NGCCFPs in the UN climate change process to share knowledge and experiences.

*A.3 Enhance capacity-building for governments and other relevant stakeholders to collect, analyse and apply sex-disaggregated data and gender analysis in the context of climate change, where applicable*

Gender and Environment Data Alliance (GEDA): Alongside the Women's Environment and Development Organization (WEDO), USAID was a founding member of the Gender and Environment Data Alliance (GEDA) and supports its management and direction through AGENT. GEDA is currently in development and aims to compile, curate, and communicate data at the intersection of gender and environment. It intends to help connect the dots among the gender-environment data that exist and gets this information to decision makers.

*A.4: Strengthen the evidence base and understanding of the differentiated impacts of climate change on men and women and the role of women as agents of change and on opportunities for women*

Promoting Women's and Girls' Pacific Climate and Clean Energy Leadership: Launched in 2023 with \$1.5 million in funding, this Department of State initiative will support implementation of the Pacific Energy and Gender Strategic Action Plan (PEGSAP), which seeks to promote women's climate and clean energy leadership by increasing career opportunities for women and girls in 22 Pacific Island countries and territories. Pilot projects will promote women-owned businesses in the sale, distribution, and maintenance of renewable energy systems, and scholarships will allow women and girls to pursue studies in relevant science, technology, engineering, and mathematics (STEM) fields.

*A.5: Promote the use of social media, web resources and innovative communication tools to effectively communicate to the public, in particular reaching out to women, on the*

*implementation of the Lima work programme on gender and its gender action plan and on gender equality*

**The Innovation Station Initiative:** Launched by S/GWI at the Department of State in 2021, the Innovation Station Initiative amplifies the voices of women and girls developing creative solutions to climate-related challenges in their communities. The initiative expands the reach and impact of women’s and girls’ solutions by facilitating relationship-building with new domestic and international communities to share best practices and develop on-the-ground collaborations. By the end of 2023, over 120 women and girls were part of the Innovation Station network. And its virtual events, podcasts, newsletters, and other offerings have engaged audiences in 158 countries and 49 U.S. states and territories while supporting the development of over 1,000 new community relationships.

**Announcements at UN Climate Change Conferences:** To showcase a whole-of-government effort, the United States released a rollup of new policies, strategies, and programs related to the gender equality and climate change nexus at [COP27](#) and [COP28](#).

### **Current Priority Area B: gender balance, participation, and women’s leadership**

Effective climate action requires women’s full, equal, and meaningful participation and leadership. The UNFCCC Gender Composition Report reveals mixed progress on gender balance in constituted bodies. Between 2013 and 2023, female representation has increased in 12 out of 17 constituted bodies. However, women occupied only 38 percent of constituted body positions in 2023. Gender balance also varies among the constituted bodies; women are only 14 percent of Technology Executive Committee representatives, and 75 percent of the Adaptation Committee. The lack of gender balance among constituted bodies is mirrored in delegation numbers. At COP27, only 37 percent of Party delegates were women. Moreover, women are not receiving equal access to the most crucial leadership roles, as only 29 percent of Heads or Deputy Heads of Delegations at COP27 were women.<sup>4</sup>

The lack of women’s equal participation and leadership within the UN climate change process represents a microcosm of the overall climate action ecosystem. There is a continued need for capacity building, trainings, and knowledge sharing to strengthen gender balance at all levels.

### **Breakdown of New Proposed Priority area B: Gender Balance, Participation, and Women’s Leadership**

- B.1: Support the full, equal, and meaningful participation and leadership of women at all levels of action, engagement, and decision making related to climate, energy, environment, and natural resources
  - New – added to encompass all participation and leadership at all levels

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<sup>4</sup> Conference of the Parties, Twenty-eighth session, United Arab Emirates, 30 November to 12 December 2023, Gender composition, Report by the secretariat (4 September 2023).

- B.2: Promote capacity building in leadership, negotiation, and facilitation of negotiation for women delegates, including young women, Indigenous women, and women from local communities, including through webinars and in-session training to enhance women’s participation in UNFCCC and Paris Agreement processes
  - Similar to current B.1
  - Removed “initiatives for” to broaden
  - Added “and Paris Agreement” to broaden (see 3.iv above)
- B.3: Encourage Parties, national focal points, and relevant stakeholders to collect information on the gender balance in their delegations and governments, including at leadership levels, and enhance the full, equal, and meaningful participation and leadership of women and girls, in all their diversity
  - New – added to raise awareness of the need for gender balance within delegations and governments to add focus on national implementation
- B.4: Promote travel funds as a means of supporting the equal participation of women in all national delegations at UNFCCC and Paris Agreement sessions, as well as funds to support the participation of grassroots local and Indigenous peoples’ communities from developing countries, least developed countries, and small island developing states, and encourage Parties and relevant stakeholders to share information on travel funding
  - Same as current B.2 - continues to hold value in promoting gender balance
  - Added “and Paris Agreement” to broaden (see 3.iv above)
- B.5: Encourage gender-balanced presidency teams, secretariat, and subsidiary bodies
  - New – added to expand gender balance efforts beyond delegations and constituted bodies
- B.6 Encourage Parties to monitor and address gender-based violence, in particular that target women environmental defenders and land tenure activists
  - New – added to address this significant challenge in the gender and climate space

