

Decision 3/CP.25

Enhanced Lima work programme on gender and its 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, 21/CP.22 and 3/CP.23, the Paris Agreement and the Katowice climate package,

Acknowledging the continuing need for gender mainstreaming through all relevant targets and goals in activities under the Convention as an important contribution to increasing their effectiveness, fairness and sustainability,

Also acknowledging the important role of the Lima work programme on gender and its gender action plan in advancing gender equality and women's empowerment in the UNFCCC process, demonstrated by the review by the Subsidiary Body for Implementation,

Noting with appreciation the contributions received from Parties and observers in support of the gender mainstreaming work undertaken to date,

Recognizing with concern that climate change impacts on women and men can often differ owing to historical and current gender inequalities and multidimensional factors and can be more pronounced in developing countries and for local communities and indigenous peoples,

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,

Taking into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities,

1. *Welcomes* the report on the implementation of the Lima work programme on gender and its gender action plan,¹ and *recognizes* the action taken by Parties, UNFCCC constituted bodies, the secretariat and observers to implement them;
2. *Takes note* of the report on the gender composition of Party delegations and constituted bodies,² which highlights the persistent lack of progress in and the urgent need for improving the representation of women in Party delegations and constituted bodies;
3. *Also takes note* of the report on progress in integrating a gender perspective into constituted body processes,³ which indicates that an increasing number of constituted bodies are reporting on gender, and *encourages* constituted bodies to continue strengthening their efforts in this area;
4. *Encourages* Parties to enhance their efforts to advance the implementation of the decisions referred to in the preamble;
5. *Adopts* the enhanced five-year Lima work programme on gender and its gender action plan as contained in the annex;
6. *Acknowledges* that capacity-building, knowledge management and the sharing of experience are essential to supporting relevant actors in designing and implementing gender-

¹ FCCC/SBI/2019/15 and Add.1.

² FCCC/CP/2019/9.

³ FCCC/CP/2019/8.

responsive climate action and for increasing the effectiveness and scaling up of these measures;

7. *Recognizes* that the full, meaningful and equal participation and leadership of women in all aspects of the UNFCCC process and in national- and local-level climate policy and action is vital for achieving long-term climate goals;

8. *Acknowledges* that coherence with relevant United Nations processes, in particular the 2030 Agenda for Sustainable Development, as applicable, and within national implementation will contribute to improving the efficiency and effectiveness of efforts to integrate gender considerations into climate action;

9. *Notes* that gender-responsive implementation and means of implementation of climate policy and action can enable Parties to raise ambition, as well as enhance gender equality, and just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities;

10. *Decides* to undertake a review of the implementation of the enhanced Lima work programme on gender and its gender action plan at the sixty-first session of the Subsidiary Body for Implementation (November 2024), identifying progress and further work to be undertaken, and to conduct an intermediate review of the progress of implementation of the activities contained in the gender action plan at the fifty-sixth session of the Subsidiary Body for Implementation (June 2022);

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

12. *Requests* all constituted bodies to continue to include in their regular reports information on progress towards integrating a gender perspective into their processes;

13. *Invites* Parties to submit information on efforts and steps taken to implement the enhanced Lima work programme on gender and its gender action plan in their national reporting under the UNFCCC process, as applicable;

14. *Also invites* relevant public and private entities to increase the gender-responsiveness of climate finance with a view to strengthening the capacity of women;

15. *Requests* the secretariat to continue to:

(a) Maintain the position of senior gender focal point to retain relevant expertise and support and monitor the implementation of the enhanced Lima work programme on gender and its gender action plan;

(b) Prepare an annual gender composition report and a biennial synthesis report on progress in integrating a gender perspective into constituted body processes;

(c) Provide capacity-building support to constituted bodies and secretariat staff in integrating a gender perspective into their respective areas of work in collaboration with relevant organizations, as appropriate;

(d) Facilitate coordination with other United Nations entities, intergovernmental organizations and non-governmental organizations when supporting the implementation of the enhanced Lima work programme on gender and its gender action plan;

(e) Facilitate support for building and strengthening the skills and capacities of national gender and climate change focal points;

(f) Enhance communication and information-sharing through existing UNFCCC web-based resources and communication activities;

