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**Global Framework on Chemicals –  
for a Planet Free of Harm from  
Chemicals and Waste**

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**Open-ended Working Group of the  
Global Framework on Chemicals – for a  
Planet Free of Harm from Chemicals and Waste  
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Punta del Este, Uruguay, 24–27 June 2025  
Agenda item 3 (d) of the provisional agenda\*  
Gender Action Plan**

**Development of a Gender Action Plan: Integration and review of  
existing information**

**Note by the Secretariat**

The annex to the present note contains a document on the development of a Gender Action Plan as well as two additional annexes as follows: annex 1. submissions on the development of a gender action plan for the framework; and annex 2 elements for consideration in the draft gender action plan. It is prepared by the MSP Institute (Multistakeholder Processes for Sustainable Development) in consultation with the secretariat and submitted as received.

The present note, including its annexes, has not been formally edited.

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\* UNEP/GFC/OEWG.1/1

## **ANNEX**

# **"Development of a Gender Action Plan: Integration and review of existing information."**

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This report has been developed within the Global Framework of Chemicals for a Planet Free of Harm from Chemicals and Waste. The views, interpretations, and responsibility for the content are solely attributed to the MSP Institute.

## EXECUTIVE SUMMARY

The development of a Gender Action Plan (GAP) within the Global Framework on Chemicals - For a Planet Free of Harm from Chemicals and Waste represents a crucial step toward integrating gender perspectives, along with gender-responsive policies and actions, into chemical and waste management processes. The development of a GAP has emerged in response to the growing recognition that exposure to chemicals and waste disproportionately affects people in vulnerable situations and that such exposure often has significant impacts on human health, particularly that of women and children. Additionally, gender equality can support the sound management of chemicals and waste.

At the Fifth International Conference on Chemicals Management (ICCM5), the Bonn Declaration underscored the need for gender equality as a foundational principle in managing chemicals. The conference resolutions highlighted the importance of integrating gender-responsive approaches in educational, training, and public awareness initiatives concerning chemical safety. Additionally, there is a clear call for comprehensive data collection on chemical exposure, disaggregated by sex, age, and other demographic factors, to better understand the impacts of chemical pollution.

The process for developing the GAP follows a three-phase approach, ensuring a structured review, stakeholder engagement, and refinement. The initial phase has focused on assessing existing frameworks, identifying challenges, and gathering contributions from governments, intergovernmental organizations, non-governmental organizations, and industry stakeholders.

To advance these objectives, the GFC Secretariat, in collaboration with MSP Institute, is leading the development of a Gender Action Plan that aims to mainstream gender considerations in chemicals management. This analysis involves a thorough review of existing gender action plans across various international processes related to chemicals and waste management. The objective is to identify gaps and opportunities for enhancing gender integration, ensuring that the Gender Action Plan complements existing frameworks and does not duplicate efforts already underway.

This review focuses on integrating insights from existing gender action plans and information and key recommendations from stakeholders. As part of this process, a call for information was issued, resulting in 24 submissions from diverse stakeholders. These contributions have informed the analysis of existing gender mainstreaming efforts within international agreements such as the Basel, Rotterdam, and Stockholm Conventions, the Minamata Convention, the United Nations Framework Convention on Climate Change and the Convention on Biological Diversity. While certain agreements have advanced the integration of gender considerations, gaps remain in aligning chemicals and waste management policies with gender-responsive approaches.

Beyond the multilateral environmental agreements, various United Nations agencies and international organizations have contributed to gender-responsive chemicals and waste management. The World Health Organization (WHO) has emphasized gender-differentiated health risks, while the International Labour Organization (ILO) has addressed occupational exposure and gender-responsive occupational safety and health policies. Additionally, UNEP, UNDP, and the UN Human Rights Council have developed frameworks, resolutions and initiatives aimed at strengthening gender integration into environmental governance, capacity-building, and rights-based approaches to chemicals and waste management.

The information reviewed outlines key areas of focus, including the establishment of gender equality objectives within the Secretariats and among stakeholders, capacity building and awareness raising on gender policies, mobilization of financial resources, promotion of gender-balanced participation in decision-making processes, integration of gender considerations into national reporting and action plans, and the development of mechanisms to monitor and evaluate progress.

These frameworks stress the interconnection between gender equality, sustainable development, and chemical safety, advocating for the prioritization of gender issues in all phases of chemicals management. Gender equality is both a goal and a strategy for achieving sustainable chemicals management.

For effective implementation of the gender action plan, it is vital to collect comprehensive data on chemical exposure, accounting for gender and other intersecting factors, to better guide policy decisions. Policymakers should prioritize the integration of gender perspectives into national and international chemicals management frameworks, ensuring that women and vulnerable populations are actively represented and supported.

The analysis highlights the relevance of strategies that promote gender equality in chemicals management and emphasizes the importance of fostering collaboration among stakeholders to ensure that the differentiated impacts of chemicals are recognized and addressed. Ongoing education, awareness programs, and gender-responsive strategies are essential for improving public understanding of chemical safety and its connection to health and gender equality. All these elements must be taken into account when developing the GFC GAP.

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## ABBREVIATIONS

|                        |                                                                     |
|------------------------|---------------------------------------------------------------------|
| <b>BRS Conventions</b> | Basel, Rotterdam and Stockholm Conventions                          |
| <b>BRS-GAP</b>         | Basel, Rotterdam and Stockholm Conventions Gender Action Plan       |
| <b>CBD</b>             | Convention on Biological Diversity                                  |
| <b>COP</b>             | Conference of the Parties                                           |
| <b>EDCs</b>            | Endocrine-disrupting chemicals                                      |
| <b>FAO</b>             | Food and Agriculture Organization of the United Nations             |
| <b>GAP</b>             | Gender Action Plan                                                  |
| <b>GFC</b>             | Global Framework on Chemicals                                       |
| <b>GFC-GAP</b>         | Global Framework on Chemicals Gender Action Plan                    |
| <b>GEF</b>             | Global Environment Fund                                             |
| <b>G&amp;CP</b>        | Gender and Chemicals Partnership                                    |
| <b>ICCM</b>            | International Conference on Chemicals Management                    |
| <b>ILO</b>             | International Labour Organization                                   |
| <b>IOMC</b>            | Inter-Organization Programme for the Sound Management on Chemicals  |
| <b>IPEN</b>            | International Pollutants Elimination Network                        |
| <b>IUCN</b>            | International Union for Conservation of Nature                      |
| <b>MEAs</b>            | Multilateral Environmental Agreements                               |
| <b>MSP Institute</b>   | Multistakeholder Processes for Sustainable Development              |
| <b>MC-GAP</b>          | Minamata Convention Gender Action Plan                              |
| <b>OECD</b>            | Organization for Economic Cooperation and Development               |
| <b>OSH</b>             | Occupational Safety and Health                                      |
| <b>SAICM</b>           | Strategic Approach to International Chemicals Management            |
| <b>SDG</b>             | Sustainable Development Goals                                       |
| <b>SSFA</b>            | Small-Scale Funding Agreement                                       |
| <b>UNDP</b>            | United Nations Development Programme                                |
| <b>UNEP</b>            | United Nations Environment Programme                                |
| <b>UNFCCC</b>          | United Nations Framework Convention on Climate Change               |
| <b>UN-HRC</b>          | United Nations Human Rights Council                                 |
| <b>UNEP-GP&amp;S</b>   | United Nations Environment Programme Gender Policy and Strategy     |
| <b>UNIDO</b>           | United Nations Industrial Development Organization                  |
| <b>UNITAR</b>          | United Nations Institute for Training and Research                  |
| <b>UN-WOMEN</b>        | United Nations Entity for Gender Equality and Women's Empowerment   |
| <b>UN-SWAP</b>         | System-Wide Action Plan for Gender Equality and Women's Empowerment |
| <b>WHO</b>             | World Health Organization                                           |
| <b>WECF</b>            | Women Engage for a Common Future                                    |

## PART I. BACKGROUND AND OBJECTIVE OF THE ANALYSIS OF EXISTING INFORMATION.

### Background.

1. With [resolution V/1](#), the Fifth International Conference on Chemicals Management (ICCM5) welcomed and adopted the Bonn Declaration for a Planet Free of Harm from Chemicals as an integral part of the Framework. The Ministerial Declaration states that “The impacts of chemical pollution disproportionately affect people living in poverty, informal workers, indigenous peoples and other groups in vulnerable situations. Chemicals often have impacts on human health, particularly on women and children. Gender equality can support the sound management of chemicals and waste”.<sup>1</sup>
2. Gender equality is included as a principle E<sup>2</sup> of the GFC, in addition, target B5 calls for the consideration of a gender-responsive approach for the development and implementation of educational, training and public awareness programmes on chemical safety, while target B7 outlines a goal for stakeholders to collect and share comprehensive data on chemical concentrations and exposure sources in humans, other biota and environment media by 2030, taking into consideration intersecting factors such as sex, age, region, other demographic factors, and other relevant health determinants as feasible<sup>3</sup>.
3. The Fifth International Conference on Chemicals Management (ICCM5) adopted [Resolution V/4: Mainstreaming a gender perspective and promoting gender equality and empowerment of all women and girls in chemicals and waste management](#), which requests the Secretariat, with the participation of interested stakeholders, to develop a Gender Action Plan for the Global Framework on Chemicals - For a Planet Free of Harm from Chemicals and Waste<sup>4</sup>.
4. The GFC Secretariat has undertaken to develop a Gender Action Plan (GAP) to mainstream a gender perspective in the implementation of the GFC. As part of the way forward, the Secretariat agreed to cooperate with the MSP Institute on the project/programme entitled “Development of a Gender Action Plan within the context of the Global Framework on Chemicals—For a Planet Free of Harm from Chemicals and Waste.
5. It has been agreed that the GFC-GAP will be developed in a three-phase approach, ensuring comprehensive review, inclusive stakeholder engagement, and a structured finalization process:
  - a) Phase 1: Stocktaking and Gap Analysis. Encompasses a review of existing GAPs related to chemicals and waste management, identifying gaps, opportunities, and best practices, as well as an analysis of national-level case projects and/or reports that incorporate gender considerations in chemical and waste strategies.
  - b) Phase 2: Consultation Process and Drafting the GAP encompasses stakeholder engagement through online consultation, a call for submissions, and the initial drafting of the GFC-GAP, incorporating inputs from Governments, NGO’s, IGO’s, Academia, and Industry.

<sup>1</sup> <https://www.chemicalsframework.org/bonndeclaration>

<sup>2</sup> <https://www.chemicalsframework.org/page/principles-and-approaches>

<sup>3</sup> <https://www.chemicalsframework.org/page/strategic-objectives-and-targets>

<sup>4</sup> <https://www.chemicalsframework.org/page/resolution-v4-mainstreaming-gender-perspective-and-promoting-gender-equality-and-empowerment>

- c) Phase 3: Preparations for and work at OEWG including feedback and refinements before the final review by the OEWG.
- 6. In the context of this review, a call for information and exchange with stakeholders was issued on October 1<sup>st</sup>, 2024, to receive contributions regarding lessons learned, policies, and various elements that may enhance the development of the GFC Gender Action Plan. Twenty-four contributions were received and included in this Report.
- 7. This Report consists of the first deliverable according to the SSFA.

#### **Objective.**

- 8. This activity aims to review existing Gender Action Plans related to chemicals and waste management. The goal is to identify gaps and opportunities for incorporating a gender perspective into the Global Framework on Chemicals and to identify potential elements for the GFC-GAP. Additionally, it seeks to highlight sectors of significant interest to ensure that the Gender Action Plan aligns with other gender initiatives within MEAs and related organizations, avoiding duplication of existing efforts in this field.
- 9. This review paves the path for identifying key components and potential elements that will shape the GFC-GAP. It summarizes insights from the stocktaking exercise and highlights best practices and areas needing improvement.

#### **Methodology and structure.**

- 10. The methodology employed for this report, in line with the SSFA, initiated with the compilation and consolidation of all existing Gender Action Plans relevant to chemicals and waste management, a broad of relevant documents and existing efforts related to gender streamlining and synthesizing key issues in a conducive way to inform decision-making in the future.
- 11. The structure was decided according to the SSFA activities for Phase 1. Priority was given to existing Gender Action Plans for MEAs on chemicals and waste (BRS and Minamata Conventions) and from relevant United Nations Organizations and Programs, including UNEP, UN Women, WHO, ILO, IOMC, UNDP, and UN-HRC, as well as submissions and contributions from states and stakeholders. This report combines both the submissions received and supplementary research to provide a broader perspective on gender mainstreaming in chemicals and waste management.
- 12. For this report, on October 1<sup>st</sup>, 2024, a call for information was directed to Governments and stakeholders to receive their contributions on integrating a gender perspective into policies, plans, and actions within the framework of their activities in the context of chemicals and waste management.
- 13. In response, twenty-four submissions, nine from governments, four from IGO's, nine from NGO's and academia, and two from industry, were received from a diverse set of stakeholders. These contributions provided insights into gender-responsive policy development, capacity-building initiatives, and strategies to enhance gender equality in decision-making processes related to chemicals management.





