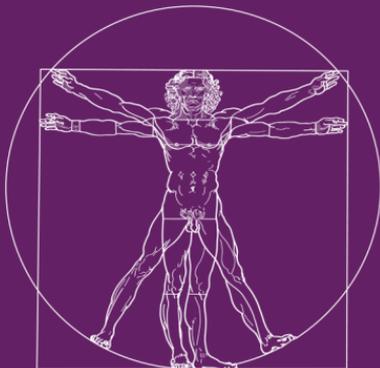


2018 EDITION

# POCKET GUIDE TO GENDER EQUALITY

POCKET  
GUIDE TO  
GENDER  
EQUALITY  
UNDER THE  
UNECCC



ecbi



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## FOREWORD

For over a decade, the European Capacity Building Initiative (ecbi) has adopted a two-pronged strategy to create a more level playing field for developing country in the UN Framework Convention on Climate Change (UNFCCC): training for new negotiators; and opportunities for senior negotiators from developing countries and Europe to interact, understand each other's positions, and build mutual trust.

The first part of the strategy focuses on providing training and support to new developing country negotiators, particularly from least developed countries. The climate change negotiations are often technical and complex, and difficult for new negotiators to fully grasp even over a period of two or three years. We hold regional training workshops to bring them up to speed on the negotiations. We also organise workshops before the Conference of Parties (COPs) to the UNFCCC, covering topics specific to that COP. To ensure continuity in our capacity building efforts, we offer a few negotiators, particularly women, bursaries to attend the negotiations and represent their country and region/grouping. Finally, we help negotiators build their analytical capacity through our publications, by teaming them up with global experts to author policy briefs and background papers.

This strategy has proven effective over time. "New" negotiators that trained in our early regional and pre-COP workshops have risen not only to become senior negotiators in the process, but also leaders of regional groups and of UNFCCC bodies and committees, and ministers and envoys of their countries. These individuals are still part of our growing alumni, now capacity builders themselves, aiding our efforts to train and mentor the next generation of negotiators. Their

insights from being “new” negotiators themselves have helped us improve our training programmes.

The second ecbi strategy relies on bringing senior negotiators from developing countries and from Europe together, at the annual Oxford Fellowship and Seminar and the Bonn Seminar. These meetings provide an informal space for negotiators to discuss their differences, and try to arrive at compromises. They have played a vital role in resolving some difficult issues in the negotiations.

Following the adoption of the Paris Agreement in 2015, ecbi produced Guides to the Agreement in English and in French. These proved popular with both new and senior negotiators. We therefore decided to develop a series of thematic guides, to provide negotiators with a brief history of the negotiations on the topic; a ready reference to the key decisions that have already been adopted; and a brief analysis of the outstanding issues from a developing country perspective. These Guides are mainly web-based, and updated regularly. Although we have printed copies of the English version of the Guides due to popular demand, the online versions have the advantage of hyperlinks to help you access referred material quickly.

As the threat of climate change grows rather than diminishes, developing countries will need capable negotiators to defend their threatened populations. The Pocket Guides are a small contribution to the armoury of information that they will need to be successful. We hope they will prove as useful, and that we will continue to receive your feedback on how to improve their usefulness.

**Benito Müller,**  
**Director, ecbi**  
**on behalf of the ecbi Advisory and Executive Committees**

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## WHAT IS GENDER?

The term ‘gender’ refers to socially constructed characteristics, from the roles individuals take on in society to physical attributes that affirm notions of ‘masculine’ and ‘feminine’. While not immutable nor universal, gender shapes expectations, attributes, roles, capacities and rights of individuals around the world. Gender analysis provides a lens for policy-makers to understand – and develop – policies that take gender into account.

It is important not to conflate gender with women, or gender analysis with analysis solely focused on women. Understanding relationships, power dynamics, and differentiated roles between people is key to understanding gender. Understanding the rights and roles of all individuals within any given context, and how these roles intersect with race, class, religion, sexuality and gender is essential to safeguarding against injustice, promoting human rights and effective policy implementation.

For example, a gender analysis of agricultural labour in a particular country should help determine if and why any sexual division of labour exists, how this impacts access to resources and what policies or actions could be put in place to ensure equal access and opportunity. If inclusion of people

### BOX: Gender Equality

The Organisation for Economic Co-operation and Development's (OECD) Development Assistance Committee (DAC), in 1998, defined gender equality as “... the equal enjoyment by women and men of socially valued goods, opportunities, resources, and rewards. The aim is not that women and men become the same, but that their opportunities and life chances become and remain equal.”

of all genders is not explicit, a policy or programme runs a significant risk of ignoring vitally relevant social dynamics because the activities will be based on the implicit assumption that all stakeholders involved are homogenous, which is almost never the case. Neglecting different needs, experiences and knowledge based on gender and gender roles significantly affects the policy or programme's potential effectiveness.

Gender analysis typically considers differentiation among the various roles women and men play in society, including:

- **Reproductive roles** (tasks associated with daily child rearing and domestic chores).
- **Productive roles** (work done for pay in cash or kind).
- **Community managing roles** (voluntary and unpaid activities at the community level).
- **Political roles** (participation in decision-making at all political levels on behalf of interest-based constituencies).

*(Please see the Annex II for some key gender-related concepts/definitions.)*

## **WHY DOES GENDER MATTER TO CLIMATE CHANGE?**

Around the world, gender shapes expectations, attributes, roles, capacities and rights of both women and men. While climate change is non-discriminatory and affects everyone, women and men, due to differing social roles, may experience the impacts of climate change differently, with women often disproportionately negatively affected. Women, compared to men, often have limited access to resources, less access to justice, limited mobility, and limited voice in shaping decisions and influencing policy.

At the same time, gender roles and responsibilities generally ascribed to women create an opportunity for engagement as women bring diverse and critical solutions to climate change challenges from the knowledge and experience they hold. This includes, for example, participation in informal, reproductive and productive work that often relates to caregiving for households and communities, caretaking of seeds and soils, maintaining traditional agricultural knowledge, and managing natural resources such as firewood and water. Women also tend to be key decision-makers in

choosing, using, and disposing domestic goods and appliances, with impacts on the energy efficiency and consumption levels of households.

A 2016 report by the Global Gender and Climate Alliance, *Gender and Climate Change: A Closer Look at Existing Evidence*, contains hundreds of examples of how gender roles intersect with climate impacts, as well as the outcomes of projects that proactively address gender issues, including the following:

- Only 12% of federal environment ministries globally are headed by women, as of 2015.<sup>1</sup>
- At the World Energy Council, each National Member Committee has a chair and a secretary to represent national interests. The *Environment and Gender Index* study of 92 national committees found that only 4% of chairs and 18% of secretaries are female, or put differently, 96% of the leading voices on national energy needs are men.<sup>2</sup>
- Women on average make up 43% of the agricultural labour force in developing countries, and around 50% in sub-Saharan Africa. However, as of 2010, only 15% of land in sub-Saharan Africa is owned or managed by women.<sup>3</sup> Rates are generally worse in Asia – only 13% of landholders in India are women, dropping to 11% in the Philippines and 9% in Indonesia.<sup>4</sup>
- In Burkina Faso, migration is significantly associated with rainfall variability, particularly for men, who are likely to move from areas with poor rainfall to other rural areas that are wetter.<sup>5</sup>
- An electrification project in Laos that adopted gender-mainstreaming practices increased the number of female headed households electrified by 43%, nearly twice the rate of increase as compared to other households.<sup>6</sup>
- One of the most comprehensive and widely cited articles

exploring the gendered impacts of natural disasters suggests that females are more likely to be killed by natural disasters and/or are systematically killed at younger ages than males.<sup>7</sup>

These examples are clearly connected to various themes in climate change policy, including mitigation, adaptation, and technology transfer. Other studies have sought to highlight the economic costs of gender inequalities, with subsequent impacts on climate resilience. In Malawi, for instance, gender inequalities in agriculture cost US\$100 million a year, according to a 2015 study.<sup>8</sup> Addressing these inequalities, for instance through national policies to reduce inequalities in accessing labour saving technologies, could increase crop yields by 7.3 per cent per year, while improving resilience through increased incomes and better nutrition and health, and boosting national GDP by 1.8 per cent.

This guide explores how gender has been mainstreamed into the UN Framework Convention on Climate Change (UNFCCC) process, and it also elaborates on gender linkages across these different themes, thus deepening understanding of the relevance of gender to climate change as a whole.

## WHAT IS GENDER MAINSTREAMING?

A 2016 [technical paper](#) by the UNFCCC secretariat defines gender mainstreaming under the Convention, in line with the definition set out in the [1997 UN Economic and Social Council \(ECOSOC\) report](#), as: “...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetrated. The ultimate goal is to achieve gender equality.”<sup>9</sup>

### ► WHY IS GENDER MAINSTREAMING IMPORTANT?

Building effective responses to climate change requires an understanding of how gender inequality affects multiple issues: access to, and control of, resources; institutional structures; social, cultural and formal networks; and decision-making processes.

A wealth of research over the last twenty years has demonstrated that policies and interventions accounting for these differences have a better chance of sustained and successful impact on communities. Past experience with development programmes has demonstrated how policies, programmes and interventions undertaken without any explicit focus on gender perspectives or sensitivity of the barriers caused by gender-

based discrimination result in outcomes which are uneven, and they can further exacerbate injustice and inequality by wasting resources, and undermining development gains, particularly for women and girls. Systematic mainstreaming of gender into climate policies and interventions ensures:

- Climate policy and action is appropriate to local context by addressing the different perspectives, roles, rights, needs, priorities and interests of men and women as stakeholders.
- Climate approaches will be more efficient, effective, responsive and provide broader benefits when women and men are included in compensation and shared benefits.
- Equal access to opportunities, resources, decision-making and benefits of climate action and responses.
- Empowerment of women where gaps exist in distribution of power, resources, services, participation, overcoming institutional and socio-cultural barriers to women's engagement.
- Both women and men's knowledge, concerns and experience are taken into consideration.
- Meeting moral and legal obligations under the UN and its conventions, including the [UN Declaration on Human Rights](#) and [Convention on the Elimination of all Forms of Discrimination Against Women](#).