(g) Participate in the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women to strengthen the integration of gender considerations within the organization and work of the secretariat;

16. *Invites* Parties to provide support for developing country Parties to address gender-related action under the Convention and the Paris Agreement, including in relation to the UNFCCC gender action plan;

17. *Encourages* Parties and relevant organizations to participate and engage in the implementation of the gender-related activities within the gender action plan, as appropriate;
18. *Takes note* of the estimated budgetary implications of the activities to be undertaken by the secretariat referred to in paragraph 15 above and activities A.1–5, B.1–3, C.1–3, D.1–3 and 6, and E.1–2 in the annex;
19. *Requests* that the actions of the secretariat called for in this decision be undertaken subject to the availability of financial resources.

Annex

Gender action plan

1. The enhanced gender action plan sets out objectives and activities under five priority areas that aim to advance knowledge and understanding of gender-responsive climate action and its coherent mainstreaming in the implementation of the UNFCCC and the work of Parties, the secretariat, United Nations entities and all stakeholders at all levels, as well as women's full, equal and meaningful participation in the UNFCCC process.

Priority areas

2. Parties, the secretariat, UNFCCC constituted bodies and relevant organizations are invited to undertake the activities set out in the gender action plan, as appropriate.

3. The gender action plan sets out, in five priority areas, the activities that will drive the achievement of its objectives (see tables 1–5).¹ The objectives of each priority area follow in paragraphs 4–8 below.

A. Capacity-building, knowledge management and communication

4. To enhance the systematic integration of gender considerations into climate policy and action and the application of understanding and expertise to the actions called for under the Lima work programme on gender and its gender action plan, and facilitate outreach, knowledge-sharing and the communication of activities undertaken to enhance gender-responsive climate action and its impacts in advancing women's leadership, achieving gender equality and ensuring effective climate action.

B. Gender balance, participation and women's leadership

5. To achieve and sustain the full, equal and meaningful participation of women in the UNFCCC process.

C. Coherence

6. To strengthen the integration of gender considerations within the work of UNFCCC constituted bodies, the secretariat and other United Nations entities and stakeholders towards the consistent implementation of gender-related mandates and activities.

D. Gender-responsive implementation and means of implementation

7. 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

8. To improve tracking of the implementation of and reporting on gender-related mandates under the Lima work programme on gender and its gender action plan.

¹ Abbreviations used in the tables: COP = Conference of the Parties, SB = sessions of the subsidiary bodies, SBI = Subsidiary Body for Implementation, SBSTA = Subsidiary Body for Scientific and Technological Advice.

Table 1

Priority area A: capacity-building, knowledge management and communication

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
A.1 Strengthen capacity-building efforts for governments and other stakeholders in mainstreaming gender in formulating, monitoring, implementing and reviewing, as appropriate, national climate change policies, plans, strategies and action, including nationally determined contributions, national adaptation plans and national communications	Leading: Parties, relevant organizations Contributing: national gender and climate change focal points, secretariat	Ongoing to COP 30 (2024)	Implementation of capacity-building for developing gender-responsive climate change policy	Regional, national
A.2 Discuss and clarify the role and the work of the national gender and climate change focal points, including through providing capacity-building, tools and resources, sharing experience and best practices, workshops, knowledge exchange, peer-to-peer learning, mentoring and coaching	Leading: secretariat Contributing: national gender and climate change focal points, relevant organizations, Parties	SB 52 (2020)	In-session workshop Recommendations on the role of the national gender and climate change focal point	International
	Leading: relevant organizations Contributing: secretariat, national gender and climate change focal points	Ongoing to COP 30 (2024)	Provision of capacity-building opportunities, tools and resources	Regional, national
A.3 Enhance capacity-building for governments and other relevant stakeholders to collect, analyse and apply sex-disaggregated data and gender analysis in the context of climate change, where applicable	Leading: relevant organizations Contributing: Parties	Ongoing to COP 30 (2024)	Promotion of tools, guidelines and training	Regional, national, local
A.4 Strengthen the evidence base and understanding of the differentiated impacts of climate change on men and women and the role of women as agents of change and on opportunities for women	Parties, relevant organizations, the research community	SB 54 (2021)	Submissions on: - Dimensions and examples of the gender-differentiated impacts of climate change - The role of women as agents of change - Opportunities for women	International, regional, national