United States’ Progress by Activity (illustrative examples)

*B.1: Promote initiatives for capacity-building in leadership, negotiation and facilitation of negotiation for women delegates including young women, Indigenous women and women from local communities, including through webinars and in-session training to enhance women’s participation in the UNFCCC process*

Female Leaders in Energy (FLIE): The State Department’s Bureau of Energy Resources led FLIE from 2021 to 2023. FLIE aimed to advance the professional development of over 30 early- to mid-career level women working in the energy field in Fiji, Indonesia, Laos, Malaysia, Philippines, Thailand, Timor-Leste, and Vietnam through individual paired mentorships with senior-level women in energy from the United States. As part of the program, mentees participated in technical workshops, leadership trainings, a capstone project, and job shadows to prepare them to become leaders in their organizations.

U.S. Leadership at COP28: At COP28, the United States’ delegation leadership (at the rank of Assistant Secretary and above) was comprised of 58 percent women.

Equal Stake in the Soil: Equal Stake in the Soil is a three-year project funded by the Department of State’s Secretary’s Office of Global Women’s Issues in Bangladesh and Colombia. The program supports women-led civil society organizations to foster the enabling environment needed to recognize and promote women’s land rights and advance their economic security. This is a WISE-flagship initiative.

*B.2: Promote travel funds as a means of supporting the equal participation of women in all national delegations at UNFCCC sessions, as well as funds to support the participation of grassroots local and Indigenous peoples’ communities from developing countries, the least developed countries and small island developing States and encourage Parties and relevant organizations to share information on travel funding*

Sponsorship of Grassroots Women Leaders at UN Climate Change Conferences: Through the partnership with AGENT, grassroots women leaders received support to attend COP27 and COP28. For example, at COP28, AGENT raised co-financing to support the attendance of seven Indigenous women leaders from Guatemala, Thailand, Tanzania, Kenya, USA First Nations, India, and the Philippines. Their participation ensured the inaugural “Counting on a sustainable future: A global conference on gender and environment data and its resulting Global Call to Action” pre-COP conference was informed by a diverse group of thought leaders, each contributing to key dialogues on gender and climate policy, Indigenous rights, and inclusive finance. This is a WISE-aligned initiative.

### **Current Priority area C: Coherence**

While this GAP priority area primarily focuses on coherence within the constituted bodies and other UN entities, the United States’ efforts to develop a coherent, whole-of-government approach has accelerated gender-responsive climate action domestically and globally. The United States’ commitment to the nexus of gender equality and climate change is embedded at all levels of policymaking. In 2023, the U.S. Department of State launched the first-ever [U.S. Strategy to Respond to the Effects of Climate Change on Women](#) to guide policy, diplomacy, outreach, and programming related to this critical nexus. The importance of further breaking silos between climate action and gender equality is exemplified in the [U.S. National Strategy on Gender Equity and Equality](#) (strategic priority 8), the [U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally](#) (objective 2.7), and the [Gender Equity and Equality Action \(GEEA\) Fund](#).

The cross-cutting nature of the gender equality and climate change nexus is reflected in the [U.S. Strategy on Global Women’s Economic Security](#) and the U.S. Strategy and National Action Plan on Women, Peace and Security. The [President’s Emergency Plan for Adaptation and Resilience \(PREPARE\)](#) brings the full force of 19 federal agencies to advance gender-responsive adaptation

in climate-vulnerable countries and addresses long-standing climate challenges that disproportionately affect women and others who have historically been excluded.

Other relevant policy frameworks and initiatives include but are not limited to the [Global Fragility Act](#), [U.S. Strategy to Prevent Conflict and Promote Stability](#), [Partnership for Global Infrastructure and Investment](#), [U.S. Government Global Food Security Strategy](#), [U.S. Global Water Strategy](#), and the [White House Action Plan on Global Water Security](#).

To foster interagency collaboration and coherence, the White House Gender Policy Council (GPC) and National Security Council, S/GWI, SPEC, OES, and USAID's GenDev are working to link and integrate climate action to advance gender equity and equality. GPC, in partnership with S/GWI and OES, convenes periodic interagency coordination meetings on gender and climate policy.

Coherence activities in the GAP have strengthened gender mainstreaming across the constituted bodies and also the UN system. One of the major successes of the GAP has been gender integration in constituted bodies. The gender integration dialogues with the Chairs, dialogue report, compilation of best practices for integrating gender into their work, and gender composition report detailing gender balance within constituted bodies and their leadership have collectively put a spotlight on the current state of gender balance and spurred progress. Gender coherence efforts within and across UN entities should be continued, further institutionalized, and expanded – including dialogues with Parties to United Nations Convention to Combat Desertification and Convention on Biological Diversity, both of which have gender action plans.