14. In developing this report, stakeholder engagement was further interwoven through a dedicated webinar with gender focal points from MEAs and IGOs, which allowed direct interaction, knowledge exchange, and feedback.
15. The key findings have been summarized to facilitate future decision-making and identification of potential options for the GFC-GAP. The detailed classification of submissions and their contributions can be found in Part IV of the report and its Annex.

## **PART II. INTEGRATION AND REVIEW OF EXISTING GENDER ACTION PLANS ADOPTED IN MEA'S PROCESSES RELATED TO CHEMICALS AND WASTE MANAGEMENT, INCLUDING UNEP POLICIES AND PREVIOUS EFFORTS FROM SAICM.**

### **Basel, Rotterdam and Stockholm Conventions.**

16. Gender mainstreaming has been a key component in the implementation of the Basel, Rotterdam and Stockholm Conventions.
17. Although all three conventions share the objective of protecting human health and the environment from hazardous chemicals and wastes, only the Stockholm convention makes specific and direct reference to gender considerations in Paragraph 2 of the Preamble (impacts on women's health), Article 7 (implementation plans-consultation process with national stakeholders, including women's groups) and Article 10 (public information, awareness and education).
18. The BRS Conventions' commitment to gender mainstreaming emerged formally through the Secretariat's gender-focused efforts. In 2013, a dedicated Gender Task Force Group was established to promote gender equality internally within the Secretariat and externally, in line with the applicable UN and UNEP gender policies. The group developed objectives and an approach to gender mainstreaming in the BRS Secretariat and also liaised with the UNEP Gender Task Team.
19. The first BRS Gender Action Plan was developed in 2013. This action plan has undergone several updates during the Conferences of the Parties (COPs) in 2016, 2019, and most recently, 2023, demonstrating continuous efforts to integrate gender considerations into environmental governance.
20. In 2015, other efforts contributed to gender mainstreaming discussions, such as the contributions from Parties and stakeholders to share experiences on gender issues in hazardous chemicals and waste management and their impacts at the local, national and regional levels and on measures taken at the individual and community levels to protect the most vulnerable groups of the population from the potentially harmful effects of certain chemicals and wastes.<sup>5</sup>

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<sup>5</sup> "Gender Heroes: from grassroots to global action: a collection of stories featuring gender perspectives on the management of hazardous chemicals and wastes", can be consulted at: <https://www.brsmeas.org/Gender/GenderHeroes/Overview/tabid/4748/language/en-US/Default.aspx#:~:text=The%20stories%20received%20by%20the,of%20hazardous%20chemicals%20and%20wastes>".

21. It was not until 2017 that a specific decision on gender mainstreaming was adopted. This decision formalized the requirement for the Secretariat to continue integrating gender perspectives into all of its activities, projects, and programs.<sup>6</sup>
22. This approach recognizes that gender dynamics significantly impact the effectiveness of environmental policies, particularly those related to chemicals and waste management under these three conventions.
23. By mainstreaming gender, the conventions aim to ensure that their policies and actions are responsive to the needs of both women and men, acknowledging their different experiences and roles in managing and being affected by hazardous chemicals and waste.
24. The development of gender mainstreaming within the BRS Conventions has been significant. Initially, the gender dimension was incorporated as part of broader political and strategic objectives. The Secretariat made efforts to ensure that gender considerations were integrated into its activities' planning, implementation, monitoring, and evaluation. This was in line with global efforts to promote gender equality, both within the organizational structure of the Secretariat and externally in how the conventions were implemented. From the outset, BRS-GAP addressed many of the issues resulting from environmental degradation and its impacts on human health, taking into account gendered impacts on health and well-being, especially for pregnant and lactating women.
25. The updates on the BRS-GAP reflect a significant evolution towards a more comprehensive and inclusive approach to gender mainstreaming. Previously, the action plans clearly differentiated between actions directed specifically at the Secretariat and those aimed at being implemented by the parties. This approach allowed for targeted efforts but separated responsibilities, potentially limiting the scope of gender mainstreaming efforts.
26. Further work has contributed to the development of gender indicators and the gathering of baseline data regarding women's involvement in important decision-making bodies and processes, as well as the integration of gender issues in national reports, such as the Report on women's participation and gender considerations in country representation, planning and reporting to the BRS Conventions<sup>7</sup>. The insights and suggestions provided in this report are crucial for advancing gender mainstreaming within the BRS Conventions and executing the BRS-GAP.
27. Another important aspect of the evolution of gender mainstreaming in the Basel, Rotterdam, and Stockholm (BRS) Conventions is the progress made through the implementation of country-specific projects. These national initiatives are vital for converting the overarching strategic framework of the action plans into actionable steps that effectively tackle different gender-specific challenges encountered by different countries in managing chemicals and hazardous waste.
28. Some specific activities are identified in the implementation of the Rotterdam Convention to address gender issues in pesticide management, focusing on the role of women in agriculture

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<sup>6</sup> The "Pocket Guide to the BRS Gender Action Plan: Integrating a gender perspective in the sound management of chemicals and waste" provides an accurate overview of the progress of activities from 2012 to the present.  
<https://www.brsmeas.org/Implementation/Gender/BRSGenderActionPlan/PocketGuide/tabid/7999/language/en-US/Default.aspx>

<sup>7</sup> Report available at  
<https://www.brsmeas.org/Implementation/Gender/Disaggregateddata/IUCNgenderreport/tabid/6156/language/en-US/Default.aspx>

and how they are exposed to higher risk when handling hazardous pesticides due to several occupational, biological, and socio-economic factors. Their exposure to these chemicals has significant health-related implications that can affect them more acutely than men<sup>8</sup>.

29. Securing voluntary resources for the implementation of these projects has been another key milestone in this evolution. The availability of voluntary funding has enabled more targeted and impactful gender-responsive projects, fostering innovation and allowing for tailored interventions that reflect the specific contexts of each country. By facilitating national-level actions, the conventions not only advance gender equality but also contribute to building capacity by studying the specific gender situation within countries to integrate gender considerations into broader environmental governance. As mentioned before, these efforts ensure that both men and women are equally involved in and benefit from the safe management of chemicals and hazardous wastes.<sup>9</sup>
30. Moreover, the possibility of implementing projects and case studies enhances understanding of the important role of women and vulnerable populations in the management of hazardous chemicals covered under the BRS conventions at different levels.<sup>10</sup>
31. Key activities like the implemented by BRS Conventions help to clarify the gender dynamics involved in hazardous chemicals management, showing how women and vulnerable groups are impacted by and contribute to these processes. These efforts would guide evidence-based strategies that meet the needs and challenges of these populations, ensuring their inclusion in decision-making while also fostering their capacities, increasing awareness, and providing support training.
32. In 2023, the Gender Action Plan adopted a more strategic and integral approach, where actions are no longer strictly divided by the actor responsible for its implementation, e.g. the Secretariat or Stakeholders. Instead, strategic actions are identified that can be implemented by diverse stakeholders, including the Secretariat, Task Groups, the Conference of the Parties, and Parties to the BRS Conventions.<sup>11</sup> This comprehensive approach fosters collaboration and supports the adoption of gender mainstreaming initiatives by all relevant actors, making gender equality as a collective responsibility throughout various levels of governance and operations.
33. This means that each work program, project and activity is designed and implemented from a gender equality perspective, ensuring that the needs and experiences of different genders are taken into account at all levels. This perspective is essential in chemicals and waste management to ensure that these efforts contribute to the achievement of gender equality in hazardous chemicals and waste management, whether at the national, regional or global levels.
34. By creating a flexible framework where multiple actors can engage with and implement strategic actions, the BRS Conventions encourage a more integrated and cohesive approach to promoting

<sup>8</sup> Information available at <https://www.pic.int/Implementation/Pesticides/Genderissues/tabid/9405/language/en-US/Default.aspx>

<sup>9</sup> Specific projects at the national levels are mentioned in UNEP/CHW.16/24, NEP/FAO/RC/COP.11/19, UNEP/POPS/COP.11/25

<sup>10</sup> Case studies available in BRS website

<https://www.brsmeas.org/Implementation/Gender/Countrycasestudies/Overview/tabid/5814/language/en-US/Default.aspx>

<sup>11</sup> However, we recognize a certain lack of clarity within those responsible for the implementation of the Gender Action Plan, where the Secretariat and the Task Group are identified and only the Parties are explicitly included for one activity. This will be addressed in this report.

gender equality. A collective responsibility helps ensure that gender considerations are embedded more deeply in the implementation of the conventions.

35. This approach also allows for more adaptive and context-specific implementation, which is crucial for addressing the diverse challenges that different countries and regions face in integrating gender perspectives into their policies. This ensures a more unified effort towards the goal of gender equality and gender-responsive policies, enhancing the impact of BRS conventions on a global scale.
36. From its structural perspective, the updated [BRS Gender Action Plan](#) includes eight strategic objectives: Data gathering and sharing, Training and skill development within BRS Secretariat, Principles of gender equality, equity and mainstreaming in BRS Standard Operating Procedures, Capacity building and technical assistance activities, Public outreach and awareness, Gender-balanced participation in BRS meetings and activities, Cooperation with partners through networks and partnerships on gender and Evaluation of BRS GAP and development of new BRS GAP.<sup>12</sup>
37. Each strategic objective is composed of specific ongoing, short- and medium-term activities, and one medium to long-term activity is identified.
38. All activities are measurable and verifiable through indicators, and possible forms of financing and actors responsible for their implementation are considered.
39. The last CoPs reports on gender mainstreaming do not include a reference to alignment with the UN System-Wide Action Plan on Gender Equality and Women's Empowerment (UN-SWAP). However, according to the 2020, 2021, and 2022 UNEP-SWAP reporting results, UNEP's performance shows that it has been progressively meeting the indicators since 2020.
40. The 2021 UNEP-UN-SWAP report also shows that UNEP needs to improve its reporting on gender-related SDG outcomes, evaluation, and tracking of financial resources. It would be relevant to understand the contribution of the BRS conventions in achieving the results reported by UNEP.
41. As noted in the current BRS-GAP, the most recent report on baseline data, broken down by sex, age, geographical distribution, and other demographic factors, is documented in 2015 under documents<sup>13</sup>.
42. It is relevant to mention that national reporting on gender aspects is identified for the Stockholm Convention, in section "VIII: Public information, awareness and education (Article 10)"<sup>14</sup>, to inform on the status of measures taken to inform, educate and raise awareness of the public and stakeholders on POPs, their effects and their sound management. The last report indicates that 41 States reported having developed and implemented educational programs, especially for women, children and the least educated on persistent organic pollutants, as well as on their health and environmental effects and their alternatives.
43. According to paragraph 6 of the documents [UNEP/CHW.16/24](#), [UNEP/FAO/RC/COP.11/19](#) and [UNEP/POPS/COP.11/25](#), the 2023 Gender Action Plan took into account the progress achieved

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<sup>12</sup> [UNEP/CHW.16/INF/42/Rev.1](#), [UNEP/FAO/RC/COP.11/INF/25/Rev.1](#), [UNEP/POPS/COP.11/INF/47/Rev.1](#), *Enhancing cooperation and coordination among the Basel, Rotterdam and Stockholm conventions: mainstreaming gender*.

<sup>13</sup> Reports on Baseline Data 2015. [UNEP/CHW.12/INF/49-UNEP/FAO/RC/COP.7/INF/33-UNEP/POPS/COP.7/INF/54](#).

<sup>14</sup> Reports Dashboards version 2022. [https://ers.pops.int/eRSodataReports2/ReportSC\\_DashBoard.html](https://ers.pops.int/eRSodataReports2/ReportSC_DashBoard.html)

through implementation.<sup>15</sup> Note number 5 indicates, “New activities are indicated as such in the “Priority/Status” column”; however, there is no clarity on how this new activity should be identified as there is no column “Priority/Status” column in the 2023 Gender Action Plan<sup>16</sup>.