## HOW HAS GENDER BEEN INTEGRATED INTO DECISIONS UNDER THE UNFCCC?

In the last few years, the UNFCCC – the only one out of three Rio Conventions<sup>10</sup> that lacked mandates on women's rights and gender equality from the outset – has made major strides in integrating gender across all thematic areas in the negotiations. Most notably in recent years, a **gender action plan (GAP)** was adopted in 2017; the **Lima Work Programme on Gender** was launched in 2014; and the **Paris Agreement** recognised the need for gender equality as a preambular principle for all climate action. Decisions have aimed to enhance gender equality via both policy and practice, encouraging gender balance in decision-making as well as responsiveness to gender issues in the development, implementation and monitoring of climate change policies and actions.

### ► PARTICIPATION AND REPRESENTATION OF WOMEN IN THE UNFCCC

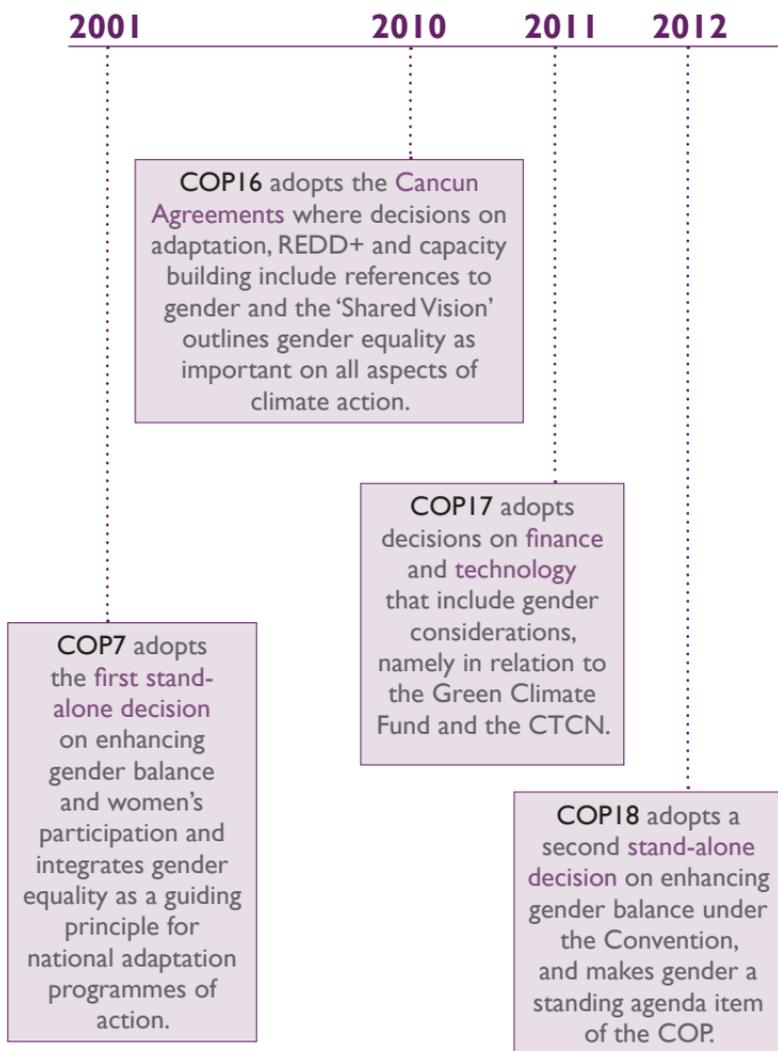
The early focus of the UNFCCC discussions on gender was on enhancing women's participation in the negotiations. Equal access to decision-making is a critical step towards achieving gender equality. Research shows that the equitable participation of women and men in climate change decision making can provide the crosscutting experiences necessary for climate change policies that embody social equity and reflect and serve the needs of society. A **2005 study**<sup>11</sup> indicated that countries with higher proportions of women in their national legislative bodies are more likely to approve environmental agreements.

In 2012, research indicated that countries in which women are closer to men in status, rights, and opportunities have lower per capita emissions of heat-trapping carbon dioxide, when other factors are controlled.<sup>12</sup> Their findings suggest that efforts to improve gender equality around the world may work synergistically with efforts to curtail global climate change and environmental degradation more generally. Taking gender into account has been shown to enhance the effectiveness of policies across both developed and developing countries. For example, in Ireland and the UK, municipal waste management policies generally ignore the “different understandings and concerns” of women, and are less effective as a result.

When looking at equal participation in decision-making in the context of the UNFCCC delegations and constituted bodies, there is reason to be concerned with the slow pace of progress. From 2008-2016, there has been minimal improvement in gender balance. The average participation of women on national delegations has increased from 30% to 36%, peaking in 2014 while sliding backwards to 32% in 2016. While women represented 35% of participants at COP20 in Lima, this decreased to 29% at COP21 in Paris and 30% at COP22 in Marrakech. It is a trend overall that women’s participation is higher at intersessionals than at COP meetings in any given year.

Among all constituted bodies, the Joint Implementation Supervisory Committee and the Consultative Group of Experts on National Communications have the highest percentage of women members, with 41% and 46% respectively. Both the Adaptation Committee and Technology Executive Committee have been slowly improving gender balance in member composition, beginning with two women members in 2013 and gradually increasing to six and seven women members

# TIMELINE



2013

2014

2015

2016

2017

COP19 adopts the Warsaw International Mechanism (WIM) including a mandate for collection of gender-disaggregated data.

COP21 adopts the Paris Agreement, which includes gender equality in the preamble, as well as references in adaptation and capacity building.

COP22 adopts a three-year extension of the Lima Work Programme on Gender.

COP20 adopts a two-year 'Lima Work Programme on Gender' to further enhance gender balance but also to provide knowledge and capacity building on gender-responsive climate policy.

COP23 adopts a two-year gender action plan (GAP).

**BOX: UNFCCC 'Stand-Alone' Decisions On Gender****2001, COP7: Decision 36/CP.7 Improving the participation of women in the representation of Parties in bodies established under the UNFCCC or the Kyoto Protocol**

The first stand-alone decision related to gender:

- Invited Parties to give active consideration to the nomination of women for UNFCCC bodies.
- Requested the UNFCCC secretariat to highlight this decision to Parties when electing representatives for bodies (and committees).
- Requested the secretariat to maintain updated information on the composition of bodies with elective posts.

**2012, COP18: Decision 23/CP.18 Promoting gender balance and improving the participation of women in UNFCCC negotiations and in the representation of Parties in bodies established pursuant to the Convention or the Kyoto Protocol**

Following very slow progress on enhancing women's participation, the next stand-alone decision eleven years later:

- Added gender as a standing item on the agenda of COP.
- Set the goal of gender balance as a gradual but significant increase in the participation of women, for review at COP22.

**2014, COP20: Decision 18/CP.20 Lima Work Programme**

The Lima Work Programme on Gender called for:

- A review of implementation of all gender-related mandates by the UNFCCC secretariat.
- Training and awareness raising for delegates on gender-responsive climate policy.
- Training and capacity building for women delegates.
- Two in-session workshops on gender at SBI42 and SBI44.
- A technical paper by the secretariat on guidelines for implementing gender considerations in climate change activities.
- The appointment of a senior gender focal point at the UNFCCC secretariat.

**2016, COP22: Decision 21/CP.22 Gender and climate change**

This decision extended the Lima Work Programme on Gender for three years, to be reviewed at COP25 in 2019, and called for:

- The SBI, SBSTA, Parties, and the UNFCCC's Financial Mechanism to enhance communications and reporting on progress implementing gender-responsive climate policy.
- Two technical papers by the secretariat, on: enhancing gender balance; and entry points for implementation of constituted bodies' gender mandates.
- A gender perspective in the organisation of the technical expert meetings (TEMs) on mitigation and adaptation.
- The integration of local and traditional knowledge in the formulation of climate policy, and recognition of the value of the participation of grassroots women in gender-responsive climate action at all levels.
- The appointment of, and support for national gender focal points for climate negotiations, implementation and monitoring.
- The development of possible elements of a gender action plan for consideration at SBI47 (during COP23).

**2017, COP23: Decision -/CP.23 Gender Action Plan**

This decision adopts a gender action plan (GAP), which is contained in an annex to the decision. Noting the lack of progress made in delegations and constituted bodies towards the goal of gender balance, the decision calls for:

- A synthesis report prepared by the secretariat on the implementation of the GAP for consideration by the SBI in 2019.
- Two in-session workshops, to be held during the first SB sessions in 2018 and 2019, to focus on submissions from countries on monitoring and reporting progress in integrating gender; and on the short- and long-term impacts of the GAP.
- A review of the GAP at COP25 in 2019, to consider next steps.

respectively in 2016. The Advisory Board of the Climate Technology Centre and Network (CTCN), the Kyoto Protocol's Compliance Committee enforcement branch, the Executive Board of the Clean Development Mechanism, the Green Climate Fund and the Least Developed Countries Expert Group (LEG) all have less than one-fifth of their members who are women, despite mandates on gender balance in many of the operational guidance documents.

This trend, namely a lack of sustained progress in enhancing the representation of women, is why decisions on gender under the UNFCCC continue to have a strong focus on gender balance. Even the recently adopted GAP continues to emphasize gender balance, participation and women's leadership, calling for additional funds to support the participation of women; notifications on the gender composition of UNFCCC bodies at the time of nominations to these bodies; capacity building for women on leadership, negotiation, facilitation and chairing in the context of the UNFCCC process; and formal and non-formal education and training programmes at all levels, targeting women and youth in particular at the national, regional and local levels.

However, a broader understanding of gender balance as only one aspect of fully integrating gender into the implementation of policies has also evolved among Parties and stakeholders, leading to more robust decisions on gender from 2012 onwards, to move the process from words to action.

## ► GENDER CONSIDERATIONS INCLUDED ACROSS THEMATIC AREAS

While key 'stand-alone' decisions on gender have been evolving since 2001, gender references have also been included in all of the thematic issues of the negotiations. These gender

mandates have been compiled by the UNFCCC secretariat in a [technical paper](#). Part of the work of the Lima Work Programme on Gender and the GAP is to enhance implementation of these already existing gender mandates.