#### Breakdown of New Proposed Priority area C: coherence

- C.1: Ensure that members of constituted bodies are introduced to gender-related mandates and to the relevance of gender in the context of their work in a consistent and systematic manner
  - Same as current C.1 - continues to hold value
- C.2: Facilitate constituted bodies' efforts to strengthen gender responsiveness throughout their work, where appropriate, and support the implementation of the work programme and gender action plan
  - New – added to broaden efforts with more specific deliverables/outputs, including current C.2
- C.3: Strengthen coordination between the subsidiary bodies under the UNFCCC and Paris Agreement and other relevant entities and processes on their work on gender considerations, in particular the UN Commission on the Status of Women, Convention to Combat Desertification, Convention on Biological Diversity, and 2030 Agenda for Sustainable Development, as applicable
  - Similar to current C.3

- Replaced “Convention” with “UNFCCC” for coherence
- Removed “United Nations” to broaden and because, technically, the UNFCCC and Paris Agreement are not “entities”
- Added “UN Commission on the Status of Women, Convention to Combat Desertification (CCD), Convention on Biological Diversity (CBD)” to promote coherence across work being done in connection with relevant instruments and forums, including with respect to intersecting work on gender as exemplified by their respective gender action plans
- C.4: Request the subsidiary bodies, COP/CMA Presidency, and secretariat to regularly promote gender mainstreaming to ensure coherence across agenda items and bodies, where relevant
  - New – added to expand coherence efforts across the UN climate change regime

#### **Current Priority D: gender-responsive implementation and means of implementation**

The GAP has significantly strengthened the capacity of Parties, constituted bodies, and others to implement gender-responsive climate action. The activities in this priority area, including workshops, reports, and trainings, enabled Parties to exchange experiences and evidence-based methodologies to integrate gender into their response to the climate crisis. In particular, efforts to raise awareness of available financial and technical support, including sex-disaggregated data, have supported progress in this field. Collaborations with the Standing Committee on Finance and operating entities on enhancing access to climate finance remain valuable.

Moving forward, gender-responsive implementation efforts should continue to engage and connect all stakeholders and further prioritize inclusivity, taking into account intersecting identities and demographic factors. This includes engaging men and boys as gender equality champions and positive agents of change. Further, the GAP should address gender-based discrimination and violence. For example, women environmental defenders constitute a large portion of those at the frontlines of environmental conflicts, but violence against them is too often overlooked.

#### **Breakdown of New Proposed Priority area D: Knowledge Management and Communication**

Please note that the current Priority area D has largely shifted to the proposed Priority area A: Gender-Responsive Implementation.

- D.1: Strengthen the evidence base and understanding of the differentiated impacts of climate change on women and girls compared with men and boys, including with respect to intersectional identities and demographic factors, and the role of women and girls as agents of change in accelerating climate benefits, including emission reductions and sustainable development

- Similar to current A.4
- Replaced “men” with “women and girls compared with men and boys, including...development” for inclusivity purposes and relating climate benefits
- D.2: Enhance the capacity to collect and availability of sex-disaggregated data, as well as gender analysis, to better inform gender-responsive climate policies, plans, strategies, and action, as appropriate
  - Combined current D.7 and A.3 as they were similar, and the activities continue to hold value
- D.3: Exchange lessons learned among Parties that have integrated gender into national climate policies, plans, strategies, and actions, as appropriate (e.g., information on results, impacts, and challenges), and on future efforts
  - Similar to current D.6, edited for clarity
  - Added deliverable/output “Workshop and/or dialogues with constituted bodies, including the Adaptation Committee, Climate Technology Centre and Network and Local Communities and Indigenous Peoples Platform Facilitative Working Group” to further coherence and knowledge sharing with constituted bodies
- D.4: Promote the use of effective online and innovative public communication tools, recognizing the needs of women, on the intersection of gender equality and climate change and the work programme and gender action plan
  - Similar to current A.5, edited for brevity and clarity
- D.5 Collaboration with Indigenous women and girls on Indigenous Knowledge informed climate actions
  - New – added to further elevate the importance of Indigenous women and girls to combatting climate change

#### United States’ Progress by Activity (illustrative examples)

*D.2: Raise awareness of the financial and technical support available for promoting the strengthening of gender integration into climate policies, plans, strategies and action, as appropriate, including good practices to facilitate access to climate finance for grass-roots women’s organizations and Indigenous peoples and local communities*

Women in the Sustainable Economy (WISE) Initiative: At COP28, the United States announced \$1.4 billion in investments to the WISE Initiative, which aims to bolster women’s economic security globally by expanding access to employment, training, leadership roles, and financial resources in critical sectors including clean energy, fisheries, recycling, forest management, and environmental conservation. This United States-led initiative is a public-private partnership that brings together governments, private sector companies, foundations, and civil society to further women’s economic participation in industries that are critical to the future of our planet.

Climate Finance Development Accelerator (CFDA) and its Climate Gender Equity Fund (CGEF): USAID, with the support of Amazon, established the CGEF, which leverages public and private sector investment to increase access to climate finance for women-led climate organizations and businesses that advance gender-responsive climate solutions in least developed countries. To date, CGEF has awarded its first round of grants and raised over \$20 million in funding. Initial grantees include the Clean Technology Hub in Nigeria; WomHub in South Africa; and M-Kyala Ventures in Kenya. The next CGEF funding round will launch in April 2024, and will include a preference for organizations working in the intersection of climate, gender, and health. CGEF is one of the first major activities of USAID's CFDA, a \$250 million initiative designed to mobilize \$2.5 billion in public and private climate investments by 2030 to fund a range of climate change mitigation and adaptation solutions. This is a WISE-flagship initiative.