44. This analysis highlights several key elements, gaps, opportunities for improvement, challenges, and limitations that may inform decision-making in developing the GFC-GAP, such as the following:

- Identifying strategic objectives and including a list of priority activities is relevant to the GAP. These elements provide a structured framework to implement gender-responsive action, ensuring that the implementation efforts are targeted and impactful. However, it is important to identify the impact that each listed activity in the GAP has on the Programme of Work or clarify how each activity relates to it; in our perspective, the BRS GAP does not include this approach.
- A flexible structure for the Gender Action Plan (GAP) is an asset. This flexibility enhances engagement among various stakeholders—Governments, the Secretariat, subsidiary bodies, Task Force Groups, IGOs, and NGOs—each contributing unique perspectives and resources to its implementation. This inclusive approach fosters cohesive and coordinated efforts toward gender equality, allowing stakeholders to align strategies with GAP’s broader goals while tailoring actions to specific contexts.
- The inclusive structure of the BRS GAP, brings flexibility to an open and collaborative framework, allows a multi-level engagement, ensures adaptative activities so that GAP implementation is relevant and effective in diverse settings, and promotes collaboration across actors.
- Defining clear accountability and roles is essential for the effective implementation of a Gender Action Plan (GAP). In our perspective, assigning responsibilities among key players—such as the Secretariat, Parties, stakeholders, and the Task Force Group—ensures that each activity within the GAP has one or more dedicated entities overseeing its progress and outcomes. Additionally, broadening the involvement of Parties in the GAP’s implementation can enhance ownership while engaging Parties with gender equality priorities, capacity building, and establishing gender-responsive policies and practices.
- Facilitating or promoting stakeholder communication and collaboration is also critical to encourage shared accountability and streamline efforts.
- The identification of funding sources is an important element of the GAP. The implementation of activities in the GAP relies on funding, primarily sourced from voluntary contributions. As these funds can vary in availability and scale, reliance on voluntary contributions can make the planning and implementation of activities challenging. By balancing general budget allocations, cost-neutral measures and voluntary contributions, BRS can advance gender equality goals without over-dependence on voluntary funding sources. This blended funding approach can build resilience into GAP implementation and help ensure more consistent and effective efforts towards gender equality.
- Monitoring and evaluation are important components of the GAP. Indicators of achievement and means of verification are crucial to measure what’s working, what needs adjustment,

<sup>15</sup> Reports on Gender Mainstreaming in BRS. [UNEP/CHW.16/24](#), [UNEP/FAO/RC/COP.11/19](#) and [UNEP/POPS/COP.11/25](#).

<sup>16</sup> Paragraph 6: “A report on gender-related activities implemented by the Secretariat, including those in the Gender Action Plan, with descriptions of proposed activities and updates on progress, is provided in document UNEP/CHW.16/INF/42–UNEP/FAO/RC/COP.11/INF/25–UNEP/POPS/COP.11/INF/47. Also included in that document is an updated Gender Action Plan that takes into account the progress achieved through implementation and proposes new activities<sup>16</sup> to be undertaken subject to the availability of resources, together with indicators for monitoring their progress”

and how effectively resources are being used. Clear, structured reporting and well-designed questionnaires can provide essential insights into effective reporting on implementing the GAP.

- While there has been progress in implementing key actions since the first GAP, the identification of indicators and tracking of data—particularly concerning Parties’ activities and reporting—remains lacking, *e.g.* question 7 for the Basel Convention National Report, Section G, request to report statistics on the effects of hazardous wastes and other wastes on human health and the environment, however, there is no indication or guidance to provide gender-disaggregated data. This leads to a lack of detailed reports from Parties.
- Promoting and funding country case studies can significantly contribute to the Gender Action Plan (GAP) by highlighting successes, challenges, and context-specific best practices. By sharing these case studies widely, other parties and stakeholders will gain insights into effective gender-responsive strategies, fostering a cross-learning environment that strengthens the implementation of the GAP globally and advances gender equality.
- Reporting templates are relevant to inform gender-relevant data on the compliance of Articles 7 and 10 of the Stockholm Convention. The development of gender-responsive reporting templates and questionnaires aligned with the Stockholm, Basel, and Rotterdam Conventions ensures comprehensive data collection and analysis across all three frameworks.
- Cooperation with other MEAs, UN and UNEP gender focal point networks, Partnerships, Initiatives, and other organizations is an asset for avoiding duplication of efforts and closing potential gaps.

#### **Minamata Convention.**

45. The Minamata Convention, which entered into force in 2017, integrates gender considerations within its text, highlighting the disproportionate health risks that mercury exposure poses to vulnerable populations, especially women and children. The preamble acknowledges the vulnerability of these groups and recognizes that mercury contamination can have lasting health impacts on both current and future generations. By including a gender approach, the Convention aligns with frameworks like the Stockholm Convention, which considers the specific exposure risks that women and children face in its health objectives.
46. Several of its operative articles refer to other aspects in which consideration should be given to vulnerable populations, *e.g.*, health aspects (a.16), information, awareness raising and education (a.18), research, development and monitoring (a.19), and evaluation of effectiveness (a.22).
47. In particular, Annex A, Part II, includes provisions related to the use of dental amalgam for the dental treatment of deciduous teeth, for patients under 15 years, and for pregnant and breastfeeding women, except when considered necessary. Meanwhile, Annex C indicates that action plans for artisanal and small-scale gold mining should include strategies to prevent mercury exposure to vulnerable populations, particularly children and women of childbearing age, especially pregnant women.
48. During COP-1, in 2017, it was agreed to use the guidance on the preparation of national action plans by state parties to address the issue of artisanal and small-scale gold mining<sup>17</sup>. The guidance document addressed significant gender considerations and intersecting factors along the structure of the guidance document, including guidance on integrating information disaggregated by gender and age and a chapter focused on addressing gender and labour issues

<sup>17</sup> [https://minamataconvention.org/sites/default/files/documents/working\\_document/1\\_17\\_e\\_asgm.pdf](https://minamataconvention.org/sites/default/files/documents/working_document/1_17_e_asgm.pdf)





within ASGM. It is relevant to note the inclusion of monitoring activities from a human rights perspective regarding human health, women's and children's rights, and the consideration of women's groups and human rights groups as stakeholders.

49. The third COP decided to include gender in the Convention's Programme of Work for the biennium 2020-2021 – under activity 13 – to work on Sustainable Development Goals and gender strategies, including case studies and workshops. It is important to note that the Executive Secretary's scenario proposed a budget under core funding rather than voluntary funding, but it was decided to include the budget under the Special Trust Fund.<sup>18</sup>
50. The Secretariat has developed different strategies and initiatives with the objective of mainstreaming gender within its programme of work, as mentioned in the above paragraph. The Secretariat invited Parties and stakeholders to share insights with the objective of gathering scientific, technical, and policy-related information on gender and mercury, including the impacts of mercury exposure on vulnerable groups, such as women and children, and other gender-differentiated information contained in their legislation, policies, plans, or actions.
51. In 2021, the Secretariat developed a publication<sup>19</sup> to highlight the specific adverse health effects of mercury exposure on women. A special focus on the unique risks to women of childbearing age and the highest risks to children and developing fetuses highlights the significance of the issue because of the significant health risks impacting hormonal balance, fertility, and fetal health. This publication highlights the sources of exposure and provides information and practices to raise awareness and build capacity.
52. Other activities have been developed by the Secretariat, including an e-learning course,<sup>20</sup> publications, and sessions to promote gender equality in the implementation of the Convention and to mainstream gender in capacity-building projects.
53. It is relevant to highlight the work and cooperation between the Secretariat and the Specific International Programme to Support Capacity Building and Technical assistance. In this regard, the Secretariat has promoted gender considerations in project development and the support of the different mechanisms for its implementation, such as the Specific International Programme to support capacity building and technical assistance (SIP), the Global Environment Facility (GEF) and the Special Programme on Institutional Strengthening.
54. COP-4 in 2022 adopted decision<sup>21</sup> on gender mainstreaming to integrate a gender perspective in all activities under the Minamata Convention. It also adopted the Gender Roadmap<sup>22</sup>, which included a list of prioritized actions, especially the development of a Gender Action Plan for mainstreaming gender into all aspects of the work under the Minamata Convention and the appointment of a Gender Focal Point. This decision strengthened commitments to address the unique impacts of mercury exposure on women, prioritizing gender considerations in policy and action and collaborating with other MEAs, UNEP, and other relevant stakeholders.

<sup>18</sup> Working document UNEP/MC/COP.3/20, Executive's Secretary Scenario, pages 3 and 5.

[https://minamataconvention.org/sites/default/files/documents/working\\_document/UNEP-MC-COP-3-20-PoW\\_budget\\_biennium2020%E2%80%932021.English.pdf](https://minamataconvention.org/sites/default/files/documents/working_document/UNEP-MC-COP-3-20-PoW_budget_biennium2020%E2%80%932021.English.pdf)

<sup>19</sup> [https://minamataconvention.org/sites/default/files/documents/2021-08/Gender\\_Equality\\_Mercury\\_May\\_2021.pdf](https://minamataconvention.org/sites/default/files/documents/2021-08/Gender_Equality_Mercury_May_2021.pdf)

<sup>20</sup> [https://elearning.informea.org/course/search.php?q=mercury%20gender&areaid=core\\_course-course](https://elearning.informea.org/course/search.php?q=mercury%20gender&areaid=core_course-course)

<sup>21</sup> Decision MC-4/10, which includes Annex II, the Gender Roadmap.

<sup>22</sup> The Roadmap can be consulted in the UNEP/MC/COP.4/22 working document. Mainstreaming gender [https://minamataconvention.org/sites/default/files/documents/working\\_document/4\\_22\\_Gender.English.pdf](https://minamataconvention.org/sites/default/files/documents/working_document/4_22_Gender.English.pdf)

55. The Secretariat initiated a consultation process for Parties and stakeholders to receive inputs and discuss the draft of the GAP, specifically the list of activities to be carried out by the Secretariat and parties during the biennium 2024-2025.
56. [The Gender Action Plan](#) was adopted at COP5 in 2023.<sup>23</sup> It intends to align gender equality with the Convention activities and work plan, as well as with the UN, UNEP, and GEF mandates and policies related to gender mainstreaming, including alignment with the existing GAPs under other MEAs.
57. The structure of the Minamata Convention GAP (MC-GAP) is organized to focus on specific actions and activities designated for both the Secretariat<sup>24</sup> and for Parties and stakeholders.<sup>25</sup> This differs from the structure of the last version of the BRS Conventions GAP. While the BRS GAP may be broader in its structural approach, the Minamata Convention GAP takes a more targeted approach by identifying and selecting specific activities that could be feasibly incorporated into the programmatic work for each biennial period.
58. The activities identified in the MC-GAP are exhaustive and long-term, and no specific timeline is assigned to each one. This approach allows activities to be adjusted throughout the biennium, making it more feasible for the Secretariat, Parties, and other stakeholders to prioritize activities according to the programme of work and the availability of resources.
59. It is relevant to mention that according to the information document<sup>26</sup> that supported the adoption of the MC-GAP, it is focused on 4 strategic objectives around gender mainstreaming:
  - Enhancing the effectiveness of the Minamata Convention;
  - Promoting gender equality in the implementation of the Convention's core objectives to protect human health and the environment, considering that there are differential impacts on women, men and communities in different and intersecting ways arising from the production and consumption of mercury and mercury-added products and processes, as well as the impacts on human health and the environment;
  - Provide guidance to Parties and other stakeholders on how to incorporate a gender perspective into the implementation of the Convention;
  - Provide guidance to Parties and other stakeholders on how to incorporate a gender perspective in all of their Convention-related activities, including research, data collection, and public awareness and capacity building; and

<sup>23</sup> [https://minamataconvention.org/sites/default/files/documents/2025-01/Minamata\\_Gender-Action-Plan.pdf](https://minamataconvention.org/sites/default/files/documents/2025-01/Minamata_Gender-Action-Plan.pdf)

<sup>24</sup> Specific activities designed for the Secretariat include establishing baseline internal secretariat gender equality goals, ensuring that secretariat staff, parties and other key stakeholders are aware of this gender action plan and related gender policies, ensuring funding and resource mobilization, promoting meaningful and inclusive and gender-balanced participation in secretariat processes and activities, identifying needs and capacities of parties and other stakeholders, developing and disseminating knowledge, developing and providing knowledge hub functions, ensuring gender issues inclusion in article 21 national reports, ensuring gender issues inclusion in national action plans (naps) for artisanal and small-scale gold mining (ASGM), ensuring gender inclusion through the specific international programme (sip) and global environment facility (GEF), widening constituencies, facilitating knowledge sharing and mutual support, and developing gender progress tracking and review mechanisms. Specific implementation and activities found at: [https://minamataconvention.org/sites/default/files/documents/2025-01/Minamata\\_Gender-Action-Plan.pdf](https://minamataconvention.org/sites/default/files/documents/2025-01/Minamata_Gender-Action-Plan.pdf).