The Cancun Agreements at COP16 marked an important turning point for gender mainstreaming in the negotiations, particularly in the areas of adaptation and capacity building. Decision 1/CP.16 on a ‘Shared Vision’ for climate action recognises that gender equality and the effective participation of women are important for climate action on all aspects of climate change.

Further key decisions across thematic areas are outlined below.

## ADAPTATION

Adaptation actions reduce vulnerability and increase resilience to current and projected climate risks at the national, regional and community levels. The inequitable distribution of rights, resources and power constrain many people’s ability to take action on climate change, with different constraints and impacts on women and men. For example, in Vietnam, female-headed households are disadvantaged in securing sufficient water for agricultural needs. Female-headed households report 20% lower rice yields compared to male-headed households due to limited water supplies.

Adaptation is the area in which gender is most well integrated (across 16 decisions), beginning early on in the UNFCCC. Some key decisions include:

- **Decision 28/CP.7** states that preparation of National Adaptation Programmes of Action (NAPAs) must be guided by gender equality.
- **Decision 1/CP.16** affirms enhanced action on adaptation

- should be gender-sensitive.
- **Decision 6/CP.16** requires the LEG to provide technical advice on gender-related considerations.
  - **Decision 5/CP.17** reiterates that the National Adaptation Plan (NAP) process should be country-driven, gender-sensitive, and participatory.
  - **Decision 6/CP.17** requests the Nairobi Work Programme to organise workshops on gender-sensitive tools and approaches to water and climate change, and ecosystem-based approaches.

In response to these decisions, the LEG drafted *Technical Guidelines for the National Adaptation Plan (NAP) Process* in 2012. These guidelines included a key goal of strengthening gender considerations and considerations regarding vulnerable communities. The Guidance is particularly useful as it contains a number of suggested activities for integrating gender considerations within the NAP process. This includes for example, using sex-disaggregated data in vulnerability and adaptation assessments.

A few years later, the secretariat produced a *technical paper on Best practices and available tools for the use of indigenous and traditional knowledge and practices for adaptation, and the application of gender-sensitive approaches and tools for understanding and assessing impacts, vulnerability and adaptation to climate change*. A joint meeting on the same topic in 2014, between the Adaptation Committee, the Nairobi Work Programme and expert stakeholders, followed up on this. A *report of the meeting* included recommendations for practitioners on the use of indigenous and traditional knowledge and practices for adaptation, and the application of gender-sensitive approaches and tools for understanding and assessing impacts.

Outside of the UNFCCC, actors are taking action to support countries to integrate gender. For example in 2016, the [NAP Global Network](#), a group of individuals and institutions working to enhance national adaptation planning and action in developing countries, hosted by the International Institute for Sustainable Development (IISD), began a pilot analysis of how gender considerations are being integrated into national adaptation planning documents. [Initial analysis](#) indicated three key areas for further action:

- Gender-balanced participation in decision making.
- Building skills of gender and adaptation specialists.
- Knowledge sharing among countries on gender considerations in the NAP process.

## MITIGATION

Mitigation actions reduce the contribution of human activities to climate change (for instance, by reducing greenhouse gas emissions). Gender is a crosscutting issue in all actions to mitigate climate change. Understanding gendered differences, in labour roles, use of energy and infrastructure and access to resources, is key to developing policies and actions to transition away from high emissions energy use as well as to encourage low-carbon shifts in transportation, agriculture, land use, land use change, and forestry. There is considerable evidence of the key role women play in activities that support mitigation, for example, in small-scale agriculture and food production. Through their diverse roles as community leaders, farmers, entrepreneurs, producers, and household managers, women are powerful agents of change in addressing climate change, and important stakeholders in implementing low-carbon pathways in both developed and developing countries.

Mitigation is, however, one of the areas of the

negotiations where gender concerns are least incorporated (seven decisions), due in part to gender being understood mainly in the context of vulnerability, as opposed to being understood as an important social lens in developing all forms of policy. Key mitigation decisions include:

- **Decision 1/CP.16**, on enhanced action on mitigation, specifically countries' efforts to reduce emissions from deforestation and forest degradation (REDD+) and response measures, requests developing country Parties to address gender considerations when developing and implementing national strategies or action.
- **Decision 2/CP.17** urges Parties to consider the positive and negative impacts of the implementation of response measures to mitigate climate change on women and children.
- **Decision 12/CP.17** states that guidance on systems for providing information on how safeguards are addressed and respected (related to REDD+) should respect gender considerations.
- **Decision 1/CP. 20** calls for the effective engagement of women in the technical examination process for opportunities with high mitigation potential.

Gender considerations could be improved in relation to mitigation in many areas. For example, there are no guidelines on integrating gender into Nationally Appropriate Mitigation Actions (NAMAs) in the way that there are guidelines to do so for NAPs and NAPAs.

This type of guidance would be very useful for Parties given that most climate financing instruments have requirements for gender considerations, as elaborated below. Some countries have already taken the lead on integrating gender in NAMAs. Vanuatu's NAMA calls for "*increasing*

*private sector involvement in rural electrification and encourages fostering women-run enterprises”<sup>13</sup> and the Republic of Georgia’s NAMA, was “designed to improve access to solar water heaters and improved stoves for 100,000 women and men in rural Georgia, reducing 48,000 tons of CO<sub>2</sub>.”<sup>14</sup>*

## **TECHNOLOGY TRANSFER AND DEVELOPMENT**

Gender considerations are important to ensure women and men have equal access to the value chain of climate responsive technologies and economic opportunities that may arise from enhanced mitigation initiatives. In order to achieve the above, it is necessary to overcome a series of barriers to facilitate women’s engagement in the sector. Technology innovation and use is widely viewed as “men’s work”. However, in many developing countries, it is traditionally women’s work to gather wood, provide food, and generate income for their own and their children’s needs. It therefore makes sense to enlist women in designing and producing locally appropriate energy technologies, customised to fit their household and income needs.

Further, in the energy sector, for example, women and men have different energy roles, needs and priorities. Men’s energy needs tend to involve commercial and large-scale industrial development whereas women’s needs generally prioritise energy access for cooking, family or community needs or home-based small and often informal enterprises.<sup>15</sup>

Low-emission energy investments and technologies that are gender-responsive contribute to increasing men and women’s access to modern and clean forms of energy for lighting, cooking, heating and cooling, pumping, transportation, communication and other productive uses. They increase economic efficiency and productivity gains

with less time and physical exertion spent on basic subsistence activities, such as wood fuel collection, by focusing not on high-tech, high-cost solutions but instead on appropriate, safe, environmentally and socially sound technologies that respond to women's and communities' needs and build on already existing traditional technologies and capacities.

They also create entrepreneurial opportunities and new markets for private investors, particularly micro, small and medium sized enterprises owned by women. Overall, low-emissions development pathways will be more effective and equitable where they are designed using a gender-informed approach.<sup>16</sup>

Gender references can be found in four decisions under the UNFCCC. The key gender-related decision on technology is:

- **Decision 2/CP.17**, which outlines the Terms of Reference (ToR) for the Climate Technology Centre and Network (CTCN), affirming that the mission of the CTCN is, among other things, to facilitate the preparation and implementation of technology projects and strategies, taking into account gender considerations.

The [CTCN website](#) has a page dedicated to their work on integrating gender,<sup>17</sup> and in 2016, the Network produced a *Note on the CTCN Technology and Gender Mainstreaming*,<sup>18</sup> which outlines current efforts to mainstream gender including through: technical assistance; knowledge sharing; capacity building; appointing a gender mainstreaming focal point; and partnerships.

## FINANCE

Climate financing approaches should be designed to address rather than reinforce gender inequalities. Women still face

unequal access to political power, economic resources, legal rights, and ownership, bank credit and technical training. To address inequalities through climate finance, mechanisms should require a concrete gender analysis, not just of the number of women beneficiaries included in a project, but of how the project is designed, what activities are prioritised, and who has access to and control over resources.

Accessing climate finance is a challenge that has gender implications. It is almost impossible, for example, for local women's groups and grassroots organisations undertaking mitigation and adaptation projects to gain accreditation to the Green Climate Fund (GCF) or other major financial mechanisms directly, and typically the projects women's groups are undertaking are deemed too small in scale to meet the requirements of support. This can overlook many sustainable solutions that require finances to scale and replicate. Gender-responsive approaches would include for example, the provision of long-term, patient and deeply concessional credit lines to women entrepreneurs and to address community needs for mitigation-related investments. It would also require mechanisms to assess the inherent bias in their structures toward expensive, large-scale, high-tech projects in favour of scaling up the provision of smaller-scale financing options, focused on the empowerment of women. This would undoubtedly include options for simplified approval procedures to support smaller-scale mitigation interventions at the community level.<sup>19</sup>

Though key challenges remain, it should be noted that the global climate finance landscape has made progress in incorporating gender considerations, with all major climate financing mechanisms (under and outside of the Convention) having some form of gender policy and/or action plan. Key

decisions under the UNFCCC to facilitate this include:

- **Decision 3/CP.17**, on the establishment of the GCF, which in its Governing Instrument states that the fund would take a gender-sensitive approach.
- **Decision 8/CP.19** includes criteria on the review of the Financial Mechanism on the extent to which the financial mechanism is contributing to gender-sensitive approaches. This was repeated in Decision 12/CP.22.

In 2011, the Global Environment Facility (GEF), which administers the adaptation-focused Least Developed Countries Fund (LDCF) and the Special Climate Change Fund (SCCF), adopted a [Policy on Gender Mainstreaming](#),<sup>20</sup> as well as a [Gender Equality Action Plan](#) (GEAP). GEF also has a gender specialist. According to the GEF website, inclusion of gender in projects enables improved environmental management, while simultaneously encouraging “greater gender equality”. The gender mainstreaming policy adopted by GEF ensures that all new projects established and funded must conduct a “gender analysis”, as well as develop “gender-responsive results-based frameworks”, with the goal of such actions being to ensure equal access by both women and men to project resources, services and benefits.