Gender Equity and Equality Action (GEEA) Fund: To date, USAID has dedicated over \$21 million to gender-responsive climate action from the GEEA Fund. The United States has dedicated \$200 million annually for the GEEA Fund to advance economic security for women and girls by increasing their access to resources, services, and leadership opportunities and address the barriers that limit their ability to participate fully in the economy. The Fund invests in partners around the world and prioritizes programs that address the disproportionate impact of climate change, conflict, and crisis on women and girls.

Resilient, Inclusive, Sustainable Environments (RISE) Challenge: USAID provides grants to women's groups and local organizations working to address gender-based violence (GBV) in climate sectors, with many grantees focused on elevating Indigenous women's groups and communities. RISE Challenge grantees share best practices on working to prevent and address GBV in environmental programming, including at regional and global events. Between 2019 and 2022, nine projects in the Democratic Republic of Congo, Fiji, Guatemala, Kenya, Peru, Uganda, and Vietnam received a total of \$4 million in RISE funding. For example, in Zambia, RISE Challenge funds training for women and men on the prevalence of gender-based violence at fisheries and how to address it. The 2024 call for proposals application window opens soon. This is a WISE-aligned initiative.

Supporting the Women Entrepreneurs Finance Initiative (We-Fi): Working with Congress, the U.S. government plans to provide \$10 million in funding for a new call for proposals under the existing World Bank We-Fi Initiative, which aims to support women entrepreneurs in the sustainable economy by scaling up access to financial products and services, building capacity, expanding networks, offering mentorship opportunities, and connecting entrepreneurs to domestic and global markets. This is a WISE-aligned initiative.

*D. 3: Promote the deployment of gender-responsive technological solutions to address climate change, including strengthening, protecting and preserving local, Indigenous and traditional knowledge and practices in different sectors and for improving climate resilience, and by*



*fostering women's and girls' full participation and leadership in science, technology, research and development*

American Climate Corps: The U.S. government launched a workforce training and service initiative that will ensure more young people have access to the skills-based training necessary for good-paying careers in the clean economy and climate resilience economy. The American Climate Corps will mobilize a new, diverse generation of more than 20,000 Americans, including women, to work on conserving and restoring land and waters, bolstering community resilience, deploying clean energy, implementing energy efficient technologies, and advancing environmental justice, all while creating pathways to high-quality, good-paying clean energy and climate resilience jobs in the public and private sectors after they complete their paid training program.

Engendering Industries: Launched in 2015, USAID's \$23 million dollar Engendering Industries program supports organizations in developing countries to increase economic opportunities for women and improve gender equality in male-dominated sectors, including sectors focused on addressing climate change. Engendering Industries increases workforce gender equality at 68 companies across 39 countries on six continents and has implemented over 940 interventions at their companies, advancing gender equality while improving business performance. This is a WISE-flagship initiative.

Promoting Women's Climate Entrepreneurship in Asia-Pacific Economic Cooperation (APEC): At APEC 2023, the Global Innovations through Science and Technology (GIST) Initiative offered women climate entrepreneurs the opportunity to secure funding for their ventures, collaborate with the U.S. private sector, learn valuable pitching skills, and build new partnerships in APEC economies. GIST will hold a series of follow-on activities to ensure participants continue to develop their capacities.

Regional Coastal Biodiversity Project: USAID's Regional Coastal Biodiversity Project is a seven-year (2017-2024), \$13.4 million project aimed at improving livelihoods and reducing threats to coastal marine ecosystems in El Salvador, Honduras, and Guatemala by opening new economic opportunities based on sustainable management of natural resources. It aims to strengthen women's livelihoods while also supporting sustainable resource management. The program has supported the economic empowerment of 232 women through the Small Grants Program and engaged men and boys in the prevention of GBV.

The Climate Smart Women's Leadership Program (CS-WEL): The National Renewable Energy Laboratory (NREL)'s program provides a focus on leadership development for women in the energy sector. Female energy leaders from Argentina, Chile, Egypt, Indonesia, Nigeria, Thailand, and Ukraine received intensive training and peer learning at Lawrence Berkeley National Laboratory and NREL. Topics included clean energy analysis tools and data, advanced technology performance testing and validation, innovation and entrepreneurship, policy and deployment best practices, finance mobilization, and leadership. Ongoing coaching and

mentoring are being provided as they move these projects forward, and another cohort is being trained in 2024.

USAID-NREL Partnership Gender-Focused Energy Assistance: NREL works with USAID Missions and their stakeholders to identify country-specific energy sector priorities and jointly design and implement responsive and high-impact interventions. This area of work addresses critical aspects of deploying advanced energy systems in developing countries. Activities under this area of work incorporate elements of Just Energy Transitions (JET) – gender equity, air quality, resilience, job creation, energy access – into on the ground initiatives. Specific gender-focused activities to date include Laos Fleet Electrification, Colombia Clean Energy Training for Women, Youth and Indigenous Communities, Haiti Off-Grid Solar efforts, and Energy Empowerment work in East Africa. This is a WISE-aligned initiative.

