

GENDER AND CLIMATE CHANGE

Submission to inform the in-session technical workshop to be held at SB 62 (June 2024), to facilitate the design of the new gender action plan (GAP) activities under the extended enhanced Lima work programme on gender

Submission by UN Office of the High Commissioner for Human Rights (OHCHR)

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RECOMMENDATIONS FOR THE DEVELOPMENT OF THE NEW GENDER ACTION PLAN

Emphasizing the importance of integrating gender equality as a human right, this submission by the UN Office of the High Commissioner for Human Rights (OHCHR) aims to inform the development of the new gender action plan beginning at SB 62 (June 2025), with a view to recommending a draft decision for consideration and adoption at COP 30 (November 2025), including the in-session workshop at SB 62, bringing together Parties and observers to discuss the design, including the structure and content of the activities in the new gender action plan.

OHCHR welcomes the ten-year extension of the enhanced Lima work program on gender at COP29 and looks forward to contributing to the design of activities in a new Gender Action Plan (GAP). The development of the new GAP and future work on gender equality and climate change present a critical opportunity to strengthen the integration of human rights including gender equality, across all areas of climate action. Enhanced integration of human rights, including gender equality, in the GAP will ensure more effective and equitable climate action while fulfilling States' legal obligations under international climate change and human rights law, including the UN Convention on the Elimination of All Forms of Discrimination against Women.

The priority areas of the [GAP](#) have included: capacity-building, knowledge management and communication; gender balance, participation and women's leadership; coherence; gender-responsive implementation and means of implementation; and monitoring and reporting. The GAP [synthesis report](#) (FCCC/SBI/2024/11) noted that gender-responsive climate policymaking and governance are key to more effective and equitable outcomes and important to progress in human rights protection, among other areas. Areas of improvement identified in the report include developing "an understanding of the intersections between gender, climate change and human rights and social justice issues, such as sexual and reproductive health and rights, gender-based violence, health, care, social protection, just transition, land tenure rights and land governance, migration, and environmental and climate rights, including the rights of environmental human rights defenders".¹ Human rights, including women's rights, have been and should remain essential to achieving GAP priorities.

The new GAP should ensure the systematic integration of gender equality in climate policy and action, the full, equal and meaningful participation of women, men, girls, boys, and LGBTI and gender-diverse people in UNFCCC processes, and gender-responsive and gender-transformative implementation of the Convention and the Paris Agreement.

Overall recommendations for development of the new GAP

- 1. Respect, protect and fulfil the human rights of women, men, girls, boys, and LGBTI and gender-diverse people, including gender equality and the right to a clean, healthy and sustainable environment, taking urgent, ambitious, gender-responsive and gender-transformative action to combat climate change while preventing gender-based discrimination.**

¹ FCCC/SBI/2024/11, para. 144.

2. **Collect and use gender-disaggregated data to inform climate action and policies, establishing comprehensive mechanisms for human rights impact assessments and quantitative and qualitative indicators for measuring progress on gender equality.**
3. **Mandate regular reporting on gender equality in implementation of climate policies and projects, setting up comprehensive monitoring and evaluation frameworks to track progress and ensure continuous improvement.**
4. **Understand and address the effects of multiple and intersecting forms of discrimination and stop harmful gender-based stereotypes, including in unpaid, care, and domestic work, disproportionately borne by women.**
5. **Ensure women's equal, free, active, safe, meaningful and informed participation in decision-making processes related to climate change, as well as their access to justice, remedies, and accountability for climate harms.**
6. **Respect, protect and fulfil the rights of women environmental human rights defenders.**
7. **Ensure women and girls' right to health, including sexual and reproductive health and rights, in environmental action and address gender-based violence in the context of climate crises.**
8. **Ensure a gender-responsive and gender-transformative just transition to sustainable economies and societies, advancing gender equality in the world of work, with just transition plans addressing structural inequalities and discriminatory gender norms.**
9. **Ensure women's equal ownership of, access to, and benefits from resources, reducing inequality related to land ownership, tenure, and access.**
10. **Promote gender-responsive and gender-transformative climate finance and budgeting, with clear monitoring and accountability mechanisms, meaningful stakeholder consultation, funding access for women's organizations, and capacity-building programs, inter alia.**

The integration of human rights including gender equality in the new GAP can strengthen its effectiveness and ensure more equitable and human rights-based climate action outcomes, while serving to meet States' legal obligations under international law in a coherent and comprehensive way. By definition, a human rights-based approach to climate change, integrating gender equality, recognizes that gender-responsive climate action is not only a legal and moral obligation but also critical to achieving effective and sustainable climate solutions.

1. Respect, protect and fulfill the human right to gender equality in the context of climate action

Gender equality is a human right which all States have obligations to respect, protect and fulfil. OHCHR has worked extensively to ensure human rights-based approaches to the implementation of the Paris Agreement, including through long-standing engagement with the Conferences of the Parties to the UNFCCC. OHCHR has long advocated for GAPs that ensure equal participation of women in climate change negotiations and decisions, in addition to equal representation of women in all of the work of the UNFCCC, and the advancement of gender equality and elimination of discrimination against women in the

context of all climate action. The Office has also taken part in various specific activities concerning integration of gender equality in climate policies.