The Adaptation Fund adopted a [gender policy and action plan](#) in 2016.<sup>21</sup> The Policy and Action Plan strives to attain gender equality as its goal, with its gender policy being human rights-based. Within the plan, concepts such as gender sensitive and gender responsive are outlined, and all are appreciated as key in ensuring gender equality.

The GCF, the first global climate finance mechanism to introduce gender considerations across its operations from the outset, adopted a gender policy and action plan in 2014. In addition to having a mandate for gender to be

integrated in all project proposals, all accredited entities to the GCF must have a gender policy. Guidelines, assessments and other tools related to gender in GCF work can be found on the Fund's [dedicated gender page](#).<sup>22</sup> In August 2017, the GCF launched its first gender manual entitled, *Mainstreaming Gender in Green Climate Fund Projects*.<sup>23</sup> The guide works to support countries and practitioners in:

- mainstreaming gender in readiness support;
- mainstreaming gender in the GCF project cycle;
- conducting gender analysis and assessments;
- developing a gender-responsive results framework; and
- gender mainstreaming in monitoring and reporting.

Outside of the UNFCCC, the Climate Investment Funds first adopted a [gender action plan](#) in 2014, and a [second phase of the plan](#) in 2016. A new [gender policy](#) is expected soon.<sup>24</sup> The 2014 gender action plan appreciates that *“decision-making regarding national development objectives can no longer take place solely within an environmental or technological scope, but rather must include social and gender elements as part of the overall approach to development.”* It goes on to establish that gender mainstreaming within climate action exists in order for *“efficiency, effectiveness, and ultimately for the goals of equity and inclusion.”*

The GAP continues to identify gender-responsive means of implementation as a priority area. It calls on the Standing Committee on Finance to host a dialogue on integrating gender considerations into its work; and for the strengthening of the capacity of gender mechanisms for the integration of gender-responsive budgeting into climate finance access and delivery through training, expert workshops, technical papers and tools.

## CAPACITY BUILDING

Given the overall importance, and broad set of mandates for integrating gender into climate policy, it is critical to strengthen capacities and capabilities of institutions, decision-makers and practitioners, at the international, national and local levels, on the design and implementation of gender-sensitive climate policies. This includes the development and sharing of key tools, methodologies and approaches to translate this work from the global to national contexts.

Like adaptation, gender is well integrated under capacity building (12 decisions), including the following key decisions:

- **Decision 1/CP.16** decides that capacity-building support to developing countries should take into account gender aspects.
- **Decision 15/CMP.7**, on capacity building under the Kyoto Protocol, affirms the importance of taking into account gender considerations.
- **Decision 13/CP.17** reaffirms the importance of gender aspects in capacity building under the Convention.
- **Decision 15/CP.18**, on Article 6 (now Action for Climate Empowerment or 'ACE'), observes gender as a crosscutting issue in all six areas of Article 6 of the Convention.
- **Decision 16/CP.22** invites the newly established Paris Committee on Capacity Building to take gender-responsiveness and human rights as crosscutting issues in the 2016-2020 workplan.

Capacity-building, knowledge sharing and communication is the first priority area identified by the GAP. The Action Plan calls for:

- workshops, technical assistance and other means to enhance the capacity of Parties and stakeholders to develop gender-responsive policies, plans and programmes;

- submissions on the systematic integration of gender-sensitive and participatory education, training, public awareness, public participation and public access to information from national to local level into all mitigation and adaptation activities implemented; and
- a dialogue, in 2018, under the Action for Climate Empowerment agenda item on how Parties and observer organisations have promoted the systematic integration of gender considerations.

## LOSS AND DAMAGE

Gender, among a variety of social, economic and political factors, acts as a critical crosscutting issue in the context of understanding the magnitude of loss and damage impacts.

- **Decision 3/CP.18** acknowledges the need for further work to enhance the understanding of how loss and damage associated with the adverse effects of climate change affects those already made vulnerable due to gender. It also acknowledges the need for strengthening sex-disaggregated data collection.
- **Decision 2/CP.19**, on the establishment of the Warsaw International Mechanism on Loss and Damage, mandates the mechanism to undertake the collection, sharing, management and use of relevant data and information, including gender-disaggregated data.

## ► GENDER IN THE PARIS AGREEMENT

The Paris Agreement, adopted at COP21 in 2015, was an important moment in the history of gender's inclusion within the UNFCCC. Considered a major stepping stone for international action on climate change, the Paris Agreement integrated gender into the following areas:

- **Preamble:** *“Acknowledging 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.”*
- **Adaptation:** Parties acknowledge that *“adaptation action should follow a country-driven, gender-responsive, participatory and fully transparent approach...”*
- **Capacity building:** *“Capacity-building should be guided by lessons learned, including those from capacity-building activities under the Convention, and should be an effective, iterative process that is participatory, cross-cutting and gender-responsive.”*

## ► GENDER IN NATIONALLY DETERMINED CONTRIBUTIONS

According to WEDO’s 2016 analysis of 190 intended Nationally Determined Contributions (INDCs) submitted by countries, 64 include a reference to women or gender. Of these, however, several only mention gender in the context of the country’s broader sustainable development strategy, and not specifically in relation to climate change policies. The analysis also noted that all 64 countries are non-Annex I countries, and the context in which women or gender are mentioned is most commonly in relation to adaptation (27 countries).

This indicates that gender is rarely perceived as a relevant consideration in the context of mitigation strategies, which are the overwhelming focus of Annex I countries. Also, given

that the vast majority of commitments in INDCs from non-Annex I countries are conditional, the existing commitments to women's rights and gender equality in the INDCs are extremely vulnerable.

### ► GENDER AND CLIMATE CHANGE NATIONAL FOCAL POINTS

One potential means to improve national level implementation is via more robust human resource infrastructure for connecting the national and international process. In this vein, Decision 21/CP.22, paragraph 22, invites Parties to appoint and provide support for a national gender focal point for climate negotiations, implementation and monitoring. The gender focal point will assist with all gender-related decisions and mandates under the UNFCCC processes. Once nominations are received, the newly appointed National Focal Point for Gender and Climate Change will be published on the UNFCCC [Gender and Climate Change website](#).

### ► THE WOMEN AND GENDER CONSTITUENCY

Another important platform for engaging on women's rights and gender equality issues under the UNFCCC is via the [Women and Gender Constituency \(WGC\)](#). The WGC is one of the nine stakeholder groups of the UNFCCC.

Established in 2009 and granted full constituency status in 2011, the WGC consists of 27 women's rights, gender and environmental civil society organisations, who are working together to ensure that gender equality is central to climate change policy. The WGC, consisting of a broad variety of national and regional network organisations, represents hundreds and thousands of people across the globe, with advocates from over 60 countries.

## ► GENDER ACTION PLAN

Decision 21/CP.22 requested the SBI to develop the GAP under the Lima Work Programme for consideration at COP23 in November 2017. Parties and observers shared their views on the GAP at several key moments throughout 2017:

- In January 2017, Parties were requested to share submissions on *Views on possible elements of the gender action plan to be developed under the Lima work programme on gender*. Nine **party submissions** (including on behalf of groups such as LDCs and the EU) and 11 **non-party submissions**) included a multitude of options for enhancing work on gender and elements to be included in the GAP, particularly around improved reporting mechanisms, enhancing coherence, and capacity building opportunities.
- From 27-28 March 2017, the Netherlands, Costa Rica and UN Women hosted an informal consultation to gather initial ideas on the elements of the GAP. The **outcomes of this consultation** were submitted by UN Women to the 46th session of the UNFCCC Subsidiary Bodies (SB46) in May 2017.
- At SB46, a mandated **in-session workshop** was held from 10-11 May 2017 for initial inputs into priorities for development of a GAP, which were outlined in a **report** of the workshop. The initial cluster areas of work identified by the March informal consultation were presented in the workshop and accepted as a basis for furthering the dialogue on possible elements.
- Finally, from 14-15 September 2017, the Government of Canada hosted a second informal consultation in Ottawa, where Parties attempted to further review key activities for the GAP based on the outputs from the above reports and consultations.

The GAP was subsequently adopted on 14 November 2017 at COP23, potentially signalling a more coherent approach to gender issues under the UNFCCC in future (see [Annex I](#)).

The Action Plan seeks to advance women's full, equal and meaningful participation and promote gender-responsive climate policy and the mainstreaming of a gender perspective in the implementation of the Convention and the work of Parties, the secretariat, UN entities and all stakeholders at all levels. It includes five priority areas:

- **Capacity-building, knowledge sharing and communication** to enhance the understanding and expertise of stakeholders on the systematic integration of gender considerations and the application of such understanding and expertise in the thematic areas under the Convention and the Paris Agreement and in policies, programmes and projects on the ground.
- **Gender balance, participation and women's leadership** to achieve and sustain the full, equal and meaningful participation of women in the UNFCCC process.
- **Coherence**, to strengthen the integration of gender considerations within the work of UNFCCC bodies, the secretariat and other UN entities and stakeholders towards the consistent implementation of gender-related mandates and activities.
- **Gender-responsive implementation and means of implementation** to ensure the respect, promotion and consideration of gender equality and the empowerment of women in the implementation of the Convention and the Paris Agreement.
- **Monitoring and reporting** to improve tracking in relation to the implementation of and reporting on gender-related mandates under the UNFCCC.

The Action Plan has a set of specific activities identified for two years, including, *inter alia*:

- Submissions from Parties and stakeholders on, among other things, the systematic integration of gender at all levels, and into all mitigation and adaptation activities; differentiated impacts of climate change on men and women; and policies and plans for, and progress made in, enhancing gender balance in national climate delegations.
- Promotion of funds for the participation of women in national delegations to the UNFCCC.
- Notifications on the gender composition of UNFCCC bodies, at the time of nominations.
- Training programmes and capacity building at all levels, including for instance capacity-building on leadership, negotiations, facilitation and chairing in the context of the UNFCCC process; and capacity building for parliamentarians, funding ministries and others for the integration of gender-responsive budgeting into climate finance access and delivery.
- A dialogue at SBI48, on coherence.
- A dialogue, by the Standing Committee on Finance, on the implementation of its commitment to integrate gender considerations into its work, emphasising the relevance of gender-responsive access to finance in the implementation of climate action.