Advancing Equity Through Workforce Partnerships: The Department of Energy (DOE) Solar Energy Technologies Office's (SETO) Advancing Equity Through Workforce Partnerships is a \$13.5 million funding program for the development of collaborative workforce programs enabling members of disadvantaged community and energy justice populations to pursue careers with opportunities for union membership. Selected awardees include an apprenticeship readiness program placing Native women in the solar workforce and a project to develop resources to increase minority- and women-owned business enterprise participation.

Climate Adaptation Partnerships: The Department of Commerce and NOAA announced the award of \$6 million in funding over five years to the University of Iowa to expand collaborative research and community engagement projects for climate adaptation planning and action funded by the Inflation Reduction Act. The team, covering the Central Midwest states of Iowa, Missouri, Kansas, and Nebraska, will work to address two underrepresented, underserved, and important groups in the region: Tribal nations and women who own farmland.

*D.4: Support the collection and consolidation of information and expertise on gender and climate change in sectors and thematic areas as well as identifying experts on gender and climate change, as needed, and enhance knowledge platforms on gender and climate change*

Training Young Leaders for Climate Action: The Department of State's Student Leaders Program, supported with \$1.7 million in funding, seeks to empower girls and boys ages 20-24 with the skills, tools, and professional networks needed to increase their capacities to become leaders in social, economic, and political arenas across the Middle East and North Africa, with an emphasis on climate and environmental action. The program builds a cadre of climate leaders knowledgeable about the impacts of climate change and equipped with the tools to plan and implement innovative climate action projects in their communities.

Archipelago of Drought: Archipelago of Drought, a grant funded by the State Department's Embassy Jakarta, builds the capacity of Indonesian journalists to understand, report on, and advocate for more in-depth reporting that examines the impending water crisis and effects on

vulnerable populations, including burdens on women and girls. The program aims to draw attention to the unique impact of climate change on women and girls and to influence policymaking processes at the local and national level to address this crisis. Activities within the project include journalistic workshops, university lectures, reporting fellowships and mentoring, photo competition, and creation of a database of scientific experts who can help Indonesian journalists' reporting.

*D.5: Engage women's groups and national women and gender institutions in the process of developing, implementing and updating climate policies, plans, strategies and action, as appropriate, at all levels*

Global Girls Creating Change (G2C2): Launched in 2023, the G2C2 program aims to foster and elevate girls leading, shaping, and informing equitable and inclusive climate policies and actions. With \$3 million in funding, the project plans to reach 900 girls and young women in at least 29 countries globally through climate action education, advocacy, and network building. This is a WISE-aligned initiative.

Inclusive Action for Climate Change: The State Department's Bureau of South and Central Asian Affairs launched a \$1.5 million grant-based project in 2022 that seeks to strengthen the capacity of women-led organizations in Bangladesh, Maldives, and Nepal to participate in political discussions on national and local climate change policies; advance the role of women in community resolution of conflicts arising from climate change; and assist women-led organizations to advocate for and achieve gender equity and equality in climate change adaptation efforts.

Integrated Land and Resource Governance (ILRG): In 2018, USAID launched ILRG, a \$25 million project, to strengthen women's land rights and economic empowerment in sub-Saharan Africa and Southern Asia. ILRG prioritizes working with women in local communities and has impacted the lives of over 143,000 women in Ghana, India, Liberia, Malawi, Mozambique, and Zambia, who have benefited from documented land rights, participation in land and natural resource governance, and access to related benefits such as credit, agricultural extension, and livelihoods opportunities. This is a WISE-aligned initiative.

*D.6: Exchange information on lessons learned among Parties that have integrated gender into national climate policies, plans, strategies and action, as appropriate (e.g. information on results, impacts and main challenges), and on the actions that Parties are taking to mainstream gender in any updates thereto, as appropriate*

Capacity-building Workshop: In July 2023, USAID and IUCN, in partnership with Binghamton University, conducted a three-day workshop titled "Enhancing the Capacity of Parties gender negotiators to the UNFCCC." The workshop aimed to support Parties, with an emphasis on Latin American and Caribbean states, to enhance their capacities on gender and climate change,

including understanding the gender mandates, as well as gender references from the 66th session of the Commission on the Status of Women and IPCC 6th Assessment Report.

*D.7 - Enhance the availability of sex-disaggregated data for gender analysis, taking into consideration multidimensional factors, to better inform gender-responsive climate policies, plans, strategies and action, as appropriate*

Gender Climate and Nutrition Integration Initiative (GCAN): GCAN works with USAID headquarters, field missions and partners to enhance understanding between climate, gender and nutrition toward enhanced resilience, women’s empowerment and nutrition outcomes. GCAN is also in the process of developing and will subsequently pilot a new tool focused on measuring aspects of women’s agency important for climate change action and resilience to complement the Pro-WEAI (Women’s Empowerment in Agriculture Index). GCAN was also instrumental in the launch of a new Agricultural Innovation Mission for Climate (AIM4C) Innovation Sprint on gender and climate action at COP28. At the time of launch, CGIAR and 21 partners have joined the sprint with a total commitment of US\$31 million over 4 years (2023-2027) and comprised by three main pillars of work: 1) testing new climate innovations that address both climate change and gender inequality; 2) promoting more widespread, inclusive uptake of climate solutions; and 3) developing metrics to measure progress towards these goals. This is a WISE-aligned initiative.