As mandated by the Human Rights Council, the Office submitted to the Council an [Analytical study](#) (2019) on the integration of a gender-responsive approach into climate action at the local, national, regional and international levels for the full and effective enjoyment of the rights of women.² In the study, OHCHR found that women's unique knowledge and experience, particularly at the local level, in areas such as agriculture, conservation and the management of natural resources was critical for meaningful, effective and informed action. Relatedly, OHCHR organized a [Panel discussion on women's rights and climate change: climate action, good practices and lessons learned - OHCHR](#). The Office has also produced a Briefing Note on [Climate change: protecting women's rights](#), and, jointly with UN Women and UN Environment Programme (UNEP), OHCHR has published Key Messages on [Human rights, the environment, and gender equality](#) (2021). At the regional level, the OHCHR East Africa Regional Office and the UNEP Regional Office for Africa have produced [A Study on Women, Gender Inequalities and Climate-Induced Migration in East Africa](#). Furthermore, the Office supported the development and launch of the General Recommendation No. 37 (2018) of the Committee on the Elimination of Discrimination against Women on the gender-related dimensions of disaster risk reduction in the context of climate change. These resources, which articulate key human rights obligations related to gender equality and climate change as well as recommendations for their implementation, should inform the GAP.

2. Strengthen gender equality as a matter of international law

The new GAP should integrate existing legal obligations under international climate change and human rights law. The **Paris Agreement** explicitly requires Parties to “respect, promote and consider their respective obligations on human rights ... as well as gender equality” when taking climate action. The Paris Agreement contains further specific requirements for gender-responsive approaches, e.g., Article 7(5) refers to the need for gender-responsive climate adaptation while Article 11(2) calls for gender-responsive capacity-building. The outcome of the global stocktake likewise emphasizes gender-responsive and participatory approaches to mitigation, adaptation, and loss and damage, and specifically “encourages Parties to implement climate policy and action that is gender-responsive, fully respects human rights, and empowers youth and children”.³ The COP has determined that States should generally consider gender-responsive approaches and planning across nationally determined contributions, adaptation communications, the transparency framework, and beyond.

The new GAP should explicitly require States to meet their obligations related to gender equality under the **UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**, one of the core human rights treaties. Pursuant to Article 2, States Parties agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women to ensure, through law and other appropriate means, the practical realization of gender equality. Article 7 guarantees women, among other things, the right to participate in the formulation and implementation of government policies.

The new GAP should specifically incorporate guidance from the CEDAW **General Recommendation No. 37** on gender-related dimensions of climate change and disaster risk reduction and the application of the Convention to climate change. The Recommendation emphasizes that climate change initiatives should provide for women's full and effective participation, advancing substantive gender equality and women's empowerment while ensuring progress towards sustainable development. According to the

² See: [A/HRC/41/26](#).

³ See: [FCCC/PA/CMA/2023/16/Add.1](#)

Recommendation, climate change and disaster risk reduction measures should be gender-responsive and the right of women to participate at all levels of decision-making must be guaranteed in climate change policies and programmes.

The new GAP should be structured around the three general principles reflected in General Recommendation No. 37 related to climate change:

- **Substantive equality and non-discrimination:** The GAP should require States to address both direct and indirect discrimination, with particular attention to intersecting forms of discrimination affecting Indigenous women, women living in poverty, rural women, and other marginalized groups in climate policy and implementation.
- **Participation and empowerment:** The GAP should mandate targeted and specific measures to guarantee equality between women and men in all decision-making and development planning relating to disaster risk reduction and climate change. This includes ensuring women's representation in climate decision-making bodies. The GAP should also incorporate recommendations from CEDAW General Recommendation No. 40 (2024) on equal and inclusive representation of women in decision-making systems.
- **Accountability and access to justice:** The GAP should require States to conduct gender impact analysis of laws and policies regarding climate change to assess their effect on women, as well as ensure that all women and girls whose rights have been directly and indirectly affected by disasters and climate change are provided with adequate and timely remedies.

The new GAP should also incorporate other specific elements from General Recommendation No. 37, including:

- On **policy coherence**, the GAP should mandate comprehensive audits of policies and programmes across sectors to identify gaps in gender integration. Likewise, the GAP should examine how effectively gender has been mainstreamed across different UNFCCC workstreams.
- Regarding **implementation**, the GAP should require adequate resource allocation, calling for increasing dedicated budget allocations at the international, regional, national and local levels to respond to gender-specific disaster and climate change prevention, preparedness, mitigation, recovery and adaptation needs.
- On **capacity development**, the GAP should mandate increasing the participation of women in the development of plans relating to disaster risk reduction and climate change, by supporting their technical capacity and providing adequate resources for that purpose.
- On **technology and innovation**, the GAP should ensure women have access to technology for preventing and mitigating the adverse effects of climate change and can economically benefit from climate change adaptation and mitigation technology.
- The GAP should respect the **knowledge** of women, particularly Indigenous women, and promote their contributions to the conceptualization, development and use of climate science.

3. Address disproportionate gendered impacts

The new GAP should explicitly recognize and address how climate change impacts affect women, girls, LGBTI, and gender-diverse people in different ways, including due to systemic discrimination and existing inequalities. The GAP should address specific impact areas where women face **disproportionate impacts**. Regarding food security, climate change negatively affects the availability, accessibility, consumption, and production of food, with women more frequently exposed to food insecurity. Climate change can disproportionately affect women's physical and mental health, with women more likely to die during

extreme weather events and face decreased life expectancy if they survive. Sexual and reproductive health services become less accessible due to climate change-related human mobility and infrastructure destruction. The adverse effects of climate change increase risks of sexual and gender-based violence, particularly during and after extreme weather events. Economic impacts affect women's employment opportunities, especially in agriculture and related sectors. Women often face limited access to financial assets and services, education, land, resources, and decision-making processes.