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
	Secretariat	By SB 56 (2022)	Synthesis report on the submissions	International
	Invite Parties, relevant organizations, the research community and the Intergovernmental Panel on Climate Change to participate in an event to present relevant information upon publication of the Sixth Assessment Report of the Intergovernmental Panel on Climate Change	By COP 28 (2022)	SBI–SBSTA special event	International, regional, national
A.5 Promote the use of social media, web resources and innovative communication tools to effectively communicate to the public, in particular reaching out to women, on the implementation of the Lima work programme on gender and its gender action plan and on gender equality	Leading: Parties, relevant organizations, secretariat	Ongoing to COP 30 (2024)	Effective communication through social media, web resources and innovative communication tools	International, regional, national

Table 2

Priority area B: gender balance, participation and women's leadership

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
B.1 Promote initiatives for capacity-building in leadership, negotiation and facilitation of negotiation for women delegates, including through webinars and in-session training to enhance women's participation in the UNFCCC process	Leading: Parties, relevant organizations Contributing: secretariat	Ongoing to COP 30 (2024)	Workshops, capacity-building initiatives, webinars	International, regional, national
B.2 Promote travel funds as a means of supporting the equal participation of women in all national delegations at UNFCCC sessions, as well as funds to support the participation of grass-roots local and indigenous peoples' communities from developing countries, the least developed countries and small island developing States, and encourage Parties and relevant organizations to share information on travel funding	Leading: Parties Contributing: relevant organizations, secretariat	Ongoing to COP 30 (2024)	Mobilization of travel funds to increase women's participation in the UNFCCC process	International, regional, national

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
B.3 Invite the Local Communities and Indigenous Peoples Platform Facilitative Working Group to collaborate and co-host a dialogue to discuss advancing the leadership and highlighting the solutions of local communities and indigenous women and ways of enhancing their effective participation in climate policy and action, to the extent that it is consistent with the workplan of the Local Communities and Indigenous Peoples Platform Facilitative Working Group and within existing resources	Invite to collaborate: Local Communities and Indigenous Peoples Platform Facilitative Working Group, secretariat Contributing: Parties, relevant organizations	SB 57 (2022)	Dialogue	International, regional
	Secretariat	SB 58 (2023)	Dialogue report	International

Table 3
Priority area C: coherence

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
C.1 Ensure that members of constituted bodies are introduced to gender-related mandates and to the relevance of gender in the context of their work in a consistent and systematic manner	Leading: secretariat Contributing: relevant organizations	Ongoing to COP 30 (2024)	All new members of constituted bodies are introduced to the importance of gender-responsiveness	International
C.2 Facilitate the exchange of views and best practices of the Chairs of constituted bodies on how to strengthen the integration of the gender perspective into their work, taking into account the synthesis reports on progress in integrating a gender perspective into constituted body processes referred to in paragraph 15(b) of this decision	Leading: Chairs of constituted bodies Contributing: secretariat	SB 56 (2022)	Selection of topics for dialogue	International
	Leading: secretariat Contributing: relevant organizations	SB 56 (2022)	Compilation of good practices for integrating gender into the work of the constituted bodies	International
	Leading: Chairs of constituted bodies	SB 58 (2023)	Dialogue	International

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
	Contributing: secretariat			
	Secretariat	SB 59 (2023)	Dialogue report	International
C.3 Strengthen coordination between the work on gender considerations of the subsidiary bodies under the Convention and the Paris Agreement and other relevant United Nations entities and processes, in particular the 2030 Agenda for Sustainable Development, as applicable	Leading: secretariat Contributing: Parties, constituted bodies, relevant organizations	COP sessions from COP 26 (2020)	In-session dialogue on Gender Day focused on one thematic area relevant to the Convention and the Paris Agreement to promote coherence reflecting multidimensional factors	International