SERVIR: A partnership between USAID and NASA, SERVIR supports local decision-makers across the developing world to use geospatial technology to manage the effects of climate change. The SERVIR network prioritizes integration of gender considerations in the use of Earth observations and geospatial technologies activities through use of a custom Gender Analysis Tool in the service design process. This ensures inclusion of women as co-developers and responds to the differentiated needs of women and men. SERVIR also trains and empowers women to explore STEM fields. This is a WISE-aligned initiative.

### **Current Priority Area E: monitoring and reporting**

Monitoring and reporting are critical to assess our progress in advancing gender equity while mitigating and responding to climate change. Measuring our progress enhances transparency and accountability and makes our actions more effective. We would further encourage Parties to integrate gender perspectives into relevant communication and reporting instruments under the UNFCCC and Paris Agreement, including biennial transparency reports and national communications.

#### **Breakdown of New Proposed Priority area E: Monitoring and Reporting**

- E.1: Strengthen the monitoring and reporting on women in leadership positions within the UNFCCC and Paris Agreement process in the context of the gender composition report and including through case studies, such as the measurement of intervention time and regional representation at the leadership level

- Similar to current E.1
- Added “such as the measurement of intervention time and regional representation at the leadership level” as important indicators of gender balance and equality
- Added “and Paris Agreement” to broaden (see 3.iv above)
- E.2: Monitor and report on the implementation of gender-responsive climate policies, plans, strategies, and action, as appropriate, reported by Parties in regular reports and communications under the UNFCCC and Paris Agreement process
  - Similar to current E.2
  - Added “and Paris Agreement” to broaden (see 3.iv above)
- E.3: Encourage Parties to integrate gender perspectives into communication and reporting instruments under the UNFCCC and Paris Agreement, including biennial transparency reports and national communications
  - New – added for national implementation and to mirror proposed activity A.2 on the reporting and monitoring side
- E.4: Support the midterm review of the work programme on gender and its gender action plan
  - Similar to current E.3
- E.5: Support the final review of the work programme on gender and its gender action plan
  - Similar to current E.3
- E.6: Raise awareness of the support available to developing country Parties for reporting on the implementation of the gender action plan
  - Same as current E.4 - support for reporting remains valuable

## 6. Conclusion

The LWPG and its GAP have been instrumental in advancing gender equality and climate action. Reviewing its successes and challenges will guide us in advancing even more ambitious climate action, including in the next version of the work programme and its gender action plan.

As we work toward our climate goals in this critical decade, we must address the centrality of gender equality in the fight against climate change. We inhabit a multidimensional and interconnected world facing the complex and dire challenge of climate change, an issue of unprecedented gravity. We simply cannot afford to sideline the voices and contributions of half of the global population. Women and girls provide critical insight and solutions that can accelerate global climate adaptation and mitigation. But let us be clear: achieving gender equality in climate action also requires the active engagement of men and boys as positive agents of change and champions of gender equality. Accelerating progress at the gender equality and climate change nexus means better outcomes for us all.

We give thanks to the tireless efforts of those on the ground building towards a more resilient and sustainable future. We aim to empower and uplift their invaluable voices, expertise, and leadership.

With heartfelt appreciation to the dedicated and innovative work of the secretariat staff supporting gender work, we look forward to continued collaboration with our partners as we work together to achieve our shared goals.

## Annex I: Proposed Gender Action Plan

Table 1

### Priority area A: Gender-Responsive Implementation

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
A.1 Encourage Parties and relevant stakeholders to design and implement gender-responsive climate action, including policies and programmes, to accelerate progress in climate adaptation and mitigation	Leading: Parties, relevant stakeholders		Gender-responsive climate action	International, national, regional, local
	Leading: Parties		Creation of national gender and climate change working groups	National
A.2 Strengthen capacity building efforts for governments and relevant stakeholders to mainstream gender in formulating, monitoring, implementing and reviewing, as appropriate, national climate change policies, plans, strategies and action, including nationally determined contributions, national adaptation plans, and long-term strategies	Leading: Parties, relevant stakeholders		Implementation of capacity building for the development of gender-responsive climate change action	National, regional, local
	Contributing: national gender and climate change focal points, secretariat			
A.3 Raise awareness of the financial and technical support available to promote the strengthening of gender integration into climate policies, plans, strategies and action, as appropriate, including best practices to enhance access to climate finance for grass-roots women's organizations and indigenous peoples and local communities, and people with disabilities	Leading: secretariat, Parties, relevant stakeholders		Webinars, communication materials, in-session workshops	International, national, regional, local
	Contributing: Adaptation Fund, Global Environment Facility, Green Climate Fund, private sector, philanthropic financial institutions			
	Secretariat, operating entities		Interactive workshop with operating entities (the Green Climate Fund and Green Environment Facility) guiding the application process	International