4. Enhance the availability of gender-disaggregated data

The new GAP should require the collection of **gender-disaggregated** data and use of clear indicators to capture and address disproportionate impacts. On data collection and assessment, the GAP should address limited capacity at national and local levels, which has resulted in lack of data disaggregated by sex, age, disability, ethnicity and geographical location, including through finance and technical assistance.

The new GAP should, drawing on CEDAW General Recommendation No. 37, call for national and local mechanisms to collect, analyse and manage data disaggregated by sex, age, disability, ethnicity and region. Such data should be made publicly available and used to inform gender-responsive national and regional disaster risk reduction and climate resilience legislation, policies, programmes and budgets. The GAP should mandate developing, on the basis of disaggregated data, specific and gender-responsive indicators and monitoring mechanisms to enable States parties to establish baselines and measure progress in areas such as the participation of women in initiatives relating to climate change and in political, economic and social institutions. The GAP should empower, build the capacity of and provide resources to, if necessary through donor support, the national institutions responsible for collecting, consolidating and analysing disaggregated data, across all relevant sectors, including at the local level.

5. Integrate intersectionality throughout climate action

The new GAP should integrate **intersectionality** throughout climate action. This requires recognition that persons with lower socioeconomic status and those who face multiple and intersecting forms of discrimination may be more affected by climate impacts. Women constitute most of the people in situations of poverty in the world and are often directly dependent on threatened natural resources as their primary source of food and income.

The GAP should build on areas identified for improvement in the GAP synthesis report (FCCC/SBI/2024/11), which identified intersectionality among areas for improvement, encouraging “[d]eveloping an understanding of the intersections between gender, climate change and human rights and social justice issues, such as sexual and reproductive health and rights, gender-based violence, health, care, social protection, just transition, land tenure rights and land governance, migration, and environmental and climate rights, including the rights of environmental human rights defenders”.

The GAP should adopt inclusive language, such as that in the 2023 GAP of the Minamata Convention, which includes references to “women and girls in all their diversity”, and the Basel, Rotterdam and Stockholm Conventions (BRS) GAP 2023 update, which instructs the Secretariat to improve “knowledge and practices on inclusion of women and girls in all their diversity”. (Annex I).

The GAP should require Parties to specifically address the rights of Indigenous women, women with disabilities, rural women, women living in poverty, older women, and other groups facing intersecting forms of discrimination to ensure no one is left behind in climate action.

6. Guarantee meaningful participation to ensure gender equality

The new GAP should explicitly recognize participation as a human right of all people. Women's inclusion and free, active, meaningful and informed participation in climate change-related decision-making is central to ensuring their rights and effective climate action. The GAP should strengthen requirements for participation of women, recognize their role as **agents of change**, and establish clear standards for full, equal, and meaningful participation in decision-making processes. This should include mechanisms for consultation with women at all levels, regardless of socioeconomic status or other factors. It should also include ensuring the access to information of women's organizations, networks, leaders and gender experts, as well as equal access to resources, services and technologies, as done in the CBD GAP 2023 update.

The GAP should recognize that women's **knowledge** and experience, particularly at the local level in areas such as agriculture, conservation, and natural resource management, including in rural areas, makes their inclusion critical to effective and informed action. For example, the CBD 2023 GAP includes action to take "specific measures to respect, preserve and maintain the traditional knowledge, innovations and practices of all women and girls from indigenous peoples and local communities".

The GAP should strengthen coherence with other international frameworks on participation and gender equality, including CEDAW obligations on meaningful participation, the 2030 Agenda for Sustainable Development, especially Goals 5 and 13, and the Beijing Platform for Action's provisions for women's active involvement in environmental decision-making at all levels.

7. Promote gender-transformative climate finance

The new GAP should require States and other actors, especially developed country Parties, the operating entities of the financial mechanism, and relevant public and private entities, to strengthen **the gender-responsiveness and gender-transformative potential of climate finance**. Climate finance should address structural discrimination, ensuring substantive gender equality, and guaranteeing women can access and benefit from climate finance, including grass-roots women's organizations, Indigenous women, and women in local communities, in accordance with CEDAW and General Recommendation No. 37. This should be done while considering intersectionality, including in terms of access of people in different situations of vulnerability and gender-diverse people.

The GAP should incorporate CEDAW General Recommendation No. 37 guidance regarding extraterritorial obligations, **international cooperation and resource allocation**, noting that "States parties have obligations both within and outside their territories to ensure the full implementation of the Convention, including in the areas of disaster risk reduction and climate change mitigation and adaptation". Currently, there is an insufficient level of resources being dedicated to addressing the underlying structural causes of gender inequality, which increases the exposure of women to climate change impacts, and to developing gender-responsive programmes in those areas. As the Recommendation states, "[l]ow-income, climate-vulnerable countries face particular challenges in developing, implementing and monitoring gender-responsive disaster risk reduction and climate change prevention, mitigation and adaptation policies and programmes, as well as in promoting access to affordable technology, owing to the limited availability of national public financing and development assistance".