### ► KEY NEXT STEPS

Adequate resources to implement the two-year GAP is a crucial next step, to support a step-change in gender-responsive climate policy development, delivery and reporting at the national level; increase the availability of sex- and gender-disaggregated data and analysis at all levels; and support

gender balance in all aspects of climate change policy-making, on delegations, boards and bodies of the UNFCCC, as well as at regional and national level, and ensuring the full and effective participation of grassroots and indigenous women in these spaces. Equally important for a robust implementation of the GAP is the integration of gender across all thematic areas, and its recognition as a key element in the rules of implementation of the Paris Agreement. Gender cannot be seen as a separate and silo-ed issue. It is critical that delegates negotiating across all aspects of the UNFCCC understand the linkages and make demands for gender considerations in those areas.

A recent report, *Delivering on the Paris Promises: Combating Climate Change while Protecting Rights*, provides a roadmap for how to tackle climate change under the Paris Agreement in a way that integrates fundamental human rights and social and environmental principles enshrined in the treaty. This includes guidance on how key human rights and environmental and social principles set forth in the preamble of the Paris Agreement, should be integrated into the Paris implementation guidelines, particularly Nationally Determined Contributions, Adaptation Communications, the Transparency Framework, and the Global Stocktake (without precluding its relevance to other aspects of work under the UNFCCC).

## KEY TOOLS

Multiple tools exist to support Parties and stakeholders in ensuring gender considerations are understood and incorporated. In 2016, WEDO launched the *Gender Climate Tracker* (GCT) mobile App and web platform. The GCT App has a clear and user-friendly structure with seven key sections and three substantive sections:

1. **Gender Mandates in Climate Policy:** A compilation of UNFCCC decisions that contain specific references to gender equality and identification of remaining gaps.
2. **Women's Participation Statistics in Climate Diplomacy:** Up-to-date data on women's participation on national delegations, as well as boards and bodies, at the major negotiating meetings of the UNFCCC from 2008 onwards.
3. **Gender and NDCs:** Summaries of submitted NDCs and analysis of the extent to which they address women's human rights and the linkages between gender and climate change.

In 2015, the UN Development Programme (UNDP) designed the *Gender Responsive National Communications toolkit*,<sup>25</sup> to “strengthen the capacity of national government staff and assist them in integrating gender equality into the development of *National Communications*.” It also promotes gender-responsive

planning frameworks, through an improvement of policy and programme implementation and encouraging sustainability as well as an outlining of the gender mainstreaming process tailored to the National Communications process.

In addition, the UNFCCC, via a *mandated technical paper*, has identified existing tools to be used across a number of thematic areas and actions. These include gender analysis, project preparation and design, gender-responsive budgeting, implementation, monitoring and evaluation, and in the assessment of social benefits of involving women and men equally in climate change activities.

Related to gender analysis activities, a few institutions have created tools that could prove useful for Parties and other institutions. Two frameworks that support conducting a gender analysis are the *Harvard Analytical Framework* and the *Moser Gender Planning Framework*. The Asian Development Bank has also created a few *Gender Checklists*, specifically for certain sectors. The UN Industrial Development Organisation (UNIDO) has published a document on gender mainstreaming within energy, titled *Guide on Gender Mainstreaming – Energy and Climate Projects*, which includes a checklist of questions that can be used to understand certain aspects of gender within specific contexts and sectors, like decision-making power, access to resources, etc. The last tool, a *Socioeconomic and Gender Analysis Framework*, was created by the Food and Agriculture Organization, which partnered with the International Labour Organization, the World Bank and the UNDP to aide in incorporating gender into initiatives and interventions.

Within project, programme, and policy preparation and design, UNIDO has created a set of questions that can be used to guide the mapping of partnerships and stakeholders,

in its *Guide on Gender Mainstreaming*. ENERGIA has created a manual for gender mainstreaming, focused on supporting organisations working in the energy sector to introduce gender mainstreaming at different organisational levels, to be used both internally and externally. This tool is titled *Mainstreaming Gender in the Energy Sector*.

Another tool developed by ENERGIA, the “*participation and decision-making tool*” was also identified by the UNFCCC because of its usefulness in encouraging and implementing collaboration with local women’s groups or organisations, which in turn would encourage an increase in awareness and outreach to women locally, especially women who might otherwise be unaware of these options for participation. Collaboration with women’s organisations on a local level is vital if key stakeholders are to be included within processes.

Rather than a specific tool, UN Women utilises the “SMART” approach for monitoring and evaluating programmes – emphasising how indicators need to be specific, measurable, accurate, relevant, and time-bound. UN Women also supports and encourages the use of guidance developed by the UN Evaluation Group, which created a document titled *Integrating Human Rights and Gender Equality in Evaluations*. UNIDO has also created an *Evaluation Group Guide*, which includes a guide for integrating gender into evaluation.

## ANNEX I

### DECISION 36/CP.7

#### IMPROVING THE PARTICIPATION OF WOMEN IN THE REPRESENTATION OF PARTIES IN BODIES ESTABLISHED UNDER THE UNITED NATIONS FRAMEWORK CONVENTION ON CLIMATE CHANGE OR THE KYOTO PROTOCOL

THE CONFERENCE OF THE PARTIES,

*Recalling* the Beijing Declaration of the 1995 Fourth World Conference on Women which recognizes that women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in decision-making processes and access to power, are fundamental for the achievement of equality, development and peace,

*Recalling* further that the Beijing Declaration called on governments, the United Nations system and regional and international institutions to contribute to the implementation of the Beijing Platform of Action,

*Noting* that improvement in the gender balance of officers elected to the bodies established under the United Nations Framework Convention on Climate Change and the Kyoto Protocol would be one such contribution to the implementation of the Beijing Platform of Action,

*Having considered* the need for Parties to take into account the need for more equitable representation of female and male officers elected to the bodies established under the Convention or the Kyoto Protocol,

*Urging* Parties to take the measures necessary to enable women to participate fully in all levels of decision making relevant to climate change,

1. *Invites* Parties to give active consideration to the nomination of women for elective posts in any body established under the Convention or the Kyoto Protocol;
2. *Requests* the secretariat to bring this decision to the attention of Parties whenever a vacancy arises for any elective post in any body established under the Convention or the Kyoto Protocol;
3. *Further requests* the secretariat to maintain information on the gender composition of each body with elective posts established under the Convention or the Kyoto Protocol, and to bring this information to the attention of the Parties whenever such a vacancy occurs.

## **DECISION 23/CP.18**

### **PROMOTING GENDER BALANCE AND IMPROVING THE PARTICIPATION OF WOMEN IN UNFCCC NEGOTIATIONS AND IN THE REPRESENTATION OF PARTIES IN BODIES ESTABLISHED PURSUANT TO THE CONVENTION OR THE KYOTO PROTOCOL**

THE CONFERENCE OF THE PARTIES,

*Recalling* decision 36/CP.7 on improving the participation of women in the representation of Parties in bodies established under the Convention or the Kyoto Protocol,

*Acknowledging* the recent progress made under the Convention and the Kyoto Protocol in advancing gender balance and women's empowerment in international climate change policy under the guidance of decision 1/CP.13 (Bali Action Plan) and decisions taken at its sixteenth and seventeenth sessions,<sup>1</sup> as well as in various bodies and programmes under the Convention,

*Noting* that notwithstanding the efforts made by Parties to implement decision 36/CP.7, women continue to be underrepresented in bodies established under the Convention and the Kyoto Protocol,

*Recognizing* the need for women to be represented in all aspects of the UNFCCC process, including through membership of their national delegations and the chairing and facilitation of formal and informal negotiating groups, in order to inform gender-responsive climate policy,

*Also recognizing* the importance of a balanced representation of women from developing and developed country Parties in the UNFCCC process so that gender responsive climate policy responds to the differing needs of men and women in national and local contexts,

*Considering* the importance of ensuring coherence between the participation of women in the UNFCCC process and the principles and objectives of international instruments and relevant multilateral processes, such as the Convention on the Elimination of All Forms of Discrimination against Women and the Beijing Declaration and Platform for Action,

which recognize the importance of women's empowerment and their full participation on equal terms with men in all spheres of society, including participation in decision-making processes and access to power,

*Acknowledging* the outcome of the United Nations Conference on Sustainable Development, in particular the recognition of women's leadership and their vital role in achieving sustainable development and the emphasis on the impact of setting specific targets and implementing temporary measures, as appropriate, for substantially increasing the number of women in leadership positions, with the aim of achieving gender parity,

*Recognizing* the advances made by Parties in the promotion of gender balance and the empowerment of women,

1. *Agrees* that additional efforts need to be made by all Parties to improve the participation of women in bodies established pursuant to the Convention and the Kyoto Protocol as envisaged in decision 36/CP.7;
2. *Decides* to enhance decision 36/CP.7 by adopting a goal of gender balance in bodies established pursuant to the Convention and the Kyoto Protocol, in order to improve women's participation and inform more effective climate change policy that addresses the needs of women and men equally;
3. *Invites* current and future chairs of such bodies to be guided by the goal of gender balance when setting up informal negotiating groups and consultation mechanisms, such as contact groups, spin-off groups and panels, and nominating their facilitators and chairs;
4. *Also invites* other institutions established pursuant to the Convention and the Kyoto Protocol to be guided by the goal

of gender balance, with the aim of a gradual but significant increase in the participation of women towards achieving this goal and review progress made at the twenty-second session of the Conference of the Parties;

5. *Further invites* Parties to commit to meeting the goal of gender balance by, inter alia, nominating women to bodies established under the Convention and the Kyoto Protocol with the aim of a gradual but significant increase in the participation of women towards achieving this goal, and review progress made at the twenty-second session of the Conference of the Parties;

6. *Invites* Parties to encourage more women to be candidates for positions within bodies established pursuant to the Convention and the Kyoto Protocol and to give due consideration to nominating female representatives to these bodies;

7. *Also invites* Parties to strive for gender balance in their delegations to sessions under the Convention and the Kyoto Protocol;