	Secretariat, operating entities	Dialogue with the operating entities and funds detailing progress on the gender-responsive climate action and further areas of collaboration	International
A.4 Encourage Parties and relevant constituted bodies, in line with their respective mandates, to collaborate with the Standing Committee on Finance and operating entities on enhancing access to climate finance and supporting implementation of the work programme and gender action plan	Parties and constituted bodies	Inputs to the Standing Committee on Finance for preparing the draft guidance to the operating entities of the Financial Mechanism	International
A.5 Enhance the abilities of national gender and climate change focal points, including through capacity building, tools and resources, and knowledge exchange	Leading: secretariat	Strengthen online platforms and informal gatherings for focal points	International, national
	Leading: Parties	Regularly update gender and climate change focal point nominations	International, national
	Leading: Secretariat, relevant stakeholders  Contributing: national gender and climate change focal points	Capacity building, tools and resources	International, national, regional, local
A.6 Engage women, girls, men, and boys, in all their diversity and other gendered identities, civil society organizations, and national women and gender institutions in the process of developing, implementing, and updating climate policies, plans, strategies and action, as appropriate, at all levels	Leading: Parties, relevant stakeholders	Knowledge sharing, best practices	International, national, regional, local
A.7 Encourage Parties to integrate diverse gender perspectives into the work of Party delegations	Leading: Parties, relevant stakeholders	Capacity building, tools and resources	International, national



Contributing: secretariat				
A.8 Promote the implementation of gender-responsive technological and nature-based solutions to address climate change, including strengthening, protecting and preserving local, indigenous and traditional knowledge and practices, and fostering women's and girls' full, equal, and meaningful participation and leadership in science, technology, research and development, and natural resource management	Leading: Parties, relevant stakeholders, constituted bodies		Workshops, capacity building initiatives, webinars	International, national, regional, local
A.9 Identify and address all forms of gender-based discrimination and violence resulting from and exacerbated by climate change as well as from efforts to protect natural resources important to combat climate change, including by protecting women environmental defenders, park rangers, and land tenure activists.	Leading: Parties, relevant stakeholders		Knowledge sharing, best practices	International, national, regional, local
A.10 Recognize the role of men and boys in achieving gender equality and engage them as gender equality champions	Leading: Parties, relevant stakeholders		Knowledge sharing, best practices	International, national, regional, local

**Table 2:**  
**Priority area B: Gender balance, Participation and Women's Leadership**

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
B.1 Support the full, equal, and meaningful participation and leadership of women at all levels of action, engagement, and decision making related to climate, energy, environment, and natural resources	Leading: Parties, relevant stakeholders		National policies and programs	International, national, regional, local

B.2 Promote capacity building in leadership, negotiation and facilitation of negotiation for women delegates including young women, Indigenous women and women from local communities, including through webinars and in-session training to enhance women's participation in UNFCCC and Paris Agreement processes	Leading: Parties  Contributing: secretariat, relevant stakeholders	Workshops, capacity-building initiatives, webinars	International, national, regional, local
B.3 Encourage Parties, national focal points, and relevant stakeholders to collect information on the gender balance in their delegations and governments, including at leadership levels, and enhance the full, equal and meaningful participation and leadership of women and girls, in all their diversity	Parties, relevant stakeholders	Awareness raising, knowledge sharing, information collection on gender balance	National, regional, local
B.4 Promote travel funds as a means of supporting the equal participation of women in all national delegations at UNFCCC and Paris Agreement sessions, as well as funds to support the participation of grass-roots local and Indigenous peoples' communities from developing countries, least developed countries, and small island developing states, and encourage Parties and relevant stakeholders to share information on opportunities to access travel funding	Leading: Parties, relevant stakeholders  Contributing: secretariat	Mobilization of travel funds to increase women's participation in UNFCCC and Paris Agreement sessions	International, national, regional, local
B.5 Encourage gender-balanced presidency teams, secretariat, and subsidiary bodies	Parties, relevant stakeholders	Progress towards gender balance	International
B.6 Encourage Parties to monitor and address gender-based violence, in particular that target women environmental defenders and land tenure activists	Leading: Parties Contributing: relevant organizations	Knowledge-sharing, best practices	International, national, regional, local

Table 3  
**Priority area C: Coherence**

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
C.1 Ensure that members of constituted bodies are introduced to gender-related mandates and to the relevance of gender in the context of their work in a consistent and systematic manner	Leading: secretariat  Contributing: relevant stakeholders		All new and existing members of constituted bodies are introduced to the importance of gender-responsiveness through tools and trainings	International
C.2 Facilitate constituted bodies' efforts to strengthen gender responsiveness throughout their work, where appropriate, and support the implementation of the work programme and gender action plan	Leading: chairs of constituted bodies  Contributing: secretariat		Facilitate the exchange of the Chairs of constituted bodies on the progress, challenges, and best practices of their gender responsive efforts taking into account the synthesis reports on progress in integrating a gender	International
	Secretariat		Compilation of good practices for integrating gender into the work of the constituted bodies	International
	Secretariat		Dialogue and workshop report	International
C.3 Strengthen coordination between the subsidiary bodies under the UNFCCC and Paris Agreement and other relevant entities and processes on their work on gender considerations, in particular the UN Commission on the Status of Women, Convention to Combat Desertification, and Convention on Biological Diversity and 2030 Agenda for Sustainable Development, as applicable	Leading: secretariat  Contributing: Parties, constituted bodies, relevant stakeholders		Dialogues, knowledge sharing	International
C.4 Request the subsidiary bodies, COP/CMA Presidency, and secretariat to consistently promote gender mainstreaming to ensure coherence across agenda items and bodies, where relevant	Parties, relevant stakeholders		Capacity building, dialogue on progress and further work	International