The GAP should accordingly mandate in accordance with CEDAW and other international human rights instruments, an adequate and effective allocation of financial and technical resources for gender-responsive

and gender-transformative climate action, including mitigation and adaptation, through both national budgets and international cooperation. As noted by the CEDAW Committee, any such steps taken by States parties “to prevent, mitigate and respond to climate change and disasters within their own jurisdictions or extraterritorially must be firmly grounded in the human rights principles of substantive equality and non-discrimination, participation and empowerment, accountability and access to justice, transparency and the rule of law”.

The GAP should mandate that States, separately and in cooperation with others, inter alia:

- Integrate a gender equality perspective into relevant international, regional, national, sectoral and local programmes and projects, including those financed with international climate and sustainable development funds.
- Share resources, knowledge and technology to build climate change adaptation capacity among women and girls, including by providing adequate, effective and transparent financing administered through participatory, accountable and non-discriminatory processes.
- Ensure that States, international organizations and other entities that provide technical and financial resources for climate change incorporate a gender equality and women’s rights perspective into the design, implementation and monitoring of all programmes and establish appropriate and effective human rights accountability mechanisms.

8. Advance gender equality as part of a just transition

The new GAP should require that gender equality and women’s rights be an essential component of all action pertaining to a just transition, including transformations in the world of work. Drawing on the **OHCHR-ILO Key Messages on a Just Transition and Human Rights** (2023), women, girls and LGBTI persons, especially those in marginalized or vulnerable situations, are particularly exposed to job loss, due to their overrepresentation in occupations most impacted by environmental shocks and in the informal sector.

The GAP should recognize that gender equality is a precondition for preventing exclusion and precarious working conditions for more than 50% of the global population. It should require just transition planning to consider the significant gender and human rights dimensions inherent in many environmental challenges and opportunities. It should also be mindful of challenges related to socially unrecognized, unpaid or underpaid care and support work, which reinforces exclusion and discrimination faced by women and girls when acting as primary caregivers, which could be intensified in economic transitions.

Failure to achieve gender equality also threatens the success of the transition, as many women and girls are actively engaged in transition-critical work, such as sustainable agriculture and the preservation of natural resources and ecosystems, as the Key Messages note. The GAP should encourage States to contemplate specific gender equality policies in order to promote fair and equitable transitions. Mainstreaming gender equality in the context of a just transition should involve, inter alia, providing equal access to job opportunities, integrating diverse gender perspectives into decision-making, addressing gender specific impacts, advocating fair pay and working conditions, supporting unpaid care work, offering gender-targeted training, collecting gender-disaggregated data, and collaborating with gender equality advocates.

By prioritizing gender-responsive policies, as the Key Messages emphasize, the just transition process can foster a more inclusive and equitable future. Measures considered in GAP activities should include adopting gender-responsive approaches when conducting workforce training, formalizing jobs occupied by women

in the agricultural, forestry and other sectors, and respecting the knowledge of Indigenous women, which already plays a crucial role in strengthening climate action.

9. Ensure gender equality in the context of loss and damage

The new GAP should require specific measures to address the disproportionate exposure of women and gender-diverse people to human rights harms resulting from loss and damage. As noted in the [OHCHR Key Messages on Human Rights and Loss and Damage](#) (2023), women and gender-diverse people often face systemic discrimination, harmful stereotypes and social, economic and political barriers that can limit their adaptive capacity, including limited or inequitable access to financial assets and services, education, land, property, resources, and decision-making processes, as well as fewer opportunities and less autonomy, including relating to work and care responsibilities. As a result, women are particularly exposed to human rights harms resulting from loss and damage.

The GAP should recognize that Indigenous women, women with disabilities, rural women, women living in poverty, and older women, among others, face even higher risks of experiencing discrimination and loss and damage, while also acknowledging women's important contributions to a human rights-based response to loss and damage.

The GAP should advance a human-rights based approach to loss and damage, which empowers women and girls in all their diversity, protects their rights, and addresses the gendered impacts of climate change, integrating intersectional approaches. GAP activities should promote specific consideration and integration of women's rights and gender equality in all policies and programmes; improved understanding of the gendered impacts of loss and damage and climate action informed by lived experiences; effective measures to address and prevent sexual and gender-based violence in the context of climate change, including through women's meaningful and effective participation in the design and implementation of humanitarian, migration and disaster risk reduction plans and policies; and climate funding that systematically integrates women's human rights and gender equality into governance structures, project approval, implementation processes, and public participation mechanisms.

10. Support women environmental human rights defenders and eliminate gender-based violence

The new GAP should include strong provisions to respect, protect, and fulfil the rights of women environmental human rights defenders. OHCHR has undertaken initiatives to actively promote an open, safe and inclusive civic space for women human rights defenders and movements, many of whom are also land and environmental human rights defenders, and, together with partner entities, was part of producing the [Guidance note for UN Resident Coordinators and Country teams on Environmental Human Rights Defenders](#) (2023).

The GAP should address the heightened risks faced by women defending ecosystems and speaking up for climate justice, including assassination, criminalization, intimidation and assault, as well as gender-based violence, including sexual violence, resulting in further discrimination. The UN Special Rapporteur on human rights defenders, Mary Lawlor, highlighted in her report on **women human rights defenders** that women are at the forefront of protesting against projects that result in environmental destruction.⁴ The Special Rapporteur recognized that “women defending their lands, territories and rights related to the

⁴ See [A/HRC/40/60](#).

environment are often at a disadvantage in their activism”, facing strategies of intimidation and fear while being criticized for “neglecting their domestic duties and endangering their families” by defending human rights and the environment.