<sup>25</sup> Specific actions for Parties and stakeholders include incorporating gender into the development and implementation of ASGM NAPs, supporting and developing gender integration in programmes and projects, ensuring meaningful and inclusive participation in COPs and other convention-related meetings, incorporating gender-disaggregated data throughout activities, engaging with related national mechanisms, commitments and policy-formation, ensuring funding and resources, including through the financial mechanism of the convention (SIP and GEF), developing and disseminating knowledge, encouraging and participating in knowledge-sharing, and widening constituencies. Specific implementation and activities found at: [https://minamataconvention.org/sites/default/files/documents/2025-01/Minamata\\_Gender-Action-Plan.pdf](https://minamataconvention.org/sites/default/files/documents/2025-01/Minamata_Gender-Action-Plan.pdf).

<sup>26</sup> Document UNEP/MC/COP5/INF/10



- Provide a framework that makes the benefits of gender mainstreaming visible to all Minamata Convention stakeholders.
60. The same information document contains a set of expected outcomes that guide the implementation and priorities of the Gender Action Plan so that the Secretariat, Parties and Stakeholders have the same level of understanding of gender equality issues, support national, regional and local efforts, and generate gender-responsive actions to achieve the Convention's objectives of protecting human health and the environment.
  61. Inclusive language is mentioned when referring to women and girls in all their diversity, and Indigenous Peoples in policies, planning and programming, including their equal participation.
  62. Overall, the information document includes strategic priority goals in terms of broad consideration of women as agents of change and health protection, data generation, capacity and knowledge building and transfer from a gender perspective, the development of appropriate mechanisms for monitoring and periodic review of progress in implementing the convention from a gender perspective, and resource mobilization for the GAP implementation.
  63. As the first Gender Action Plan for the convention, the selected goals and specific activities directed to the Secretariat and to Parties and Stakeholders are appropriate to generate a common understanding, promote the inclusion of the agenda in a cross-cutting manner in the implementation of the convention, as well as the promotion of the gender perspective in a coordinated manner between the activities of the Secretariat and those of the Parties and stakeholders. For example, while the Secretariat is responsible for gender mainstreaming through the International Specific Programme (SIP) and the Global Environment Facility (GEF), Parties and Stakeholders are responsible for securing resources and funding for these instruments.
  64. The MC-GAP includes 13 strategic goals for the Secretariat and 9 for Parties and Stakeholders. Each strategic goal involves developing specific activities and identifying clear, feasible indicators to monitor progress in their implementation.
  65. From the analysis of the Minamata Convention's Gender Action Plan, we can find key elements from the perspective of both its structure and the strategic objectives it pursues, which can guide our decision-making in developing the GFC-GAP, such as the following:
    - The Minamata Convention's GAP development underlines the importance of considering lessons learned from other MEAs and the gender policies established by UNEP and other entities.
    - Promoting gender mainstreaming activities since the adoption of the Convention and adopting a Roadmap to advance gender mainstreaming are clear advantages for developing the Minamata Convention Gender Action Plan.
    - While the BRS and Minamata Conventions contemplate strategic objectives, the difference is that the strategic objectives of the Minamata Convention are identified as long-term priorities, subject to a biannual review of its goals and specific activities. The BRS objectives are identified more as general short-, medium-, and long-term objectives. Another difference is that the objectives of the Minamata Convention are directly linked to the programme of work and budget.

- The Minamata Convention has clearly identified the existing policies that need to be implemented to advance gender equality. It has also clearly outlined the priorities for progress in integrating gender considerations into the convention and addressing the convention's gaps and obstacles to implementing gender mainstreaming.
- Although the Secretariat has recognized the need to implement the Action Plan's activities with budgets from the General Fund, it is still perceived as a major gap that the activities must be financed from the budgets of the Voluntary Fund.
- Although the structure of the action plan is different from that of the BRS, the specific objectives and activities of the Minamata Convention GAP complement one another, making it a cohesive action plan. The list of priority activities selected for the GAP is based on the commitments embodied in the text of the Minamata Convention and on previous efforts by the Secretariat and the Parties to mainstream gender into their work.

### United Nations Framework Convention on Climate Change (UNFCCC)

66. It is relevant for this report the efforts made under the UNFCCC, that recognized the links between gender and climate change since 2001<sup>27</sup>. This essential step recognized the need for gender-inclusive decision-making.
67. Subsequently, decision 1/CP.16<sup>28</sup> in 2010, recognized that gender equality and the effective participation of women and Indigenous Peoples are important for effective action on all aspects of climate change.
68. Further work on 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 was made through resolution 23/CP.18.
69. In 2014, during COP 20, decision 18/CP.20<sup>29</sup> was adopted, establishing the Lima work programme on gender, which aimed 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. It also established a two-year work programme for promoting gender balance and achieving a gender-responsive climate policy designed to guide the effective participation of women in the bodies established under the Convention. This decision also included the organization of workshops on gender-responsive policy, training and the preparation of guidelines or other tools on integrating gender considerations into climate change-related activities under the Convention.
70. Other decisions adopted, including the Paris Agreement and the Katowice climate package (1/CP.21, 21/CP.22, 3/CP.23 and 3/CP.25), emphasized the integration of gender considerations in all aspects of climate action.
71. This emphasis intensified during COP25 in 2019 with the establishment of the five-year Enhanced Lima Work Programme on Gender and its corresponding Gender Action Plan (Decision 3/CP.25). This framework is intended to systematically integrate gender considerations into every aspect of climate action.

<sup>27</sup> 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 and the Kyoto Protocol of the Parties can be found at: [https://unfccc.int/files/bodies/election\\_and\\_membership/application/pdf/decision\\_36\\_cp7.pdf](https://unfccc.int/files/bodies/election_and_membership/application/pdf/decision_36_cp7.pdf)

<sup>28</sup> <https://unfccc.int/resource/docs/2010/cop16/eng/07a01.pdf>

<sup>29</sup> <https://unfccc.int/resource/docs/2014/cop20/eng/10a03.pdf#page=35%22>

72. At the twenty-sixth Conference of the Parties (COP 26), the Parties adopted Decision 20/CP.26, which encompasses various aspects of the review pertaining to the implementation of the Gender Action Plan. During COP 27 in 2022, Parties finalized the intermediate review of the implementation of the Gender Action Plan that started at the Subsidiary Body (SB 56) in June 2022. The review included amendments to some deliverables and three new activities in priority areas.
73. At the twenty-eighth Conference of the Parties (COP 28), the Parties concurred that the final review of the implementation of the enhanced Lima Work Programme and its Gender Action Plan (GAP) should be initiated at the sixtieth session of the Subsidiary Body for Implementation in June 2024. This review aims to identify progress, challenges, gaps, and priorities concerning the implementation of the GAP, as well as to outline further work to be undertaken. The conclusion of this review was scheduled for the sixty-first session of the Subsidiary Body for Implementation in November 2024 (Decision 15/CP.28).
74. The last table available<sup>30</sup> includes five priority areas A to E, with specific activities for each one, identifying the actors responsible for its implementation, timelines, deliverables and level of implementation (International, National or Regional levels).
75. Priority areas include capacity building, knowledge management and communication, gender balance, participation and women's leadership, coherence, gender-responsive implementation and means of implementation, and monitoring and reporting.
76. The document "Progress, challenges, gaps and priorities in implementing the Gender Action Plan, and future work to be undertaken on gender and climate change"<sup>31</sup>, which synthesizes the report on the progress, challenges, gaps, and priorities in implementing the Gender Action Plan, is relevant to this report. The report highlights the gender-differentiated impacts of climate change and advocates for gender equality; it also reinforces the need for inclusive and intersectional approaches on climate policy and action.
77. The UNFCCC-GAP focuses on advancing gender-responsive climate action. Specific actions are oriented toward strengthening capacity building for governments and stakeholders to mainstream gender in climate policies, expanding leadership, focusing on collecting, analyzing, and developing sex-disaggregated data and gender analyses to inform climate policies, aligning gender efforts under the UNFCCC with other bodies and broader initiatives, increasing awareness, facilitating access to climate finance for grassroots women's organizations, promoting gender-responsive budgeting, and enhancing monitoring and reporting on the implementation of gender-responsive policies by Parties.

### Convention on Biological Diversity (CBD)

78. The most recent Gender Action Plan was adopted in 2022 by decision 15/11 of COP15, recognizing that the full and effective participation and leadership of women in all aspects of

<sup>30</sup> <https://unfccc.int/sites/default/files/resource/GAP%20updated%20COP28%20decision.pdf>

<sup>31</sup> [https://unfccc.int/sites/default/files/resource/sbi2024\\_11.pdf](https://unfccc.int/sites/default/files/resource/sbi2024_11.pdf)

Convention processes, particularly in policy and action at national and local levels, is vital for achieving long-term biodiversity goals and the 2050 Vision of living in harmony with nature<sup>32</sup>.

79. The purpose of the Convention on Biological Diversity Gender Plan of Action (CBD-GAP) is to support and promote the gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework. The Plan of Action will also support a gender-responsive approach to applying the implementation mechanisms associated with the Framework<sup>33</sup>.
80. The CBD-GAP is constructed under five modalities that serve as guiding principles for the GAP implementation. These modalities include maximizing synergies between gender equality and key environmental issues to mainstream gender to support the Kunming-Montreal Global Biodiversity Framework; ensuring coherence and coordination with the 2030 Agenda for Sustainable Development; applying the human rights-based approach; addressing the intersecting ways in which gender inequalities may be amplified for all women and girls, identifying that women and men, and boys and girls around the world experience marginalization in different, multiple and intersecting ways depending on their ethnicity, social status, caste, age, and environment, among other factors; and ensuring the effective and meaningful participation of women and girls from Indigenous Peoples and local communities to address their rights, needs and interests, and to recognize and value their traditional knowledge, innovations, practices, technologies and cultures and their related rights in support of the conservation and sustainable use of biodiversity, and in the fair and equitable sharing of benefits.<sup>34</sup>
81. Following the CBD-GAP structure, it contemplates 3 expected outcomes and different objectives for each one. The first outcome refers to the women's and girls' empowerment, equal opportunities and capacity of women and prevention of all forms of gender-based discrimination. The second outcome refers to participation on biodiversity policy; increase opportunities and strengthen women's participation and engagement on decision-making and include human rights and gender equality considerations in national biodiversity strategies and action plans. The third outcome expects to enable conditions to ensure gender-responsive implementation of the Global Biodiversity Framework.
82. The CBD-GAP includes possible deliverables, proposed timelines and responsible actors for each of the expected deliverables.

### **Efforts from the Strategic Approach to International Chemicals Management (SAICM)**

83. Gender considerations were included in the Dubai Declaration on International Chemicals Management, the Overarching Policy Strategy, and the Global Plan of Action. Specifically, the Dubai Declaration referred to women's equal participation in chemicals management.
84. The Strategic Approach to International Chemicals Management, Overarching Policy Strategy also refers to the need for a strengthened role of women to achieve the objectives of SAICM, risk reduction measures to prevent adverse effects of chemicals on the health of pregnant women, fertile populations, and other vulnerable groups, equal participation of women in all aspects of decision-making, and multiple considerations in the implementation aspects of the work areas of SAICM.

<sup>32</sup> Paragraph 3 of Decision CBD/COP/DEC/15/11

<sup>33</sup> Section I, Annex to the Decision CBD/COP/DEC/15/11. P. 3

<sup>34</sup> Section II, Annex to the Decision CBD/COP/DEC/15/11. P. 3

85. SAICM guiding principles considered women among the groups in vulnerable situations, and some indicators regard women as an aspect to be taken into account in the different work areas. Nonetheless, comprehensive gender mainstreaming within the strategy was not incorporated or considered in the management of chemicals and waste.
86. In 2017, the SAICM Secretariat prepared a document for the intersessional process of the SAICM Beyond 2020 on Gender and the sound management of chemicals and waste<sup>35</sup>. This document recognized that although women are referred to in SAICM's foundational documents in “both their biological roles and social roles as key populations that need equal participation and specific risk prevention measures. However, there is no statement of gender within these key documents. To date, there has been no formal review of women or gender and the Strategic Approach.”<sup>36</sup>
87. Despite this affirmation, it is crucial to recognize that this document played a key role in understanding the absence of a gender perspective and the necessity of its integration into future work beyond 2020.
88. This document also integrates the relationship between women and chemical safety as it relates to emerging policy issues and concerns.
89. In September 2018, the Secretariat published the policy brief<sup>37</sup>, “Gender and the Sound Management GEF project on Global Best Practices on Emerging Chemical Policy Issues of Concern: Chemicals Without Concern – towards safer products for our environment and health.” This brief report addresses the various intersecting roles and factors in the relationship between men and women in the management of and exposure to chemicals, highlighting the biological factors and occupational and domestic exposures that determine the respective vulnerabilities that men and women face differently when exposed to chemicals.
90. The brief report identified eight emerging policy issues and other issues of concern susceptible to considerations related to gender, affirming that supporting the identification of related priorities would be beneficial for a comprehensive review of these issues.
91. It is relevant to highlight the key role of stakeholders in raising their concerns and making contributions before and during the process beyond 2020 to advance the integration of gender in chemicals and waste management, including information brochures, webinars and declarations.<sup>38</sup>

<sup>35</sup> SAICM/IP.2/6. Gender and the sound management of chemicals and waste.