Table 4

**Priority area D: Knowledge Management and Communication**

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
D.1 Strengthen the evidence base and understanding of the differentiated impacts of climate change on women and girls compared with men and boys, including with respect to intersectional identities and demographic factors, and the role of women and girls as agents of change in accelerating climate benefits, including emission reductions and sustainable development	Secretariat, relevant stakeholders		In-session dialogue on Gender Day focused on one relevant thematic area, such as health, security, migration, and economic development	International, national, regional, local
	Secretariat, IPCC		Expert workshop supported by the IPCC to discuss their findings	International
D.2 Enhance the capacity to collect-building and availability of sex-disaggregated data, as well as for gender analysis, taking into consideration multidimensional factors, to better inform gender-responsive climate policies, plans, strategies and action, as appropriate	Leading: relevant organizations, Parties		Management and availability of sex- disaggregated data for gender analysis in national systems, as appropriate	National
	Leading: Secretariat		Promotion of tools, guidelines and training	National, regional, local
	Contributing: relevant organizations			
D.3 Exchange lessons learned among Parties that have integrated gender into national climate policies, plans, strategies and actions, as appropriate (e.g. information on results, impacts and challenges), and on future efforts	Leading: Secretariat		Repository of databases and resources	International
	Contributing: relevant organizations			
D.3 Exchange lessons learned among Parties that have integrated gender into national climate policies, plans, strategies and actions, as appropriate (e.g. information on results, impacts and challenges), and on future efforts	Parties, relevant stakeholders		Knowledge sharing, best practices	International, national

	<p>Leading: Parties, relevant stakeholders</p> <p>Contributing: Adaptation Committee, Climate Technology Centre and Network and Local Communities and Indigenous Peoples Platform Facilitative Working Group</p>	<p>Workshop and/or dialogues with constituted bodies, including the Adaptation Committee, Climate Technology Centre and Network and Local Communities and Indigenous Peoples Platform Facilitative Working Group</p>	<p>International, national</p>
D.4 Promote the use of effective online and innovative public communication tools, recognizing the needs of women, on the intersection of gender equality and climate change and the work programme and gender action plan	<p>Parties, relevant stakeholders, secretariat</p>	<p>Effective communication online and innovative communication tools</p>	<p>International, national, regional, local</p>
	<p>Leading: secretariat</p> <p>Contributing: national gender and climate change focal points, relevant stakeholders</p>	<p>In-session workshop on lessons learned and actions taken in any updates</p>	<p>International</p>
	<p>Secretariat</p>	<p>Informal workshop report</p>	<p>International</p>
	<p>Leading: secretariat</p> <p>Contributing: Parties, national gender and climate change focal points, relevant stakeholders</p>	<p>Workshops, dialogues, training expert meetings</p>	<p>National, regional</p>
D.5 Collaboration with Indigenous women and girls on Indigenous Knowledge informed climate actions	<p>Secretariat, Parties, relevant organizations</p>	<p>Online resources, dialogues</p>	<p>International, national, regional, local</p>

Table 5

**Priority area E: Monitoring and Reporting**

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
E.1 Strengthen the monitoring and reporting on women in leadership positions within the UNFCCC and Paris Agreement process in the context of the gender composition report and including through case studies such as the measurement of intervention time and regional representation at the leadership level	Secretariat		Inclusion of additional information in gender composition report	International
E.2 Monitor and report on the implementation of gender-responsive climate policies, plans, strategies and action, as appropriate, reported by Parties in regular reports and communications under the UNFCCC and Paris Agreement process	Secretariat		Compilation and synthesis report	International
E.3 Encourage Parties to integrate gender perspectives into communication and reporting instruments under the UNFCCC and Paris Agreement, including biennial transparency reports and national communications	Leading: Parties Contributing: secretariat		Inclusion of gender considerations in National reporting instruments	
E.4 Support the midterm review of the work programme on gender and its gender action plan	Parties and relevant stakeholders		Submissions on identifying progress in implementing the gender action plan, categorized by deliverable/output for each gender action plan activity, challenges, and further work to be undertaken	National
	Secretariat		Synthesis report on the submissions	International

E.5 Support the final review of the work programme on gender and its gender action plan	Parties and relevant stakeholders	Submissions on identifying progress in implementing the gender action plan, categorized by deliverable/output for each gender action plan activity, challenges, and further work to be undertaken	National
	Secretariat	Synthesis report on the submissions	International
E.6 Raise awareness of the support available to developing country Parties for reporting on the implementation of the gender action plan	Leading: secretariat	Communication of such information on the gender web pages on the secretariat website	International
	Contributing: relevant stakeholders		