The GAP should require States to fulfill their obligations to prevent violence against women human rights defenders, punish perpetrators, and provide remedies to victims. The GAP should also integrate the UN Guiding Principles on Business and Human Rights, requiring States to protect against human rights abuses within their territory and/or jurisdiction by third parties, including business enterprises.

Gender-based violence poses significant barriers to women’s rights and a just transition, including in terms of their safe and meaningful participation in climate action, decision-making, and the world of work. The GAP should be guided by **CEDAW General Recommendation No. 35 on gender-based violence against women**, which notes that gender-based violence against women is “often exacerbated by cultural, economic, ideological, technological, political, religious, social and environmental factors, as evidenced, among other things, in the contexts of displacement, migration, the increased globalization of economic activities, including global supply chains, the extractive and offshoring industry, militarization, foreign occupation, armed conflict, violent extremism and terrorism”. Recognizing that the prohibition of gender-based violence has evolved into a principle of customary international law, the General Recommendation also stresses that gender-based violence is affected by political, economic and social crises, civil unrest, and the destruction or degradation of natural resources – which climate change worsens.

The GAP should recognize, as elaborated by the CEDAW Committee in General Recommendation No. 35, that gender-based violence against women is rooted in gender related factors, such as the ideology of men’s entitlement and privilege over women, social norms regarding masculinity, and the need to assert male control or power, enforce gender roles or prevent, discourage or punish what is considered to be unacceptable female behavior, which all contribute to the explicit or implicit social acceptance of gender-based violence and to widespread impunity. In line with the General Recommendation, GAP activities should aim at the prevention of gender-based violence by promoting values of gender equality and non-discrimination, including non-violent masculinities.

The GAP should mandate activities to identify and eliminate, prevent and respond to all forms of gender-based discrimination and violence affecting women environmental human rights defenders, following the 2023 CBD GAP objective to “identify and eliminate, prevent and respond to all forms of gender-based discrimination and violence”, by developing and deploying data, tools and strategies to understand and address gender-based violence and environmental linkages. For example, the most recent CBD GAP includes among its objectives to “identify and eliminate, prevent and respond to all forms of gender-based discrimination and violence,” by developing and deploying data, tools and strategies to understand and address gender-based violence and biodiversity linkages, with a focus on the protection of women environmental human rights defenders.

The integration of human rights, including gender equality, is essential for developing an effective, equitable, and transformative new Gender Action Plan, and OHCHR stands ready to provide technical assistance, resources, and support throughout the process of its development.

ANNEX I: Overview of rights-related language relating to gender action plans (GAPs) under different multilateral environmental agreements (MEAs)

UNFCCC

GAP	<i>Rights-related language</i>
Lima Work Programme on Gender (LWPG) 2014	<p>Decision 18/CP.20 Mostly focused on gender balance and participation of women.</p>
GAP 2017	<p>Decision 3/CP.23 Language on women's participation</p> <ul style="list-style-type: none"> - <i>Example: 8.</i> The GAP seeks to achieve and sustain the full, equal and meaningful participation of women in the UNFCCC process. <p><i>Taking into account</i> the imperative of a just transition of the workforce when implementing the gender action plan.</p> <p>General statement on respecting, promoting and considering human rights and gender equality when addressing climate change.</p>
Enhanced LWPG and GAP 2019	<p>Decision 3/CP.25 <i>Recognizing</i> with concern that climate change impacts on women and men can often differ owing to historical and current gender inequalities and multidimensional factors and can be more pronounced in developing countries and for local communities and indigenous peoples,</p> <p><i>Acknowledging</i> that climate change is a common concern of humankind, Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity,</p> <p><i>Taking into account</i> the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities,</p> <p>Language on women's participation</p> <ul style="list-style-type: none"> - <i>Example: 7.</i> <i>Recognizes</i> that the full, meaningful and equal participation and leadership of women in all aspects of the UNFCCC process and in national- and local-level climate policy and action is vital for achieving long-term climate goals; <p>9. <i>Notes</i> that gender-responsive implementation and means of implementation of climate policy and action can enable Parties to raise ambition, as well as enhance gender equality, and just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities;</p>

	<p>Includes a review of the implementation of gender-related mandates by the United Nations Framework Convention on Climate Change secretariat, and training, awareness-raising and capacity-building for delegates on gender-responsive climate action.</p> <p>➔ More rights-related language and a broader intersectionality perspective. + Just transition</p>
Intermediate Review of the GAP Implementation 2022	<p>Decision 24/CP.27 Language on women's participation</p> <ul style="list-style-type: none"> - Example: <i>Recognizing</i> that the full, meaningful and equal participation and leadership of women in all aspects of the UNFCCC process and in national- and local-level climate policymaking and action is vital to achieving long-term climate goals, while noting the importance of mainstreaming a gender perspective in respective workstreams of the UNFCCC process, <p><i>Recognizes</i> with concern the unprecedented crisis caused by the coronavirus disease 2019 pandemic, the uneven nature of the global response to the pandemic and the pandemic's multifaceted effects on all spheres of society, including the deepening of pre-existing inequalities, including gender inequality, and resulting vulnerabilities, which negatively impacted the implementation of the gender action plan...</p> <p>7. <i>Notes</i> the technical paper prepared by the International Labour Organization exploring linkages between gender-responsive climate action and just transition for promoting inclusive opportunities for all in a low-emission economy and invites the International Labour Organization to consider organizing a workshop or dialogue focused on the same topic;</p>
2024/2025	<p>The GAP is to be updated. Currently accepting submissions until 31 March 2025.</p> <p><i>Decision</i> to extend the enhanced Lima work programme on gender for a period of 10 years.</p>