<sup>36</sup> SAICM/IP.2/6. Gender and the sound management of chemicals and waste, p15.

<sup>37</sup> [https://saicmknowledge.org/sites/default/files/resources/SAICM\\_Policy\\_Brief\\_Gender.pdf](https://saicmknowledge.org/sites/default/files/resources/SAICM_Policy_Brief_Gender.pdf)

<sup>38</sup> Some of these efforts are reflected in Gender & SAICM Beyond 2020 - How to create a gender-just healthy planet, © MSP Institute e.V. 2019, webinars <http://gender-chemicals.org/45min-for-gender> and the publication by Women Engage for a Common Future (WECF), “Women and Chemicals: the impact of hazardous chemicals on women,” developed based on an expert workshop organized jointly with UNEP in Geneva in 2014; other publications, such as the Global Gender and Environment Outlook, The Critical Issues, will be addressed in the relevant UNEP section. This included an overview of critical evaluations and analyses of the interlinkages between gender and the environment.

92. Another effort identified was the report in partnership with IPEN as part of the SAICM-GEF project on global best practices regarding SAICM's emerging policy issues.<sup>39</sup> This report affirms that women are, in general, more disproportionately impacted by exposure to chemicals and waste. Women have less access to participation in decision-making, a topic that has not been sufficiently explored.
93. Diverse discussions took place on the SAICM Communities of Practice regarding gender considerations in chemicals and waste management, as well as discussions on the virtual working groups in preparation for the beyond 2020 work.
94. In analyzing the efforts made, it is important to highlight the collaboration between stakeholders and other bodies such as UNEP and GEF, which have promoted the implementation of projects on chemicals and waste management with a gender approach, as well as several debates in which gender considerations in chemicals and waste management play an important role.
95. A relevant advance within the implementation of SAICM was the review of policy issues and issues of concern through a gender lens. This helped identify opportunities in policy and legislation, information systems, and scientific evidence and knowledge.
96. Nevertheless, some questions arise from this analysis. For example, we could not conclude whether the voluntary aspect of SAICM implementation plays a role in whether gender issues have been discussed with little progress. In the absence of a Gender Action Plan in SAICM with indicators for monitoring, it is difficult to identify specific reasons for the lack of progress in gender mainstreaming in SAICM implementation.

### **PART III. INTEGRATION AND REVIEW OF EXISTING INFORMATION FROM UNITED NATIONS ORGANISATIONS AND PROGRAMMES RELATED TO GENDER, HEALTH AND LABOUR ASPECTS, SUSTAINABLE DEVELOPMENT AND HUMAN RIGHTS IN THE CONTEXT OF CHEMICALS MANAGEMENT.**

#### **World Health Organization**

97. WHO plays an important role in the human health aspects of sound chemical management, its work in this area contributes to the implementation of the GFC.
98. The World Health Assembly has adopted several resolutions acknowledging the significance of effective chemical management for human health. These resolutions highlight WHO's essential role in leading initiatives concerning the health aspects of chemicals management throughout their entire life cycle, as well as the need for the health sector to engage in and support these efforts.<sup>40</sup> Some of these resolutions emphasize the cross-cutting nature and relevance of the sound management of chemicals and waste and the prevention of pollution to many of the goals and targets of 2030 SDGs, including gender equality.
99. The sixty-ninth World Health Assembly adopted resolution WHA69.4<sup>41</sup> on the health sector's role in the sound management of chemicals. The resolution noted the urgent need for practical action and technical cooperation within the health sector and with other sectors. It also

<sup>39</sup> Women, Chemicals and the SDG's. Gender review mapping with a focus on women and chemicals: Impact of Emerging Policy Issues and the relevance for the Sustainable Development Goals.

<sup>40</sup> Resolutions WHA59.15 (2006), WHA63.25 (2010), WHA63.26, WHA67.11 (2014), WHA68.8 (2015), WHA69.4 (2016); WHA76.16 (2023), WHA76.17 (2023).

<sup>41</sup> [https://apps.who.int/gb/ebwha/pdf\\_files/WHA69/A69\\_R4-en.pdf](https://apps.who.int/gb/ebwha/pdf_files/WHA69/A69_R4-en.pdf)



expressed concern about the adverse effects that can result from exposure to chemicals and waste, noting that the risks are often unequally distributed and can be more significant for populations in vulnerable situations, especially women, children, and, through them, future generations.

100. This resolution adopted the development of a roadmap to achieve the 2020 goal, contributing to the 2030 Agenda for Sustainable Development and SAICM while building on WHO's existing efforts and strategies for strengthening health sector engagement in the Strategic Approach. This included *"mainstreaming gender as a component in all policies, strategies, and plans for the sound management of chemicals and waste, considering gender differences in exposure to and health effects of toxic chemicals, and ensuring the participation of women as agents of change in policy and decision-making"*<sup>42</sup>.
101. WHO works through the International Programme on Chemical Safety (IPCS) and the Chemical Safety and Health Unit to establish the scientific basis for the sound management of chemicals and to strengthen national capabilities and capacities for chemical safety.<sup>43</sup>
102. Through the Chemical Safety and Health Unit, WHO develops publications and promotes standards, guidelines, and guidance on chemicals of concern, harmonized risk assessment methodologies, and other chemical safety issues, including chemical safety aspects for populations in vulnerable situations, such as women and children. It also promotes the implementation of related resolutions, the WHO Roadmap on Chemicals, and the work as part of the IOMC.
103. The Chemicals Roadmap includes gender approaches in two of the four areas of action: knowledge and evidence, and leadership and coordination. In the first case, it aims to fill gaps in scientific knowledge and the development of globally harmonized methods, as well as new tools and approaches for risk assessment, taking into account gender. In the second case, it seeks to include gender as a cross-cutting issue in all policies, strategies, and plans for the sound management of chemicals and waste.
104. The most recent WHO compendium and other UN guidance on health and the environment (2024)<sup>44</sup> offers guidance on effective actions in health and the environment, distributed over hundreds of different reports. It recognizes that most areas of the compendium require adequate monitoring and evaluation, capacity building, and resource mobilization. In addition, all policies and plans should consider gender and equity components when being established or implemented.
105. In contrast to its previous edition, the updated edition (2024) incorporates additional considerations related to gender. The compendium notes that both social and biological factors influence the levels of exposure and consequent health effects. Men, women, and children face varying types and intensities of chemical exposure, often at different frequencies. Moreover,

<sup>42</sup> Resolution WHA69.4, *The role of the health sector in the Strategic Approach to International Chemicals Management towards the 2020 goal and beyond*. Operative paragraph 2, g).

<sup>43</sup> One example of the important contributions from the International Programme on Chemical Safety (IPCS) is the global assessment of the state-of-the-science of endocrine disruptors published in 2002 by WHO, which provided a definition of endocrine-disrupting chemicals that has also been adopted by OECD and the EU.

<sup>44</sup> Compendium of WHO and other UN guidance in health and environment, 2024 update. Geneva: World Health Organization; 2024. Licence: CC BY-NC-SA 3.0 IGO.

their physiological susceptibility to the health risks posed by hazardous chemicals varies between genders and age groups.

106. Different areas of work from WHO represent an opportunity for gender mainstreaming and promoting gender-responsive policies and guidelines, such as country-specific case studies, databases, publications, assessments, tools, initiatives and groups<sup>45</sup> through which greater awareness and integration of gender approaches into health considerations can be achieved in chemicals management activities at national, regional, and international levels.
107. WHO's work, through its programmes and initiatives and its collaboration with other international bodies, Organizations and MEAs, can provide scientific research and sex-disaggregated data on the health impacts of chemical exposure and strengthen capacities at different levels to help develop effective policy for the international management of chemicals and wastes.

### International Labour Organization (ILO)

108. The International Labour Organization (ILO) emphasizes the importance of acknowledging diversity, encompassing gender differences within the workforce, as a critical factor in safeguarding the health and safety of all workers, regardless of gender. Gender mainstreaming in occupational safety and health (OSH) and adopting a gender-sensitive approach enables better policy decision-making and practice to reduce occupational accidents and diseases for both men and women workers.<sup>46</sup>
109. Founded on the principle of protecting all workers' rights to life and health, the ILO is mandated to safeguard workers exposed to chemicals and waste, including addressing the gender-specific impacts of such exposure.
110. The ILO has enacted upwards of fifty legal instruments in relation to the protection of workers from chemical and waste hazards, including Conventions, Recommendations and Codes of Practice.<sup>47</sup>
111. The ILO's commitment to gender mainstreaming has developed considerably since its establishment in 1919. While gender considerations were initially absent from its framework, the ILO began to address gender-related issues in the 1950s, with a focus on promoting equal pay and combating discrimination. The ILO implemented the Equal Remuneration Convention in 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention from 1958 (No. 111).<sup>48</sup>

<sup>45</sup> WHO has developed several studies and information sheets on chemicals of public concern (air quality, energy and health, arsenic, asbestos, benzene, cadmium, dioxins and dioxin-like substances, inadequate or excess fluoride, lead, mercury, highly hazardous pesticides and other chemicals, and participates in different groups and initiatives, among them: Chemical Risk assessment Network, Global Alliance to Eliminate Lead Paint, Global Chemicals and Health Network. More information about this work can be consulted at: [https://www.who.int/health-topics/chemical-safety#tab=tab\\_1](https://www.who.int/health-topics/chemical-safety#tab=tab_1)

<sup>46</sup> *10 Keys for Gender Sensitive OSH Practice – Guidelines for Gender Mainstreaming in Occupational Safety and Health* First published 2013. p

<sup>47</sup> ILO Submission to the Call for information on Gender and chemicals and waste management, p. 1. Additionally, a complete report on the legally binding Conventions and non-binding Recommendations, as well as Codes of Practice, is available at [https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_dialogue/@lab\\_admin/documents/publication/wcms\\_735655.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_dialogue/@lab_admin/documents/publication/wcms_735655.pdf)

<sup>48</sup> Further information on gender-responsive policies implemented by the ILO can be found here: <https://www.ilo.org/resource/fight-womens-rights-workplace-ilo-history>



112. The rights of women workers are vital to the values, principles, and goals central to the ILO's mission of advancing social justice and decent work – meaning fair wages and productive employment in environments characterized by freedom, equity, security, and dignity. This includes the need to address risks posed by hazardous chemicals and waste, particularly for female reproductive health, pregnant women, and breastfeeding mothers.
113. Today, the ILO encourages all labour sectors to gather and analyze gender-disaggregated data to better understand how women's roles in various sectors intersect with exposure to hazardous substances and other occupational risks.
114. The Occupational Safety and Health Convention 1981 (No. 155), along with the Promotional Framework for Occupational Safety and Health Convention 2006 (No. 187) provide a framework for promoting and realizing the principles concerning the fundamental right to a safe and healthy working environment<sup>49</sup>, and underscores the need for policy development, risk assessment, and control measures that includes the procurement of gender-disaggregated data.<sup>50</sup>
115. The ILO calls on its member states, in this convention and others, to implement legal policies to aid in the national realization of their conventions.
116. The ILO produced its own Guidelines for Gender Mainstreaming in Occupational Safety and Health.<sup>51</sup> These guidelines are designed to support policymakers and practitioners in creating and implementing approaches that are sensitive to gender dynamics. Due to the varying social roles and occupational responsibilities of women and men, distinct control measures are necessary. The different roles and job types that each gender commonly undertakes are associated with unique chemical exposure scenarios, which underscores the importance of establishing carefully tailored regulations and policies.<sup>52</sup>
117. Gender Equality at the Heart of Decent Work was adopted in 2003. It solidified the idea that gender considerations could not be separated from workplace health and safety, including the management of chemicals and waste. The document directly references the risk of exposure to hazardous substances for reproductive health in both informal and formal sectors of work. The policy calls on exposure to hazardous chemicals during pregnancy and following a women's return to work to be "recognized and mitigated or eliminated."<sup>53</sup>
118. ILO Convention No. 183 (2000): Maternity Protection Convention, additionally, sets that pregnant women should not hold the obligation to perform work that puts either her health or