8. *Requests* the secretariat to maintain information on the gender composition of constituted bodies established under the Convention and the Kyoto Protocol, including information on the representation of women from regional groups, to gather information on the gender composition of delegations to sessions under the Convention and the Kyoto Protocol and to report this information to the Conference of the Parties for its consideration on an annual basis, in order to enable the tracking of progress made towards the goal of gender balance in advancing gender-sensitive climate policy;

9. *Decides* to add the issue of gender and climate change as a standing item on the agenda of sessions of the Conference of the Parties to allow the Conference of the Parties to consider

the information referred to in paragraph 8 above;

10. *Requests* the secretariat to organize, in conjunction with the nineteenth session of the Conference of the Parties, an in-session workshop on gender balance in the UNFCCC process, gender-sensitive climate policy and capacity-building activities to promote the greater participation of women in the UNFCCC process;

11. *Also requests* Parties and observer organizations to submit to the secretariat, by 2 September 2013, their views on options and ways to advance the goal referred to in paragraph 2 above;

12. *Further requests* the secretariat to compile those submissions into a miscellaneous document for consideration by the Conference of the Parties at its nineteenth session;

13. *Takes note* of the estimated budgetary implications of the activities to be undertaken by the secretariat pursuant to the provisions contained in paragraphs 8, 10 and 12 above;

14. *Requests* that the actions of the secretariat called for in this decision be undertaken subject to the availability of financial resources;

15. *Invites* the Conference of the Parties serving as the meeting of the Parties to the Kyoto Protocol to endorse this decision.

## **DECISION 18/CP.20**

### **LIMA WORK PROGRAMME ON GENDER**

THE CONFERENCE OF THE PARTIES,

*Recalling* decisions 36/CP.7, 1/CP.16 and 23/CP.18 on improving the participation of women in Convention negotiations and in the representation of Parties in bodies established under the Convention,

*Underscoring* the importance of coherence between

gender-responsive climate policies and balanced participation of women and men in the Convention process, and the provisions of international instruments such as the Convention on the Elimination of All Forms of Discrimination against Women and the Beijing Declaration and Platform for Action,

*Acknowledging* the progress made in advancing gender balance and gender equality within the context of climate change policies and in line with the individual country circumstances and gender-responsive climate policy through the decisions referred to above, and the need for gender mainstreaming through all relevant targets and goals in activities under the Convention as an important contribution to increase their effectiveness,

*Noting that*, notwithstanding the progress made by Parties in implementing the decisions referred to above, there is a need for women to be represented in all aspects of the Convention process, including through membership of their national delegations and the chairing and facilitation of formal and informal negotiating groups,

*Also noting* that gender-responsive climate policy still requires further strengthening in all activities related to adaptation and mitigation as well as decision-making on the implementation of climate policies,

1. *Decides* to enhance the implementation of decisions 36/CP.7, 1/CP.16 and 23/CP.18 by inviting Parties to advance gender balance, promote gender sensitivity in developing and implementing climate policy, and achieve gender-responsive climate policy in all relevant activities under the Convention;
2. *Also decides* that additional efforts need to be made by Parties to improve the participation of women in their delegations and in all of the bodies established under the Convention, as stipulated in decisions 36/CP.7 and 23/CP.18;

3. *Further decides* to establish a two-year work programme for promoting gender balance and achieving gender-responsive climate policy, developed for the purpose of guiding the effective participation of women in the bodies established under the Convention, the elements of which are contained in paragraphs 4 to 7 below;
4. *Requests* the secretariat to include in its next annual report, as referred to in decision 23/CP.18, paragraph 8, information regarding the implementation by the secretariat of those decisions that include a gender approach, in keeping with applicable gender-related policies under the Convention;
5. *Decides* to strengthen the existing work on gender balance in the thematic priority areas set out in paragraphs 6 to 12 below;
6. *Encourages* Parties to support (a) training and awareness-raising for female and male delegates on issues related to gender balance and climate change, and (b) building the skills and capacity of their female delegates to effectively participate in UNFCCC meetings via training on, inter alia, negotiation skills, drafting of legal language and strategic communication;
7. *Also encourages* interested Parties and relevant organizations to support these training and capacity-building efforts, particularly for delegates from Parties that are particularly vulnerable to the adverse effects of climate change, including the least developed countries, small island developing States and countries in Africa;
8. *Requests* the secretariat to support the organization of these training and capacitybuilding efforts, inter alia, in conjunction with sessions of the subsidiary bodies;
9. *Invites* Parties to increase the representation of women and active participation of women in the bodies established under the Convention;
10. *Decides* to clarify the meaning of the term “gender-

responsive climate policy” from an implementation perspective, and improve the development and effective implementation of gender-responsive climate policy;

11. *Requests* the secretariat to organize an in-session workshop on gender-responsive climate policy with a focus on mitigation action and technology development and transfer during the forty-second session of the Subsidiary Body for Implementation (June 2015), and prepare a report on the workshop for consideration at its forty-third session (November–December 2015);

12. *Also requests* the secretariat to organize an in-session workshop on gender-responsive climate policy with a focus on adaptation and capacity-building, and training for delegates on gender issues during the forty-fourth session of the Subsidiary Body for Implementation (May 2016) and prepare a report on the workshop for consideration at its forty-fifth session (November 2016). Future work could include in-session workshops on other themes;

13. *Invites* Parties and admitted observer organizations to submit to the secretariat, by 18 February 2015 and 3 February 2016, respectively, their views on the matters to be addressed at the in-session workshops referred to in paragraphs 11 and 12 above;

14. *Requests* the secretariat to prepare a technical paper on guidelines or other tools on integrating gender considerations into climate change related activities under the Convention for consideration by the Subsidiary Body for Implementation at its forty-fourth session;

15. *Invites* Parties and admitted observer organizations to provide information on progress made in meeting the goals of achieving gender balance and gender-responsive climate policy;

16. *Agrees* to review this information at its twenty-second session (November 2016) with a view to taking any necessary action needed to strengthen the progress of furthering these goals;

17. *Requests* the Executive Secretary to appoint a senior gender focal point, who is an expert in this subject matter, to develop and ensure the implementation of, within existing resources, an action plan for the two-year work programme on gender and climate change;

18. *Invites* Parties and relevant organizations to provide the means for implementing gender-related activities within the two-year work programme;

19. *Takes note* of the budgetary implications of the activities to be undertaken by the secretariat referred to in this decision;

20. *Requests* that the actions of the secretariat called for in this decision be undertaken subject to the availability of financial resources.

## **DECISION 21/CP.22**

### **GENDER AND CLIMATE CHANGE**

THE CONFERENCE OF THE PARTIES,

*Recalling* decisions 36/CP.7, 1/CP.16, 23/CP.18, 18/CP.20 and 1/CP.21 and the Paris Agreement,

*Underscoring* the importance of coherence between gender-responsive climate policies and the balanced participation of women and men in the Convention process and the provisions of international instruments and outcomes such as the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Declaration and Platform for Action<sup>2</sup> and the 2030 Agenda for Sustainable

## Development,

*Noting* that, notwithstanding the progress made by Parties in implementing the decisions referred to above, there is a need for women to be represented in all aspects of the Convention process, including through membership of their national delegations and the chairing and facilitation of formal and informal negotiating groups,

*Acknowledging* with appreciation the important role of the two-year Lima work programme on gender in the incorporation of a gender perspective in the work of the Parties and the secretariat in implementing the Convention,

*Noting* with appreciation the contributions received in support of the work undertaken so far,

*Also noting* that gender-responsive climate policy still requires further strengthening in all activities concerning adaptation, mitigation and related means of implementation (finance, technology development and transfer and capacity-building) as well as decisionmaking on the implementation of climate policies,

1. *Welcomes* the report by the secretariat on the in-session workshop on gender-responsive climate policy with a focus on adaptation, capacity-building and training for delegates on gender issues,<sup>4</sup> which was held during the forty-fourth sessions of the subsidiary bodies;
2. *Notes* with appreciation the submissions from Parties and observers as input for the workshop referred to in paragraph 1 above;
3. *Takes note* of the report by the secretariat on the gender composition of constituted bodies established under the Convention and its Kyoto Protocol,<sup>5</sup> and the urgent need to improve the representation of women in all of the bodies established under the Convention, the Kyoto Protocol and the

Paris Agreement;

4. *Urges* Parties to enhance their efforts in advancing the implementation of decisions 36/CP.7, 1/CP.16, 23/CP.18 and 18/CP.20;

5. *Takes note* of the submissions from Parties and observers on possible elements and guiding principles for continuing and enhancing the Lima work programme on gender, including information from Parties on progress made towards achieving the goals of gender balance and gender-responsive climate policy in response to the invitation contained in decision 18/CP.20, paragraph 1;

6. *Decides* to continue and enhance the Lima work programme on gender for a period of three years as set out in paragraphs 7–30 below and to undertake, at the twenty-fifth session of the Conference of the Parties (November 2019), a review of the work programme;

7. *Invites* Parties to continue to assist: (a) Training and awareness-raising for female and male delegates on issues related to gender balance and climate change; (b) Building the skills and capacity of their female delegates to participate effectively in UNFCCC meetings through training on, *inter alia*, negotiation skills, the drafting of legal documents and strategic communication;

8. *Also invites* Parties and relevant organizations to continue to assist the activities referred to in paragraph 7 above, with a special focus on training and capacity-building for delegates from Parties that are particularly vulnerable to the adverse effects of climate change;

9. *Requests* the secretariat to continue to support the organization of the training and capacity-building efforts referred to in paragraphs 7 and 8 above, *inter alia*, in conjunction with sessions of the subsidiary bodies;

10. Invites Parties to increase the representation and active participation of women in the bodies established under the Convention;

11. *Decides* that annual in-session workshops will be held in conjunction with the sessions of the subsidiary bodies in the first sessional period of 2018 and 2019;

12. *Requests* the Subsidiary Body for Implementation to elaborate the topics for the workshops referred to in paragraph 11 above during 2017 and to report on the topics that it recommends for the workshops to the Conference of the Parties at its twenty-third session (November 2017);