UNCBD

GAP	<i>Rights-related language</i>
2008-2012 GAP	<p>Decision UNEP/CBD/COP/9/INF/12/Rev.1</p> <p>50. Within the Convention on Biological Diversity, there is a need to develop or enhance guidelines on integrating gender equality into poverty eradication with particular attention to the root causes of inequality between women and men.</p> <p><i>Awareness-building</i>: 68. Additional material should also be developed including material on (i) the relevance of biodiversity to livelihoods, culture, traditional knowledge, health and food security, (ii) the link between biodiversity and the provision of basic human rights, such as access to water, and (iii) training modules on the relevance of biodiversity to the consideration of gender issues.</p>

	<p>Intersectionality</p> <ul style="list-style-type: none"> - 70. Convention processes will benefit from building women's capacity, and ensuring the equitable involvement of women, particularly indigenous women at all levels of decision making relevant to the Convention on Biological Diversity. <p>Inputs with a rights-focus were given by the Beijing Declaration and Platform for Action, CEDAW and UNDRIP.</p>
2015-2020 GAP	<p>Decision UNEP/CBD/COP/DEC/XII/7 Possible Actions for Parties</p> <ul style="list-style-type: none"> - Review relevant policies to identify gender differences in relevant policies, including related to tenure and use rights, literacy, employment, education, health, local governance and decision-making and access to financial resources. - Engage indigenous and local communities experts on gender and diversity. <p><i>Awareness building:</i> 42. Additional material to raise awareness of biodiversity issues among gender-related and women's organizations should also be developed, including material on (i) the relevance of biodiversity to livelihoods, culture, traditional knowledge, health and food security; (ii) the link between biodiversity and the provision of basic human rights, such as access to water; and (iii) training modules on the relevance of biodiversity to the consideration of gender issues. (same as previous GAP)</p>
2023-2030 GAP	<p>Decision CBD/COP/DEC/15/11</p> <p>2(c) <i>Applying a human rights-based approach to advancing gender equality in the conservation and sustainable use of biodiversity and the fair and equitable sharing of benefits</i> arising from the utilization of genetic resources, and noting that resolution A/RES/76/300 adopted by the United Nations General Assembly recognized the right to a clean, healthy and sustainable environment as a human right. International human rights instruments and mechanisms, including the Convention for the Elimination of All Forms of Discrimination Against Women, and the committee of experts it establishes, offer critical guidance for gender responsive environmental action that benefits both people and planet;</p> <p>Intersectionality</p> <ul style="list-style-type: none"> - 2(d) <i>Addressing the intersecting ways in which gender inequalities may be amplified for all women and girls.</i> Women and men, and boys and girls around the world experience marginalization in different, multiple and intersecting ways depending on their ethnicity, social status, caste, age, and environment, among other factors. - 2(e) <i>Ensuring meaningful and effective engagement and empowerment</i> of women and girls from indigenous peoples and local communities.

	<ul style="list-style-type: none"> - 3. The Gender Plan of Action includes a focus on supporting the effective engagement of women and girls from indigenous peoples and local communities, and those facing all forms of discrimination, in all actions. <p>Objectives:</p> <ul style="list-style-type: none"> - 1.1 Increase all women and girls' rights to ownership and control over land and access to natural resources and to water, to support the conservation and sustainable use of biodiversity. - 1.2 Ensure equal access for all women and girls to resources, services and technologies to support their engagement in the governance, conservation and sustainable use of biodiversity. - 1.3 Ensure gender equitable access in relation to access and benefit-sharing instruments, as appropriate. - 1.5 Identify and eliminate, prevent and respond to all forms of gender-based discrimination and violence, in particular in relation to control, ownership and access to sustainable use and conservation of biodiversity, including protecting women environmental human rights defenders and park rangers. - 2.3 Integrate human rights and gender equality considerations into national biodiversity strategies and action plans (NBSAPs). - 3.3 Support access to information and public participation of women and girls' organizations, networks, leaders and gender experts... - 3.6 Allocate adequate human and financial resources to support rights-based gender-responsive implementation of the KMGB.
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UNCCD

<i>GAP</i>	<i>Rights-related language</i>
2017 GAP	<p>Integrating women's economic empowerment in UNCCD implementation activities in order to eradicate their extreme poverty.</p> <ul style="list-style-type: none"> - Women's extreme poverty is linked to multiple factors which include insecure land rights, lack of access to finance and technology, poor market conditions, and social practices such as underpaid or unpaid labour. <p>Strengthening women's land rights and access to resources.</p> <ul style="list-style-type: none"> - Women in developing country regions that are affected by Desertification Land degradation and Drought are estimated to produce up to 60–80 per cent of the food in developing countries. But a majority of the women in Africa and the Middle East lack critical land rights. - The Gender Action Plan acknowledges the pivotal role of women in sustainable land management. <p>Intersectionality</p>

	<ul style="list-style-type: none"> - Indigenous and rural women hold valuable knowledge which is needed in order to increase food production, yet far fewer women than men benefit from the technologies developed from this knowledge.
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MINAMATA CONVENTION