<sup>49</sup> ILO Submission to the Call for information on Gender and chemicals and waste management, p. 1

<sup>50</sup> Convention found at: [https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C155](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C155)

<sup>51</sup> Find the guidelines at:

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_protect/@protrav/@safework/documents/publication/wcms\\_324653.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_protect/@protrav/@safework/documents/publication/wcms_324653.pdf)

<sup>52</sup> Find more information at: <https://gender-chemicals.org/chemical-safety-at-work>

As an example, Finland has implemented OSH legislation which regulates exposure to hazards for reproductive health in both men and women. The Occupational Safety and Health Act (738/2002), requires a risk assessment to take account of "the potential risks to reproductive health" and to reduce exposure to hazardous chemicals, physical agents and biological agents so that "no risk is caused to the employees' safety or health or reproductive health". The risk assessment must also take account of "age, gender, occupational skills and other personal capacities". Legislation found at: [https://www.finlex.fi/en/laki/kaannokset/2002/en20020738\\_20230222.pdf](https://www.finlex.fi/en/laki/kaannokset/2002/en20020738_20230222.pdf)

<sup>53</sup> Report Found at:

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_norm/@relconf/documents/meetingdocument/wcms\\_105119.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_105119.pdf)

the health of her child in danger. The Recommendation (No. 191) (2000) accompanying the Convention outlines risk assessment and management, “including exposure to biological, chemical or physical agents which represent a reproductive hazard.”<sup>54</sup>

119. Additionally, in 2011 the ILO held the Global Forum on Women and Work, which highlighted issues related to women’s occupational safety, particularly in industries handling hazardous substances, and reinforced the importance of gender-sensitive workplace safety policies.
120. Through partnerships with organizations such as the World Health Organization (WHO), the ILO continues to promote gender-sensitive approaches to managing chemicals and waste, addressing health risks that disproportionately affect women in hazardous sectors.
121. The ILO worked with the WHO to implement the Global Plan of Action on Worker’s Health.<sup>55</sup> This plan addresses gender-specific health risks, especially in sectors with high exposure to hazardous substances like healthcare, agriculture, and manufacturing. It emphasizes the collection of sex-disaggregated data to better understand and mitigate health risks for both men and women. Additionally, both organizations work together to provide technical training and implement guidance to countries and individuals implementing the realization of this plan.
122. The ILO has published numerous resources to support gender mainstreaming in labour policies on chemical and waste management, offering guidance for policy development across sectors.
123. Across various industries, including mining, textiles, agriculture, construction, electronics manufacturing, engineering, and waste management, there is a wide range of chemical exposures. The ILO plays a crucial role in mitigating occupational health inequalities among workers worldwide, particularly when it comes to exposure. Groups such as young workers, aging populations, migrant workers, women, and those in the informal sector often experience heightened exposure to these harmful substances and may endure greater health consequences.
124. Other specific resources from the ILO related to the gendered effects of exposure to hazardous chemicals are<sup>56</sup>:
  - Convention No. 170 (1990): While the Convention itself does not explicitly reference the gendered effects of chemicals and waste, nor women as a highly impacted group, its Recommendation 1990 (No. 177) explicitly addresses the heightened risk of chemical exposure to hazardous chemicals to women’s health and the health of their child, simultaneously guaranteeing them the right to their previous position or one of equal stature.<sup>57</sup>
  - Convention No. 136 (1971) on Benzene Poisoning prohibits pregnancy or nursing female workers from encountering Benzene as it possesses adverse effects for the child and mother. Additionally, the convention implements regular health and safety checks for those exposure to avoid further contamination or health issues.<sup>58</sup>

<sup>54</sup> Further analysis and information at: [https://gender-chemicals.org/chemical-safety-at-work#\\_edn1](https://gender-chemicals.org/chemical-safety-at-work#_edn1)

<sup>55</sup> More information found at: <https://www.who.int/publications/i/item/WHO-FWC-PHE-2013-01>

<sup>56</sup> A broad list of ILO Conventions that provide the basis for the sound management of all types of chemicals in the world of work, risk-specific standards, sector-specific instruments and ILO standards dealing with the fundamental principles of OSH that provide a framework for risk management, including chemical risks, are listed in the ILO Publication: *The Sound Management of Chemicals and Waste in the World of Work*.

<sup>57</sup> Recommendation found at:

[https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:312515:NO](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312515:NO)

<sup>58</sup> Convention found at:

[https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:312281:NO](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312281:NO)

- Recommendation (No. 4) (1919) emphasizes the hazardous effects of exposure to lead poisoning for women and children. The recommendation advises that women and children under the age of eighteen be removed from any work with direct exposure to lead, as well as provides advisements on how to deal with potential exposures and how to mitigate the effects.<sup>59</sup>
  - High-risk occupations for asbestos exposure include construction, mining, and demolition, predominantly held by men; the textile industry, primarily female-dominated, also uses asbestos for protective clothing.<sup>60</sup> The ILO answered this need through the implementation of Convention No. 162 on Asbestos, calling for the prevention and control of health hazards from asbestos through the replacement of asbestos with less harmful materials, restrictions on the use of asbestos in certain processes, and Control measures to prevent asbestos dust release and compliance with exposure limits.<sup>61</sup>
125. A shortage of gender-specific research, particularly in sectors such as e-waste, artisanal mining, and informal industries, is present. Where data exists, it is often outdated or inaccessible.<sup>62</sup>
126. It is relevant to note that available data often lacks robustness, with issues such as small sample sizes limiting their usefulness in gender analysis. This is particularly devastating as women are more likely to hold onto chemicals that bioaccumulate, such as persistent organic pollutants (POPs) and heavy metals like mercury, both of which are present in e-waste and artisanal mining.<sup>63</sup>
127. There is limited data on the psychological and toxicological effects of chemical exposure, specifically on female workers, creating gaps in understanding health impacts—particularly for endocrine-disrupting chemicals (EDCs) and persistent organic pollutants (POPs).<sup>64</sup>
128. Women are less likely to hold leadership roles or be involved in OSH committees, hindering progress in integrating gender perspectives into decision-making processes. Specifically in national safety councils, occupational health service, and enterprise level safety and health committees.<sup>65</sup> There is a specific deficit in professions including but not limited to: Epidemiology (making statistical links between exposures at work and illness), toxicologists (studying mechanisms by which chemicals and radiation produce biological changes), and industrial hygienists (assessing workplace exposures, whether looking for chemical or physical hazards), all professionals that aid in the decision making at high levels regarding chemicals and waste management and the involvement of gender considerations.<sup>66</sup>
129. Demographics of women in the workforce show us that women dominate specific sectors of labour, which significantly increases their exposure to hazardous chemicals. The ILO found that

<sup>59</sup> Recommendation found at:

[https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:312342:NO](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312342:NO)

<sup>60</sup> More information found at:

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_dialogue/@lab\\_admin/documents/publication/wcms\\_791876.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_dialogue/@lab_admin/documents/publication/wcms_791876.pdf)

<sup>61</sup> Convention found at:

[https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_INSTRUMENT\\_ID:312307](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312307)

<sup>62</sup> More information found at: <https://www.igfmining.org/ilo-gender-disaggregated-data-mining-employment/>

<sup>63</sup> <https://gender-chemicals.org/chemical-safety-at-work>

<sup>64</sup> More information found at: [https://gender-chemicals.org/chemical-safety-at-work#\\_edn1](https://gender-chemicals.org/chemical-safety-at-work#_edn1)

<sup>65</sup> Guidance Note found at: [file:///Users/stuff/Downloads/wcms\\_165986.pdf](file:///Users/stuff/Downloads/wcms_165986.pdf)

<sup>66</sup> More information and report found at:

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_protect/@protrav/@safework/documents/publication/wcms\\_324653.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_protect/@protrav/@safework/documents/publication/wcms_324653.pdf)

these exposures are often underestimated, particularly in informal sectors and in low- and middle-income countries (LMICs). These sectors include health professions, textile production and the cleaning sector. As exposures increase, tools and personal protective equipment (PPE), remain tailored to fit a Western man's body, leading to increased exposure periods and subsequent consequences.<sup>67</sup>

130. Endocrine-disrupting chemicals (EDCs) have begun to be phased out in high-income countries; however, increased gender mainstreaming efforts are required in identifying exposure and implementing control strategies, particularly in LMICs.<sup>68</sup>
131. Gender equality in the world of work includes access to safe and healthy working environment. There are identified sectors with a prevalent female workforce, among others, personal care workers, health associate professionals, cleaners and helpers, or food preparation assistants.<sup>69</sup>
132. Gender and biological sex are important aspects to consider in relation to occupational exposure to chemicals. Biological sex impacts exposure and health effects from chemicals. For instance, women's susceptibility to hazardous chemicals varies with reproductive cycles and life stages like pregnancy, lactation, and menopause, which involve physiological changes that affect vulnerability to chemical damage. Moreover, the occupational roles of men and women can affect the level, frequency, and source of their exposure to chemicals.<sup>70</sup>
133. Decent and productive work presents various challenges and opportunities, necessitating different sectors to implement strategies that enhance women's participation in the chemical and pharmaceutical industries. This includes creating job opportunities, ensuring safe working conditions, and promoting a balanced work-life environment.
134. For the purposes of linking this analysis to the UN standards, it is worth mentioning that ILO, like other International Organizations, operates under a Gender Action Plan, The ILO Action Plan for Gender Equality 2022-2025. The Action Plan has undergone periodic revisions, with the latest major updates implemented in 2016-2017 and 2018-2021, to reflect evolving priorities and goals in gender equality.<sup>71</sup> The ILO action plan follows a results-based approach as recommended by the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) 2.0. Additionally, the Action Plan faces independent evaluations at the end of 2025 and high-level independent assessments at the end of each year, conducted by the UN-SWAP, run through UN WOMEN. <sup>72</sup> The Action Plan highlights the ILO's commitment to gender-transformative development cooperation in alignment with the UN-SWAP.

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<sup>67</sup> More information:

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_dialogue/@lab\\_admin/documents/publication/wcms\\_791876.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_dialogue/@lab_admin/documents/publication/wcms_791876.pdf)

<sup>68</sup> More information:

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_dialogue/@lab\\_admin/documents/publication/wcms\\_791876.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_dialogue/@lab_admin/documents/publication/wcms_791876.pdf)

<sup>69</sup> *Exposure to hazardous chemicals at work and resulting health impacts. A global review.* International Labour Office-Geneva.: ILO. 2021. P.4

<sup>70</sup> *Exposure to hazardous chemicals at work and resulting health impacts. A global review.* International Labour Office-Geneva.: ILO. 2021. P.5

<sup>71</sup> Latest iteration of Gender Equality Action Plan can be found at: <https://www.ilo.org/publications/ilo-action-plan-gender-equality-2022-25>

<sup>72</sup> Evaluation of the implementation of the 2020-2021 Gender Equality Action Plan as well as recommendations for the 2022-2025 Action Plan can be found here: file:///Users/stuff/Downloads/wcms\_836836.pdf

135. The GFC-GAP must consider International Labour Standards and guidelines to ensure that all workers across various sectors receive protection through gender-sensitive and gender-responsive measures.
136. As ILO indicates in its contribution<sup>73</sup>, the examination of gender-specific roles and risks requires the implementation of targeted protections. Furthermore, gender-responsive strategies are crucial for the comprehensive achievement of the framework's objectives, which encompass the Gender Action Plan and the GFC-specific targets. This approach is imperative to guarantee meaningful participation, the establishment of gender-responsive policies, and the integration of a gender perspective within the execution of the GFC.
137. ILO Guidelines for Gender Mainstreaming in Occupational Safety and Health<sup>74</sup> are an important tool for the development of the GFC-GAP. The incorporation of this initiative into the GAP and its correlation with the GFC implementation programs, alongside the collaboration and coordination among the Secretariat, Governments, Stakeholders, and ILO, will facilitate the diminishing of disparities and the development of improved policies and actions aimed at advancing the reduction of inequalities.