13. *Also requests* the secretariat to prepare a technical paper identifying entry points for integrating gender considerations in workstreams under the UNFCCC process for consideration by the Subsidiary Body for Implementation at its forty-eighth session (April– May 2018);

14. *Further requests* all constituted bodies under the UNFCCC process to include in their regular reports information on progress made towards integrating a gender perspective in their processes according to the entry points identified in the technical paper referred to in paragraph 13 above;

15. *Requests* the secretariat to prepare biennial synthesis reports on the information contained in the reports referred to in paragraph 14 above for consideration by the Conference of the Parties, with the first biennial synthesis report to be prepared for the consideration of the Conference of the Parties at its twenty-fifth session (November 2019);

16. *Encourages* Parties and the secretariat to take into consideration a gender perspective in the organization of the technical expert meetings on mitigation and adaptation, in accordance with decision 1/CP.21, paragraphs 111 and 129;

17. *Invites* Parties to mainstream a gender perspective in the

enhancement of climate technology development and transfer;

18. *Requests* the secretariat, if updating the accreditation process for the Parties, to improve, as appropriate, the accuracy of data on the gender of the participants as a means of providing accurate data to assess progress made on the participation of women delegates in UNFCCC meetings and those of constituted bodies;

19. *Also requests* the secretariat to continue to prepare an annual report on gender composition in accordance with decisions 23/CP.18 and 18/CP.20;

20. *Further requests* the secretariat to undertake research and analysis on challenges to the full and equal participation of women in climate-related processes and activities and to prepare a technical paper on achieving the goal of gender balance as mandated by decisions 36/CP.7, 1/CP.16 and 23/CP.18, based on submissions and its own research for consideration by the Conference of the Parties at its twenty-third session;

21. *Requests* the Financial Mechanism and its operating entities to include in their respective annual reports to the Conference of the Parties information on the integration of gender considerations in all aspects of their work;

22. *Invites* Parties to appoint and provide support for a national gender focal point for climate negotiations, implementation and monitoring;

23. *Encourages* Parties, when reporting on their climate policies under the UNFCCC process, to include information on how they are integrating gender considerations into such policies;

24. *Also encourages* Parties to integrate local and traditional knowledge in the formulation of climate policy and to recognize the value of the participation of grassroots women in gender-responsive climate action at all

levels;

25. *Requests* the secretariat to maintain and regularly update its web pages for sharing information on women's participation and on gender-responsive climate policy;

26. *Invites* Parties and non-Party stakeholders to share information on their work related to integrating a gender perspective in the activities and work under the Convention, the Kyoto Protocol and the Paris Agreement;

27. *Requests* the Subsidiary Body for Implementation to develop a gender action plan in order to support the implementation of gender-related decisions and mandates under the UNFCCC process, which may include priority areas, key activities and indicators, timelines for implementation, the responsible and key actors and indicative resource requirements for each activity, and further elaborate its process of review and monitoring;

28. *Invites* Parties, members of constituted bodies, United Nations organizations, observers and other stakeholders to consult through meetings, prior to the forty-sixth sessions of the subsidiary bodies (May 2017), in order to provide inputs to the formulation of the gender action plan referred to in paragraph 27 above;

29. *Requests* the secretariat to convene, in cooperation with Parties and interested observers and other stakeholders, an in-session workshop during the forty-sixth sessions of the subsidiary bodies to develop possible elements of the gender action plan referred to in paragraph 27 above for consideration by the Subsidiary Body for Implementation at its forty-seventh session (November 2017);

30. *Invites* submissions from Parties, observers and other stakeholders, by 25 January 2017, on their views on the matters to be addressed at the in-session workshop referred to in

paragraph 29 above;

31. *Takes note* of the estimated budgetary implications of the activities to be undertaken by the secretariat referred to in this decision;

32. *Requests* that the actions of the secretariat called for in this decision be undertaken subject to the availability of financial resources;

33. *Invites* Parties and relevant organizations to participate and engage in implementing gender-related activities within the work programme.

## **DECISION -/CP.23**

### **ESTABLISHMENT OF A GENDER ACTION PLAN**

THE CONFERENCE OF THE PARTIES,

*Recalling* decisions 36/CP.7, 1/CP.16, 23/CP.18, 18/CP.20, 1/CP.21 and 21/CP.22 as well as the Paris Agreement,

*Reaffirming* the General Assembly resolution on the 2030 Agenda for Sustainable Development,

*Noting* that gender-responsive climate policy continues to require further strengthening in all activities concerning adaptation, mitigation and related means of implementation (finance, technology development and transfer and capacity-building) as well as decision-making on the implementation of climate policies (Decision 21/CP.22).

*Also noting* that, notwithstanding the progress made by Parties in implementing the decisions referred to above, there is a need for women to be represented in all aspects of the Convention process and a need for gender mainstreaming through all relevant targets and goals in activities under the Convention as an important contribution to increasing their

effectiveness,

*Acknowledging* with appreciation the important role of the extended Lima work programme on gender in integrating gender considerations into the work of Parties and the secretariat in implementing the Convention and the role of the gender action plan (contained in the annex) in supporting the implementation of gender-related decisions and mandates under the UNFCCC process,

*Recalling* decision 21/CP.22, paragraph 27, which mandated the development of a gender action plan in order to support the implementation of gender-related decisions and mandates under the UNFCCC process, which may include priority areas, key activities and indicators, timelines for implementation, responsible and key actors and indicative resource requirements for each activity, and the further elaboration of its review and monitoring processes,

*Recalling* that Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights as well as gender equality,

*Taking* into account the imperative of a just transition of the workforce when implementing the gender action plan,

1. *Adopts* the gender action plan, contained in the annex, under the Lima work programme on gender;
2. *Invites* Parties, members of constituted bodies, United Nations organizations, observers and other stakeholders to participate and engage in implementing the gender action plan referred to in paragraph 1 above (hereinafter referred to as the gender action plan), with a view to advancing towards the goal of mainstreaming a gender perspective into all elements of climate action;
3. *Welcomes* the technical paper prepared by the secretariat on

achieving the goal of gender balance (FCCC/TP/2017/8).

4. *Notes* the lack of progress made in delegations and constituted bodies towards the goal of gender balance;

5. *Requests* the secretariat to prepare, for consideration by the Subsidiary Body for Implementation at its session to be held in November 2019, a synthesis report on the implementation of the gender action plan, identifying areas of progress, areas for improvement and further work to be undertaken in subsequent action plans, so as to elaborate recommendations for consideration by the Conference of the Parties at its twentyfifth session (November 2019) in the context of the review referred to in paragraph 7 below;

6. *Decides* that the topics of the annual in-session workshops to be held in conjunction with the sessions of the subsidiary bodies taking place in the first sessional period of 2018 and 2019 (Decision 21/CP.22, paragraphs 11 and 12) will be based on the submission referred to in activity E.1 of priority area E of the gender action plan (see table 5) and on the short- and long-term impacts of the gender action plan, which may also be informed by the synthesis report referred to in paragraph 5 above, respectively;

7. *Also* decides to review, at its twenty-fifth session, the implementation of the gender action plan in the context of the review of the Lima work programme on gender (Decision 21/CP.22, paragraph 6) so as to consider the next steps, including an assessment of the impacts of the gender action plan;

8. *Invites* Parties and relevant organizations to participate and engage in the implementation of gender-related activities within the gender action plan, including enhancing the capacity of the gender focal point of the secretariat;

9. *Takes* note of the estimated budgetary implications of the activities to be undertaken by the secretariat referred to in

paragraphs 1, 5 and 6 above;

10. *Requests* that the actions of the secretariat called for in this decision be undertaken subject to the availability of financial resources.

## **GENDER ACTION PLAN**

1. By decision 21/CP.22, paragraph 27, the Subsidiary Body for Implementation was requested to develop a gender action plan (GAP) in order to support the implementation of gender-related decisions and mandates in the UNFCCC process, which may include priority areas, key activities and indicators, timelines for implementation, responsible and key actors and indicative resource requirements for each activity, and to further elaborate its review and monitoring processes.

2. The GAP, created under the Lima work programme on gender, seeks to advance women's full, equal and meaningful participation and promote gender-responsive climate policy and the mainstreaming of a gender perspective in the implementation of the Convention and the work of Parties, the secretariat, United Nations entities and all stakeholders at all levels.

3. Gender-responsive climate policy requires further strengthening in all activities concerning adaptation, mitigation and related means of implementation (finance, technology development and transfer, and capacity-building) as well as decision-making on the implementation of climate policies. The GAP recognizes the need for women to be represented in all aspects of the UNFCCC process and the need for gender mainstreaming through all relevant targets and goals in activities under the Convention as an important contribution to increasing their effectiveness.

4. The GAP recognizes that gender-related action is being

progressed across all areas of the Convention and with respect to the Paris Agreement. Many of the activities in the GAP have been the subject of action by a variety of relevant organizations and will continue to require further action beyond the time frame of the plan.

5. The activities in the GAP vary in terms of measurability, and Parties are at various stages in terms of progress on this agenda. Some actions may be afforded differing degrees of prioritization according to the nature and scale of the climate policies being implemented and the capacities of Parties. The GAP recognizes that climate action under the Convention is a Party-driven process.

## **PRIORITY AREAS**

6. Parties, the secretariat and relevant organizations are invited to undertake the activities contained in the GAP, as appropriate. The GAP sets out, in five priority areas, the activities that will drive the achievement of its objectives.

### **A. Capacity-building, knowledge sharing and communication**

7. The GAP seeks to enhance the understanding and expertise of stakeholders on the systematic integration of gender considerations and the application of such understanding and expertise in the thematic areas under the Convention and the Paris Agreement and in policies, programmes and projects on the ground.

### **B. Gender balance, participation and women's leadership**

8. The GAP seeks to achieve and sustain the full, equal and meaningful participation of women in the UNFCCC process.

### **C. Coherence**

9. The GAP seeks to strengthen the integration of gender considerations within the work of UNFCCC bodies, the secretariat and other United Nation entities and stakeholders towards the consistent implementation of gender-related mandates and activities.