Table 4

Priority area D: gender-responsive implementation and means of implementation

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
D.1 Share experience and support capacity-building on gender budgeting, including on the integration of gender-responsive budgeting into national budgets to advance gender-responsive climate policies, plans, strategies and action, as appropriate	Parties, secretariat, relevant organizations	31 July 2022	Submissions	International
	Leading: relevant organizations Contributing: Parties, national gender and climate change focal points, secretariat, relevant national finance and budgeting entities, any other relevant entity	2022	Expert group meeting	International, regional, national
	Leading: secretariat Contributing: relevant organizations	COP 28 (2022)	Gender Day theme	International
D.2 Raise awareness of the financial and technical support available for promoting the strengthening of gender integration into climate policies, plans, strategies and action, as appropriate, including good practices to facilitate access to climate finance for grass-roots women's organizations and indigenous peoples and local communities	Leading: secretariat, Parties Contributing: Adaptation Fund, Global Environment Facility, Green Climate Fund, private sector, philanthropic financial institutions, other relevant organizations	Ongoing to COP 30 (2024)	Webinars, communication materials, in-session workshops	International, regional, national

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
D.3 Promote the deployment of gender-responsive technological solutions to address climate change, including strengthening, protecting and preserving local, indigenous and traditional knowledge and practices in different sectors and for improving climate resilience, and by fostering women's and girls' full participation and leadership in science, technology, research and development	Leading: Parties, relevant organizations, constituted bodies Contributing: secretariat	Ongoing to COP 30 (2024)	Workshops, capacity-building initiatives, webinars	International, regional, national
D.4 Support the collection and consolidation of information and expertise on gender and climate change in sectors and thematic areas as well as identifying experts on gender and climate change, as needed, and enhance knowledge platforms on gender and climate change	Leading: Parties, relevant organizations Contributing: secretariat	Ongoing to COP 30 (2024)	Knowledge and expertise platforms on gender and climate change	International, regional, national
D.5 Engage women's groups and national women and gender institutions in the process of developing, implementing and updating climate policies, plans, strategies and action, as appropriate, at all levels	Parties, relevant organizations	Ongoing to COP 30 (2024)	Engagement of women's groups and national women and gender institutions in developing and implementing climate policies, plans, strategies and action, as appropriate	National
	Parties, relevant organizations	Ongoing to COP 30 (2024)	Peer-to-peer exchange on country experience and needs	Regional
	Parties, relevant organizations	Ongoing to COP 30 (2024)	Open call for submissions to share experience	International, national
D.6 Exchange information on lessons learned among Parties that have integrated gender into national climate policies, plans, strategies and action, as appropriate (e.g. information on results, impacts and main challenges), and on the actions that Parties are	Parties, relevant organizations	31 March 2020	Submissions on lessons learned	International, national
	Leading: secretariat	SB 52 (2020)	In-session workshop on lessons learned and actions taken in any updates	International

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
taking to mainstream gender in any updates thereto, as appropriate	Contributing: national gender and climate change focal points, relevant organizations			
	Secretariat	SB 53 (2020)	Informal workshop report	International
	Leading: relevant organizations Contributing: secretariat, national gender and climate change focal points	Ongoing to COP 30 (2024)	Workshops, dialogues, training expert meetings	Regional, national
D.7 Enhance the availability of sex-disaggregated data for gender analysis, taking into consideration multidimensional factors, to better inform gender-responsive climate policies, plans, strategies and action, as appropriate	Leading: relevant organizations, Parties	Ongoing to COP 30 (2024)	Management and availability of sex-disaggregated data for gender analysis in national systems, as appropriate	National

Table 5

Priority area E: monitoring and reporting

<i>Activities</i>	<i>Responsibilities</i>	<i>Timeline</i>	<i>Deliverables/outputs</i>	<i>Level of implementation</i>
E.1 Strengthen the monitoring and reporting on women in leadership positions within the UNFCCC process in the context of the gender composition report referred to in paragraph 15(b) of this decision and including through case studies	Secretariat	Ongoing to COP 30 (2024)	Inclusion of additional information in gender composition report	International
E.2 Monitor and report on the implementation of gender-responsive climate policies, plans, strategies and action, as appropriate, reported by Parties in regular reports and communications under the UNFCCC process	Secretariat	COP 28 (2022) COP 30 (2024)	Compilation and synthesis report	International

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