#### **Inter-Organization Programme for the Sound Management of Chemicals (IOMC)**

138. Following the 1992 UN Conference on Environment and Development (UNCED) recommendations, particularly Chapter 19 of Agenda 21 on toxic chemicals, the IOMC was established in 1995, first joined by FAO, ILO, UNEP, UNIDO, WHO, and OECD. UNITAR joined in 1997, the World Bank in 2010, UNDP in 2012, and BRS Conventions in 2023.
139. The Inter-Organization Programme for the Sound Management of Chemicals (IOMC) developed an online Toolbox for Decision Making in Chemicals Management,<sup>75</sup> which aims to provide resources that facilitate the identification of actions required at the national level for the sound management of chemicals and support countries' implementation of MEAs and SAICM. The IOMC has been significantly involved in the implementation of the Strategic Approach to International Chemicals Management (SAICM) and has made notable contributions to the Global Forum on Chemicals Management (GFC).
140. IOMC Toolbox brings access to information published by the participant Organizations, such as Gender Action Plans, online courses, scientific knowledge, programmes, tools addressing gender issues in pesticide management, environmental and health risks, and the influence and effects of social inequalities; gender equality and mercury; the WHO Roadmap; and guidelines on chemicals and waste management for sustainable development.
141. In principle, gender aspects were not considered as part of the toolbox, despite the fact that the IOMC participating organizations had guidance on how to mainstream gender and that there was a growing awareness of the importance of gender mainstreaming. However, the Final evaluation of the IOMC for decision-making in chemicals management, Phase III: From design

<sup>73</sup> ILO Submission to the Call for information on Gender and chemicals and waste management, p. 2

<sup>74</sup> *10 Keys for Gender Sensitive OSH Practice – Guidelines for Gender Mainstreaming in Occupational Safety and Health* First published 2013.

<sup>75</sup> Find the toolbox at: <https://www.iomctoolbox.org/>

to action, recommended having an explicit strategy on Gender Equality and the Empowerment of Women that builds upon the work of Women and Gender at SAICM<sup>76</sup>.

142. The recommendations were integrated, planned and implemented. However, the evaluation suggested that there is still a need to continue this work and the revision of the tools from a gender perspective is an ongoing process and may require a larger period of time to materialize.<sup>77</sup> Additional recommendations highlight the need for a human-rights approach and gender mainstreaming and inclusiveness strategy to improve the Toolbox's relevance to supporting gender equality and women's empowerment.
143. From our perspective, it is pertinent to consider these recommendations and implement them through enhanced coordination among the organizations comprising the IOMC. The follow-up and execution through inter-institutional collaboration are significant in achieving the objectives of gender equality and advancing the implementation of their respective plans and programs.
144. As previously indicated, the IOMC plays a significant role in the implementation of the Global Framework on Chemicals (GFC). IOMC is currently developing "Implementation programmes" (IPs) for consideration at the first International Conference in 2026, to be conducted in close collaboration with relevant stakeholders. In addition, IOMC has initiated webinars designed to facilitate discussions among all interested stakeholders focusing on the collaboration in the development, design, and formulation of specific Implementation programmes. Furthermore, these webinars aim to identify the essential steps and activities required during the ongoing inter-sessional period.
145. IOMC developed the Discussion Note *"Development of GFC Implementation programmes to advance integrated chemicals and waste management: national systems, industry engagement, and sustainable development linkages"*<sup>78</sup> with suggestions for three programme topics referred to in the GFC: national systems, industry engagement, and sustainable development linkages.
146. None of the Implementation programmes proposed by the IOMC focus on the GFC strategic objective B, which relates to achieving comprehensive and sufficient knowledge, data, and information generation that is available and accessible to all, enabling informed decisions and actions. However, they propose the implementation of targets B5 and B7 within Programme 2, Strengthening economic and industrial sector engagement and action.
147. The Implementation programmes should serve as the means to realize strategic objectives and targets. This represents an opportunity for the GFC-GAP to align itself with the implementation programs, thereby enabling strategic objective B to serve as a cross-cutting objective within the Gender Action Plan and the implementation programs. Furthermore, a correlation must be established between the actions outlined in the GFC-GAP and the Implementation programmes, including their relevant indicators.
148. The terms of reference for all the Implementation programmes should take into consideration the gender-responsive approach, to establish a correlation between the actions outlined in the implementation programs and the Gender Action Plan, including their relevant indicators, while

<sup>76</sup> Final evaluation of the IOMC for decision-making in chemicals management, Phase III: From design to action, Executive summary p. IX.

<sup>77</sup> Final evaluation of the IOMC for decision-making in chemicals management, Phase III: From design to action, Executive summary p. 19

<sup>78</sup> [https://iomcwebinars.org/wp-content/uploads/2024/09/webinar\\_24\\_2\\_pres\\_2.pdf](https://iomcwebinars.org/wp-content/uploads/2024/09/webinar_24_2_pres_2.pdf)

also specifically considering targets B5 and B7 as cross-cutting issues for all Implementation programmes.



## United Nations Environment Program and its Policy and Strategy for Gender Equality

149. UNEP recognizes gender equality and women's empowerment as cross-cutting issues in all aspects of its work.
150. UNEP developed the GP&S as a guiding framework for mainstreaming gender in all work programmes and sub-programmes. It was developed under the guidance of the Rio+20 outcome document, The Future We Want, and the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN SWAP).
151. A relevant aspect of this strategy is the goal of achieving policy, plan, and programme articulation through the technical assistance it provides to national, regional, and local partners and stakeholders to achieve concrete and measurable results on gender equality and women's empowerment in each of UNEP's sub-programme areas, one of which is chemicals and waste.
152. UNEP's progress in incorporating the principles of gender mainstreaming has been remarkable. Progress assessments have been tools that have also enabled UNEP to make relevant decisions to ensure gender equality at the organizational level and gender mainstreaming at the programmatic level. Among other decisions, the Gender Task Team was created to review results in light of the UN-SWAP requirements and propose concrete actions to mainstream gender more strategically in UNEP's programmatic work.
153. UNEP created a specific governance and advisory structure to assist in implementing the GP&S. UNEP-administered MEAs, executive offices, and branches are part of this architecture. The strategy includes the designation of gender coordinators and gender focal points, an evaluation process and a financial mechanism.<sup>79</sup>
154. UNEP units and MEAs Secretariats must be actively involved in sub-programme activities, such as the chemicals and waste sub-programme, which involves stakeholders committed to gender equality and women's empowerment.
155. UNEP coordinated with SAICM (now GFC) and chemicals MEAs to promote sound chemicals management and minimize health and environmental impacts. The subprogramme recognizes that health impacts are often gender-differentiated, especially affecting women, children, and disadvantaged communities, who bear the greatest burdens and have limited options to reduce risks. UNEP also facilitates the implementation of projects and the relationship with the GEF.
156. As strategic points of the chemicals and waste subprogramme, UNEP incorporates gender perspectives in project design and implementation using gender equality monitoring indicators. It also promotes the sound management of chemicals and waste while considering gender-differentiated impacts and social impacts, and assesses production, movement, and other trends to determine environmental, health, gender-differentiated, and socio-economic impacts while raising awareness of emerging issues. Other strategic points include gender-specific tools and gender-disaggregated data, consideration of intersecting data, and addressing the gender aspects of mainstreaming the sound management of chemicals into national strategies and plans.

<sup>79</sup> More information about UNEP's Policy and Strategy for Gender Equality and the Environment, including mandates, architecture, implementation, responsibilities and other elements, can be consulted at: [https://www.google.com/url?sa=t&source=web&rct=j&opi=89978449&url=http://www.brsmeas.org/Portals/4/download.aspx%3Fd%3DUNEP-FAO-CHW-RC-POPS-SEC-REP-UNEP-GP-2014-17.English.pdf&ved=2ahUKEwipgf7zMaJAxWkFzQIHZFBNAAQFnoECCkQAQ&usg=AOvVaw1bYU9O0fjQFu\\_5WHwo48hM](https://www.google.com/url?sa=t&source=web&rct=j&opi=89978449&url=http://www.brsmeas.org/Portals/4/download.aspx%3Fd%3DUNEP-FAO-CHW-RC-POPS-SEC-REP-UNEP-GP-2014-17.English.pdf&ved=2ahUKEwipgf7zMaJAxWkFzQIHZFBNAAQFnoECCkQAQ&usg=AOvVaw1bYU9O0fjQFu_5WHwo48hM)

157. As part of the chemicals and waste programme, UNEP facilitates the publication of the *Global Gender and Environmental Outlook and the Global Chemicals Outlook II: From Legacies to Innovative Solutions*<sup>80</sup>, which also addresses considerations of the differential health risks for women arising from contact with hazardous chemicals, how the burden of direct exposure to hazardous chemicals in the workplace is often unequally distributed between women and men, and the participation of women in leadership positions in the chemical industry, to name but a few of the gender aspects addressed by the Outlook.
158. It is important to highlight that Decision 23/11 on Gender Equality and the Environment required UNEP to renew its efforts to prioritize gender mainstreaming in all aspects of its environment and sustainable development work, while Decision 24/7 on Committing resources toward the implementation of decision 23/11 mandated the allocation of sufficient financial and human resources to this endeavour.<sup>81</sup>
159. UNEP identified areas in the issues of gender and the sound management of chemicals and waste, the roles of women in waste management in households, employment opportunities for women in waste disposal or sewage treatment and informal sectors, and opportunities for women's participation in decision-making and policymaking related to chemicals and waste management.
160. In 2019, UNEA-4 adopted resolution UNEP/EA.4/Res.17, "Promoting gender equality and the human rights and empowerment of women and girls in environmental governance"<sup>82</sup> which aims to strengthen the gender dimension of global environmental policy and projects and the importance of protecting human rights, prioritize the implementation of gender policies and action plans developed under MEAs, enhance international cooperation and assistance, and to support capacity building to enhance women's active and meaningful participation in decision-making.
161. Having a framework strategy for gender equality and mainstreaming a gender perspective in programmes, policies, plans and projects, such as the UNEP policy, offers many benefits, including:
- The MEAs Secretariats, executive offices, branches, and programs follow a comprehensive strategy that guides implementation, monitoring, and reporting, clearly articulating their efforts in mainstreaming gender.
  - It enhances productivity in implementing gender equality and gender mainstreaming policies and strategies while also helping to meet commitments from the mandates.
  - Capacity building and information dissemination will be integrated within a unique architecture.

## United Nations Development Programme

<sup>80</sup> Global Chemicals Outlook II: From Legacies to Innovative Solutions: Implementing the 2030 Agenda for Sustainable Development, 2019.

<sup>81</sup> NEP's Policy and Strategy for Gender Equality and the Environment. P. 16

<sup>82</sup> <https://digitallibrary.un.org/record/3982465?v=pdf&ln=en>

162. UNDP's contributions to the gender agenda in the sound management of chemicals and waste are long-standing. As rightly pointed out in its submission, through the publication on Gender and Chemicals in 2011, UNDP was the first to highlight the linkages between gender and chemicals.
163. UNDP recognized the significance of gender considerations in policymaking and programming related to the effective management of chemicals. This included an analysis of how social and biological factors influence exposure levels to toxic substances, along with the consequent effects on human health.<sup>83</sup>
164. UNDP has developed different publications on the linkages of gender and chemicals and waste and guidance documents and tools to ensure the mainstreaming of gender into chemicals and waste management.<sup>84</sup>
165. UNDP helps countries access financial and technical resources, offering support for effective chemicals and waste management at national, regional, and global levels. UNDP ensures that the projects and programmes implemented by UNDP address the multidimensional aspects of gender-related exposure to chemicals, and their effects are considered in their full complexity, including intersecting factors, following the UNDP's Gender Equality Strategy<sup>85</sup> and national policies on gender.
166. In addition, UNDP has developed guidelines, tools and workshops, such as the Gender-responsive Communication Guide and the Gender Transformative Workshops, to scale up impact and achieve transformative results for gender equality, not only across the UN System but with Civil society, feminists and women's organizations, and other groups advocating for rights; academia, private sector and other partners advocating for gender equality.
167. As an implementing agency of GEF, UNDP has supported 40 countries to devise and implement policies and actions to get rid of hazardous chemicals<sup>86</sup>. All UNDP projects funded by the Global Environment Facility (GEF) include mandatory requirements on gender considerations in the design, monitoring, and evaluation. In addition, UNDP projects include gender mainstreaming activities, such as TORs with a specific clause encouraging men and women to apply and tracking of the gender composition of meeting participants and measure progress and performance on gender equality through the UNDP Gender Equality Seal for Development flagship initiative. This projects also focus on capacity building on gender issues for the project team and government partners.
168. All chemicals and waste projects implemented by UNDP include consultations with relevant associations, networks, and stakeholders, and procure data collection disaggregated by gender and the promotion of gender mainstreaming.
169. In UNDP's chemicals and waste projects funded by GEF, gender mainstreaming is intended to contribute to closing gender gaps in access to and control over resources, improve women's participation and decision-making in natural resource governance, and target socio-economic benefits and services to women.<sup>87</sup>

<sup>83</sup> The publication includes policy recommendations and specific case scenarios. The publication can be found at:

<https://www.undp.org/publications/chemicals-and-gender>

<sup>84</sup> UNDP's Submission to the Call for information on Gender and chemicals and waste management, p. 1

<sup>85</sup> <https://genderequalitystrategy.undp.org/#>

<sup>86</sup> Diverse partnerships for sound management of chemicals, waste, plastics and for sustainable cooling:

<https://www.undp.org/chemicals-waste/partnerships>

<sup>87</sup> A list of country-specific projects and results can be consulted in UNDP's submission to the Call for Information on gender, chemicals and waste management. Pp 1-2. Results, lessons learned and human impact from selected GEF-funded

170. The experience of the United Nations Development Programme (UNDP) in assisting partners to incorporate gender considerations at every stage of a national process aimed at developing or enhancing effective chemicals management should be regarded as a crucial factor in the formulation of the Gender Action Plan (GFC-GAP). The strategies, tools, and guidelines created by UNDP must be taken into account when implementing specific actions of the GFC-GAP, as well as to enhance coordination at different levels.