### **D. Gender-responsive implementation and means of implementation**

10. The GAP aims to ensure the respect, promotion and consideration of gender equality and the empowerment of women in the implementation of the Convention and the Paris Agreement.

### **E. Monitoring and reporting**

11. The GAP seeks to improve tracking in relation to the implementation of and reporting on gender-related mandates under the UNFCCC.

*Continued on next page.*

**TABLE 1. PRIORITY AREA A: CAPACITY-BUILDING, KNOWLEDGE SHARING AND COMMUNICATION**

ACTIVITIES	RESPONSIBLE ACTORS	TIMELINE	DELIVERABLES
<p>A.1 Through the use of such mechanisms as workshops, technical assistance, etc., enhance the capacity of Parties and stakeholders to develop gender-responsive policies, plans and programmes on adaptation, mitigation, capacity-building, technology and finance</p>	<p>Parties, United Nations entities and relevant organizations</p>	<p>2018</p>	<p>Gender responsive climate policies, plans and programmes</p>
<p>A.2 Make a submission on the systematic integration of gendersensitive and participatory education, training, public awareness, public participation and public access to information from national to local level into all mitigation and adaptation activities implemented under the Convention and the Paris Agreement, including into the implementation of NDCs and the formulation of long-term low greenhouse gas emission development strategies, and invite Parties to hold a dialogue under the Action for Climate Empowerment agenda item on how Parties and observer organizations have promoted the systematic integration of gender considerations into the above-mentioned issue</p>	<p>Parties and observer organizations, secretariat gender focal point, and the Paris Committee on Capacity-building</p>	<p>2018</p>	<p>Submission and dialogue</p>

<b>TABLE 2. PRIORITY AREA B: GENDER BALANCE, PARTICIPATION AND WOMEN'S LEADERSHIP</b>			
<b>ACTIVITIES</b>	<b>RESPONSIBLE ACTORS</b>	<b>TIMELINE</b>	<b>DELIVERABLES</b>
B.1 Promote travel funds as a means to support the participation of women in national delegations at UNFCCC sessions, including those from grass-roots, local and indigenous peoples communities from developing countries, the least developed countries and small island developing States	Parties, the secretariat and observer organizations	2018-2019	Promotion of funds
B.2 Include in regular notifications to Parties at the time of nominations to UNFCCC bodies the latest report on the gender composition of the relevant body	Secretariat	2018-2019	Updated information on gender balance at the time of nominations to bodies
B.3 Organize and conduct capacity-building training on leadership, negotiation, facilitation and chairing in the context of the UNFCCC process in cooperation with United Nations system wide efforts for women	Parties, United Nations entities and relevant organizations		Provision of training
B.4 Cooperate in, promote, facilitate, develop and implement formal and non-formal education and training programmes focused on climate change at all levels, targeting women and youth in particular at the national, regional and local levels, including the exchange or secondment of personnel to train experts	Parties, United Nations entities and relevant organizations		

TABLE 3. PRIORITY AREA C: COHERENCE

ACTIVITIES	RESPONSIBLE ACTORS	TIMELINE	DELIVERABLES
C.1 At SBI 48 hold a dialogue, open to Parties and observers, with the chairs of UNFCCC constituted bodies to discuss the outcomes of the technical paper on entry points requested in decision 21/CP.22, paragraph 13, and any potential recommendations	Secretariat	SBI 48	Dialogue
C.2 Provide capacity-building to chairs and members of UNFCCC constituted bodies and technical teams of the secretariat on how to integrate gender considerations into their respective areas of work and on meeting the goal of gender balance	The secretariat gender team, United Nations entities, other stakeholders and relevant organizations		Chairs and members of UNFCCC constituted bodies supporting the integration of gender into their work
C.3 Share information on efforts made to support the implementation of activities to enhance synergies with other United Nations entities and processes, paying particular attention to the 2030 Agenda for Sustainable Development	United Nations entities and other relevant organizations	During sessions of the COP	Promotion of efforts

**TABLE 4. PRIORITY AREA D: GENDER-RESPONSIVE IMPLEMENTATION AND MEANS OF IMPLEMENTATION**

ACTIVITIES	RESPONSIBLE ACTORS	TIMELINE	TIMELINE
D.1 Invite the Standing Committee on Finance to host a dialogue on the implementation of its commitment to integrate gender considerations into its work, emphasizing the relevance of gender-responsive access to finance in the implementation of climate action	Standing Committee on Finance	2019	Dialogue
D.2 In cooperation with the UNEP DTU Partnership <sup>a</sup> and the Climate Technology Centre and Network, invite interested stakeholders to share information on the incorporation of gender into technology needs assessments during Gender Day	Parties, UNEP DTU Partnership, <sup>a</sup> Climate Technology Centre and Network, other relevant stakeholders and secretariat	2018–2019	Submission
D.3 Strengthen the capacity of gender mechanisms, including for parliamentarians, the International Parliamentary Union, commissions, funding ministries, non-governmental organizations and civil society organizations, for the integration of gender-responsive budgeting into climate finance, access and delivery through training, expert workshops, technical papers and tools	Parties, United Nations entities, the Financial Mechanism and other stakeholders	2018	Capacity -building

<sup>a</sup> The partnership, formerly known as the United Nations Environment Programme (UNEP) Risoe Centre, operates under a tripartite agreement between Denmark's Ministry of Foreign Affairs, the Technical University of Denmark (DTU) and UNEP.

TABLE 5. PRIORITY AREA E: MONITORING AND REPORTING			
ACTIVITIES	RESPONSIBLE ACTORS	TIMELINE	DELIVERABLES
<p>E.1 Make a submission on the following, including sex-disaggregated data and gender analysis, where applicable:</p> <p>(a) Information on the differentiated impacts of climate change on women and men, with special attention paid to local communities and indigenous peoples;</p> <p>(b) Integration of gender considerations into adaptation, mitigation, capacity-building, Action for Climate Empowerment, technology and finance policies, plans and actions;</p> <p>(c) Policies and plans for and progress made in enhancing gender balance in national climate delegations</p>	Parties and observer organizations	2018	Submission
<p>E.2 Prepare a synthesis report on the submissions received under activity E.1</p>	Secretariat	2019	Synthesis report

ACTIVITIES	RESPONSIBLE ACTORS	TIMELINE	DELIVERABLES
<p>E.3 Update report on how the Climate Technology Centre and Network, in executing its modalities and procedures, working in conjunction with the Technology Executive Committee (to ensure coherence and synergy within the Technology Mechanism), contributed to the aim of accelerating the development and transfer of technology, taking into account gender considerations</p>	<p>Climate Technology Centre and Network and Technology Executive Committee</p>		<p>Report, with recommendations</p>
<p>E.4 Encourage knowledge exchange activities among the secretariat staff across all thematic areas to update on work related to gender</p>	<p>The secretariat, in cooperation with United Nations entities, including the United Nations Entity for Gender Equality and the Empowerment of Women</p>		<p>Report on the knowledge exchange  Account of exchange activities</p>

## ANNEX II

### GLOSSARY OF TERMS

**Gender** refers to how societies and specific cultures assign roles and ascribe characteristics to men and women on the basis of their sex. It also refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

**Gender analysis** is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/ entitlements affect women, men, girls and boys in certain situations or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. Gender analysis may be conducted on the basis of qualitative information and methods and/or on the basis of quantitative information provided by gender statistics.

**Gender audits** are institutional gender analysis and assessment tools that help to scan the extent to which gender equality has been integrated into institutions, policies, or programmes. There are a wide variety of gender auditing tools that address different issues, including financial audits, general organisational assessments, and international policy analysis. The overarching aim of most auditing tools is to hold institutions and governments to account regarding gender integration.

**Gender balance** is commonly used in reference to human resources and the equal participation of women and men in all areas of work, projects or programmes. Women and men are expected to participate in proportion to their shares in the population. In many areas, however, women participate less than what would be expected according to the sex distribution in the population (under-representation of women) while men participate more than expected (over-representation of men).

**Gender blindness** is the failure to recognise that the roles and responsibilities of men/boys and women/girls are given to them in specific social, cultural, economic and political contexts and backgrounds. Projects, programmes, policies and attitudes which are gender blind do not take into account these different roles and diverse needs, maintain the status quo and will not help transform the unequal structure of gender relations. Gender budgeting focuses on the analysis of public expenditure and revenue from a gender perspective, identifying the implications for women compared to men. The ultimate goal is to reprioritise both expenditures and revenue raising methods in order to promote equality.

**Gender equality** refers to the goal when all human beings, men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, discrimination and prejudices, when women and men fully enjoy their human rights. It means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female. It refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

**Gender equity** is the process of being fair to men and women, boys and girls. It refers to differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes. It is about the fair and just treatment of both sexes that takes into account the different needs of the men and women, cultural barriers and (past) discrimination of the specific group.

**Gender mainstreaming** is a globally accepted strategy for promoting gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender

equality are central to all activities. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.

**Gender parity** is a 50:50 ratio of males and females. Some countries have laws on gender parity in decision-making.

**Gender responsive** refers to policies and approaches that entail identifying needed interventions to address gender gaps in sector and government policies, plans and budgets; considering gender norms, roles and relations for women and men and how they affect access to and control over resources; and considering women's and men's specific needs, although these nuances are not always clear cut. Changes are planned or made that respond to the inequities in the lives of men or women within a given social setting and aim to remedy these inequities.

**Gender sensitive** refers to policies and approaches that take into account gender perspectives and assess gender impacts and incorporate them into strategies; policies and approaches consider gender norms, roles and relations but does not address inequality generated by unequal norms, roles or relations. While it indicates gender awareness, no remedial action is developed.

**Gender statistics** are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification; (b) data reflect gender issues; (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and (d) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.

**Sex-disaggregated statistics** are data collected and tabulated separately for women and for men. They allow for the measurement of differences between women and men in various social and economic dimensions and are one of the requirements for obtaining gender statistics. Gender statistics are more than data disaggregated by sex, however. Disaggregating data by sex does not guarantee, for example, that concepts, definitions and methods used in data production are conceived to reflect gender roles, relations and inequalities in society.

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