<i>GAP</i>	<i>Rights-related language</i>
2023 GAP	<p>Decision UNEP/MC/COP.5/INF/10</p> <p>This gender action plan for the Minamata Convention reflects the increasing understanding that gender equality is a prerequisite for sustainable development overall and for the protection of human rights and wellbeing.</p> <p>The Convention’s primary objective is to protect human health and the environment from the adverse effects of mercury; integral to this commitment is the understanding that some populations are distinctly vulnerable to ambient, occupational, or consumption exposures, and that there is considerable socio-environmental variability in the effects of mercury.</p> <ul style="list-style-type: none"> - “Strategies to prevent the exposure of vulnerable populations, particularly children and women of child-bearing age, especially pregnant women, to mercury used in artisanal and small-scale gold mining (Annex C (i)).” <p>Intersectionality</p> <ul style="list-style-type: none"> - Expected outcomes: (d) Policy, planning and programming decisions that aim towards the reduction and ultimate elimination of mercury exposures will inclusively address the perspectives, interests, needs and socio-economic capacities of all people, especially those most vulnerable, including women and girls in all their diversity, and particularly those from indigenous communities. - (e) Women and girls in all their diversity, and especially members of indigenous communities, will be given equal opportunities for meaningful participation in developing programmes, plans, and policies that are undertaken to achieve the goals of the Convention. <p><i>Awareness building:</i> The link between mercury production and use and human rights;</p>

BASEL, ROTTERDAM AND STOCKHOLM (BRS) CONVENTIONS

<i>GAP</i>	<i>Rights-related language</i>
BRS GAP 2023 Update	<p>Mainly outlines the activities of the Secretariat on gender balance, participation, gender mainstreaming, etc.</p> <p>D. Improve Secretariat knowledge and practices on inclusion of women and girls in all their diversity, as appropriate.</p>

ANNEX II: Overview of gender-related language at recent COPs of different MEAs

UNFCCC	
COP30 (2025)	<p>Identified as an opportunity to discuss increased financing and strengthened coordination in the GAP for Rio Convention-synergies on key common issues: human rights, inclusive processes and capacity, land rights and tenure security, care and climate, gender and environment data, sustainable food systems, gender-responsive financing, peace and security and gender-based violence.</p> <p>Call for submissions.</p>
COP29	<p>Decision -/CP.29 <i>Recognizing with concern</i> that climate change impacts on women and men can often differ owing to historical and current gender inequalities and multidimensional factors and can be more pronounced in developing countries and for local communities and Indigenous Peoples,</p> <p><i>Acknowledging</i> that climate change is a common concern of humankind, Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of Indigenous Peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity,</p> <p><i>Taking into account</i> the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities,</p> <p>11. <i>Decides</i> to extend the enhanced Lima work programme on gender for a period of 10 years;</p>
COP27	<p>Decision 24/CP.27 <i>Intermediate review of the implementation of the gender action plan</i> 2. <i>Recognizes with concern</i> the unprecedented crisis caused by the coronavirus disease 2019 pandemic, the uneven nature of the global response to the pandemic and the pandemic's multifaceted effects on all spheres of society, including the deepening of pre-existing inequalities, including gender inequality, and resulting vulnerabilities...</p> <p>4. <i>Notes</i> the synthesis report by the secretariat on dimensions and examples of the gender-differentiated impacts of climate change, the role of women as agents of change and opportunities for women</p> <p><i>Amendments to the activities under the gender action plan</i></p> <ul style="list-style-type: none"> - 2. Under activity B.1 in table 2,2 add “including young women, indigenous women and women from local communities” after “women delegates” in the description of the activity

COP26	<p><u>Glasgow Climate Pact</u></p> <p>62. <i>Urges</i> Parties to swiftly begin implementing the Glasgow work programme on Action for Climate Empowerment, respecting, promoting and considering their respective obligations on human rights, as well as gender equality and empowerment of women;</p> <p>Decision 20/CP.26 Gender and Climate Change</p> <p><i>Recognizing with concern</i> the unprecedented crisis caused by the coronavirus disease 2019 pandemic, the uneven nature of the global response to the pandemic and the pandemic's multifaceted effects on all spheres of society, including the deepening of pre-existing inequalities, including gender inequality, and resulting vulnerabilities...</p>
COP25	<p>Decision 3/CP.25</p> <p><i>Recognizing with concern</i> that climate change impacts on women and men can often differ owing to historical and current gender inequalities and multidimensional factors and can be more pronounced in developing countries and for local communities and indigenous peoples,</p> <p><i>Acknowledging</i> that climate change is a common concern of humankind, etc... (see above)</p> <p><i>Taking into account</i> the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities,</p> <p>5. <i>Adopts</i> the enhanced five-year Lima work programme on gender and its gender action plan as contained in the annex;</p>
COP23	<p>Decision 3/CP.23</p> <p>The Parties adopted the Gender Action Plan, under the Lima Work Programme, to guide ongoing work on gender-responsive approaches to climate change. (see above)</p>
COP22	<p>Decision 21/CP.22</p> <p>The parties adopted a decision recognizing the value of the participation of grass-roots women in gender-responsive climate action at all levels.</p>
UNCBD	
COP16	<p>CBD/COP/DEC/16/10</p> <p><i>Recalling</i> the latest Gender Action Plan. Cooperation with other conventions and international organizations (CBD/COP/16/L.30) invites Rio Convention Parties to strengthen synergies and cooperation in implementation.</p> <p>Programme of work on Article 8(j) related to indigenous peoples and local communities to 2030 (CBD/COP/16/L.5) implementation should follow a gender-responsive, human rights-based approach.</p>
COP15	CBD/COP/DEC/15/11

	Gender Plan of Action of 2023-2030 (see more specifics above)
COP14	CBD/COP/DEC/14/18 Decision recalling the 2015-2020 GAP.
UNCCD	
COP16	<p>Decision 25/COP.16 on gender reaffirms the critical role of women's land rights and calls for collaboration across Rio Conventions on expanding these rights. The decision states:</p> <ul style="list-style-type: none"> - <i>"Also reaffirming that securing women's tenure rights and women's access to and rights to land and other natural resources will be critical for the effective implementation of the Convention"</i>. - <i>"Requests the secretariat to continue collaborating with the other Rio conventions and relevant conventions and international organizations, subject to the availability of resources, on advocacy for the recognition and expansion of women's land rights, as appropriate, in particular for Indigenous Peoples, and local communities, building on the high-level advocacy and global visibility achieved by the "Her Land. Her Rights." campaign, as well as the collaborative momentum generated by recent workshops focused on leveraging synergies between the Rio conventions and other key actors on women's land rights"</i>. <p>Decision 28/COP.16 on land tenure recognizes legitimate tenure rights, including customary rights, and calls for integration of tenure considerations in national implementation plans and emphasizes the importance of protecting Indigenous Peoples' and women's land rights:</p> <ul style="list-style-type: none"> - <i>"Taking note of the findings and recommendations of the midterm evaluation of the 2018–2030 Strategic Framework of the United Nations Convention to Combat Desertification, which highlighted the importance of women's economic empowerment and equal land use rights as critical enablers for land degradation neutrality and gender equality"</i>. - <i>"Further taking note that the Gender Action Plan of the United Nations Convention to Combat Desertification highlights the strengthening of women's land rights and access to natural resources as a priority for action"</i>. - <i>"Invites Parties to integrate land tenure into their plans and activities to combat desertification, land degradation and drought with the aim of proactively collecting data on legitimate land tenure rights in priority areas of voluntary land degradation neutrality"</i>. - <i>"Calls upon the secretariat and Parties to use the lessons learned from past consultations to refine the methodology to design future national consultations, as requested, that, whenever possible, (i) build on existing multi-stakeholder formats, (ii) include a series of dialogues at different levels from local to national, and (iii) discuss the concept of legitimate land tenure rights, including customary rights, in the respective national context, and in accordance with national legal frameworks"</i>. - <i>"Invites the Group on Earth Observations Land Degradation Neutrality initiative, the Food and Agriculture Organization of the United Nations, the Committee on World Food Security and other relevant stakeholders to support these efforts from Parties by providing relevant data, tools, approaches and capacity development for evidence-based decision-making"</i>.

	<p>support, including, where appropriate, innovative digital approaches to map legitimate land tenure rights, including customary rights consistent with national legal frameworks, and upon request for support from Parties”.</p> <ul style="list-style-type: none"> - “Communicate the business case, the checklist and these financing opportunities to parties, with the aim of, inter alia, providing specific guidance to requesting Parties on how to use these documents when updating their national land degradation neutrality plans, considering land tenure issues and following a do-no harm approach that safeguards people’s legitimate land tenure rights, consistent with national legal frameworks”. - “Explore existing global indicators and data sets relevant to land governance, including data on Indigenous Peoples, local communities and women’s land rights...”
COP15	<p>Decision 24/COP.15 on gender</p> <p><i>Reaffirming</i> that gender equality and the empowerment of women and girls, particularly persons with disabilities and people that are poor or live in vulnerable situations, will make an important contribution to the effective implementation of the Convention...</p> <p><i>Reaffirming</i> that securing women’s tenure rights and women’s access to and rights to land and other natural resources will be critical for the achievement of key Sustainable Development Goals (in particular Sustainable Development Goals 11 (Sustainable cities and communities); 1 (No poverty); 5 (Gender equality); and 2 (Zero hunger)) and for the effective implementation of the Convention considering the Technical Guide on the Integration of the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security into the Implementation of the United Nations Convention to Combat Desertification and Land Degradation Neutrality,</p> <p>2. <i>Encourages</i> Parties, in the implementation of the Gender Action Plan, to pay special attention to intersectionality (including but not limited to age, disability, race, ethnicity, religion, sexual orientation, nationality) when planning, designing and implementing policy and programming related to desertification/land degradation and drought;</p>
COP14	<p>Decision 24/COP.14</p> <p><i>Reaffirming</i> that gender equality and the empowerment of women and girls, particularly the poorest and most vulnerable, will make an important contribution to the effective implementation of the Convention...</p>
COP13	<p>Decision 30/COP.13</p> <p><i>Emphasizing</i> that the benefits gained from building and strengthening women’s and girls’ capacities, capabilities and awareness in order to enhance their participation at all levels, and addressing women’s rights and access to, inter alia, economic and natural resources, and efficient implementation of the Convention and enhance synergies and partnerships with other stakeholders,</p>

	2. <i>Requests</i> Parties and other stakeholders to further mainstream gender equality and empowerment of women and girls into desertification/land degradation and drought-related policies and activities, as appropriate, to implement to Convention and the UNCCD 2018-2030 Strategic Framework;
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