#### **United Nations Human Rights Council- Special Rapporteur on toxics and human rights**

171. In 1995, the Commission on Human Rights established the mandate to examine the human rights implications of exposure to hazardous substances and toxic waste. In 2011, the UN Human Rights Council affirmed that hazardous substances and waste may constitute a serious threat to the full enjoyment of human rights. The mandate was extended to include the whole life-cycle of hazardous products, from manufacturing to final disposal.<sup>88</sup>
172. The UN-HRC periodically renews the above mandate. The Special Rapporteur has published 20 thematic reports highlighting the human rights implications of the environmentally sound management and disposal of hazardous substances and wastes. These reports emphasize the unequal adverse impacts faced by the poor, young people, the elderly, minorities, Indigenous Peoples, and different genders, each affected in unique ways.<sup>89</sup>
173. Other key documents from the Special Rapporteur include guidelines for States to align laws with human rights obligations, ensure equality in practices related to hazardous substances and waste, do not discriminate against groups in vulnerable situations, including children, the poor, and Indigenous Peoples, and address gender-specific risks, while businesses should perform human rights due diligence throughout the lifecycle of toxic products, identify and assess risks, mitigate impacts, and be transparent and accountable.<sup>90</sup>
174. In 2019, the Special Rapporteur presented a set of principles to help States, businesses and other key actors respect and protect workers from toxic occupational exposures and to provide remedies for violations of their rights. In this report, principle 2 on the duty of States to protect the human rights of workers through the prevention of exposure to toxic substances, the commentary states for the elimination of the worst forms of child labour, particularly when children are exposed to toxic substances at work. States need to adopt gender-specific approaches to prevent exposure for workers. Protecting reproductive health from hazardous conditions is essential to eliminate discrimination against women in employment. Women require special protection during reproductive risk periods for themselves and their offspring,

Projects, with specific focus on gender issues and equality, to implement the Stockholm Convention on Persistent Organic Pollutants can be found at <https://www.undp.org/publications/sound-chemicals-and-waste-management-sustainable-development>

<sup>88</sup> About the mandate: <https://www.ohchr.org/en/special-procedures/sr-toxics-and-human-rights/about-mandate>

<sup>89</sup> While the objective of this section is not to analyze each of the thematic reports of the mandate, the reports analyze the human rights impacts on different sectors of the population, especially sectors in situations of vulnerability, including women, children, youth, Indigenous Peoples, workers, etc. The twenty reports can be consulted at: [https://www.ohchr.org/en/documents-listing?field\\_content\\_category\\_target\\_id\[186\]=186&field\\_entity\\_target\\_id\[1279\]=1279&field\\_published\\_date\\_value\[min\]=&field\\_published\\_date\\_value\[max\]=&sort\\_bef\\_combine=field\\_published\\_date\\_value\\_DESC&page=0](https://www.ohchr.org/en/documents-listing?field_content_category_target_id[186]=186&field_entity_target_id[1279]=1279&field_published_date_value[min]=&field_published_date_value[max]=&sort_bef_combine=field_published_date_value_DESC&page=0)

<sup>90</sup> See A/HRC/36/41, Guidelines for good practices in relation to the human rights obligations related to the environmentally sound management and disposal of hazardous substances and wastes.

ensuring they are not exposed to toxic chemicals. At the same time, women should not face barriers to equal employment opportunities. Pregnant women may be exposed to toxic substances early in pregnancy, necessitating special care from states and businesses to safeguard their reproductive health without discriminatory limitations.<sup>91</sup>

175. The latest renewed mandate, adopted through Resolution A/HRC/RES/54/10 in 2023, requested the Special Rapporteur on toxics and human rights to incorporate a gender and age perspective into their work.
176. In compliance with the Resolution, the Special Rapporteur presented to the General Assembly his thematic report on the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes, emphasizing the State's responsibility to prevent hazardous substances and waste from exacerbating gendered injustices, particularly impacting women, girls, gender-diverse individuals, and poor men, especially when they are from marginalized communities.<sup>92</sup>
177. The report takes into consideration linkages between gender, toxics and different socio-economic intersecting factors and vulnerabilities; the relationship between toxics and bodily autonomy, including reproductive health; beauty products and toxics, including advertising practices; endocrine disrupting chemicals; vulnerabilities in biological life stages, which includes toxics exposures and health consequences during childhood, puberty, reproductive age, pregnancy, breastfeeding and female menopause.
178. The Special Rapporteur set out recommendations to States to address the impacts of toxic substances on health, with a focus on gender, reproductive health and social justice, including regulation, policies and practices; health impact assessments, information and accountability; access to information to enhance labelling standards, education and accessible information on toxic exposure.
179. As human rights are guiding principles for implementing the global framework, the recommendations of the Special Rapporteur's reports provide valuable guidance for shaping the GFC-GAP, taking into account actions that address health and reproductive health risks, the interaction of gender with other determinants such as biological factors, economic and social factors, including poverty, education, occupational and domestic exposures, migration status, and ethnicity, as well as actions that address intergenerational impacts and the inequalities affecting individuals and groups who suffer disproportionate impacts.

## Mainstreaming Gender Equality and the empowerment of Women in United Nations entities

180. Several mandates and frameworks within the UN system are worth considering for mainstreaming gender in the implementation of the GFC and the development of the GFC-GAP:
  - Principle 20 of the Rio Declaration (1992): *"Women have a vital role in environmental management and development. Their full participation is therefore essential to achieve sustainable development."*<sup>93</sup>

<sup>91</sup> See A/HRC/42/41, set of principles to help States, businesses and other key actors respect and protect workers from toxic occupational exposures and to provide remedies for violations of their rights.

<sup>92</sup> Report of the Special Rapporteur on the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes, Marcos Orellana. Gender and hazardous substances.

<sup>93</sup>[https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A\\_CONF.151\\_26\\_Vol.I\\_Declaration.pdf](https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.151_26_Vol.I_Declaration.pdf)

- 1995 Beijing Platform of Action<sup>94</sup>, specifically to the conceptualization of gender mainstreaming, as a strategy to enhance the impact of policies to promote gender equality and the interlinkages between women and environmental policy, strategic actions under a holistic, multidisciplinary and intersectoral approach.
- Sustainable Development Goals -Goal 5<sup>95</sup> Gender equality and women's empowerment and targets linked to chemicals and waste management.
- CEDAW provisions incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women and ensure the elimination of all acts of discrimination against women by persons, organizations or enterprises, among other provisions and obligations.<sup>96</sup>
- Within the UN system: UN System-wide Action Plan on Gender Equality and the Empowerment of Women. *"An accountability framework designed to measure, monitor and drive progress towards a common set of standards for the achievement of gender equality and the empowerment of women. It applies to all entities, departments and offices of the UN system. Responsibility for coordinating the operationalization and tracking of this mechanism has been assigned to UN-Women."*<sup>97</sup>

181. It is important to highlight the six key factors of gender mainstreaming that the UN System must put in place: accountability, results-based management for gender Equality, oversight through monitoring, evaluation, audit and reporting, human and financial resources, capacity development and coherence, coordination and knowledge, and information management at the global, regional and national levels.
182. As noted in the BRS, Minamata Conventions, and UNEP segments, MEAs under the management of UNEP are required to report on the progress of the SWAP to UNEP; thus, the same logic should be followed for GFC-GAP.
183. Other tools can add value to the development of Gender Action Plans and their monitoring and evaluation. UN-Women developed the Handbook on Gender Mainstreaming for Gender Equality Results to promote and support a more systematic and effective implementation of gender mainstreaming to achieve gender equality and empower women throughout the United Nations system and across all sectors. It includes key elements to consider when conducting gender analysis, such as a focus on intersecting constraints and the broad context of the political, economic, and sociocultural factors that can create, reinforce, and sustain unequal rights and power relations, discrimination, and exclusion<sup>98</sup>.
184. Another valuable tool from UN-Women is the Evaluation Handbook on How to Manage Gender-Responsive Evaluation. This handbook is helpful for those working on gender equality, women's empowerment, and human rights. It provides tools for every step in the evaluation process: planning, preparation, conducting, reporting, evaluation use, and follow-up.

<sup>94</sup> See at [https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/PFA\\_E\\_Final\\_WEB.pdf](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/PFA_E_Final_WEB.pdf)

<sup>95</sup> <https://sdgs.un.org/goals/goal5>

<sup>96</sup> See at <https://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>

<sup>97</sup> GENDER EQUALITY AND THE ENVIRONMENT Policy and Strategy. UNEP. p19

<sup>98</sup> See section 2, pages 68-75 of the Handbook on Gender Mainstreaming for Gender Equality Results.



185. The GEF Policy on Gender Equality is relevant to this report. It ensures that gender is considered in the design, implementation, and review of all projects under the MEAs that the GEF serves, including activities funded through all GEF-managed trust funds.
186. The GEF Policy recognizes that men and women use natural resources differently and as result they are affected differently by changes to these resources. The policy also recognizes that gender inequalities and social exclusions continue to limit opportunities for women and men to equally participate in, contribute to, and or benefit from environmental policies, projects and programs<sup>99</sup>.
187. The Global Environment Facility (GEF) is committed to ensuring that gender mainstreaming serves as a fundamental principle in all projects. This policy acts as a catalyst for the adoption of gender-responsive approaches in environmental initiatives, thereby positioning women as both partners and beneficiaries while simultaneously addressing existing inequalities.
188. Furthermore, the GEF 2020: Strategy for the GEF<sup>100</sup>, emphasizes gender mainstreaming commitments, including that GEF will continue to strengthen its focus on gender mainstreaming and women's empowerment, emphasizing the use of gender analysis as part of socio-economic assessments and gender-sensitive indicators and sex-disaggregated data in all GEF projects to demonstrate concrete results and progress related to gender equality.

#### PART IV. INTEGRATION AND REVIEW OF SUBMISSIONS FROM STATES AND STAKEHOLDERS

189. On October 1st, a call for information and written contributions on gender and chemicals and waste management was launched. States and interested stakeholders were invited to submit information on integrating a gender perspective into policies, plans, and actions within the framework of their activities in the context of chemicals and waste management.
190. This report includes a review of 24 submissions, detailed in Annex A to this Report. Below is a brief summary of the contents of the submissions:
  - Argentina. Focus on integrating a gender perspective into chemical management through capacity-building projects, national surveys, and a communication strategy that avoids stereotypes and highlights the gendered impacts of chemical exposure.
  - Belgium. Implements gender mainstreaming across federal policies, including budgeting, public contracts, and subsidies. Introduced a federal biocides reduction plan and a National Action Plan on Endocrine Disruptors to address gender-specific chemical exposure.
  - Denmark. Gender equality is legally integrated into policy areas, including environmental protection and climate action. Supports gender research in health, bans endocrine disruptors in consumer products, and ensures gender-responsive occupational health regulations.
  - Ethiopia. Developed a Gender Road Map for mercury use in artisanal and small-scale gold mining (ASGM) with a focus on gender-responsive awareness, training, finance access, and formalization of women miners.
  - Liberia. Proposes a gender strategic plan for chemicals and waste management, emphasizing gender impact assessments, national coordination, and policy development based on SDG targets.

<sup>99</sup> The GEF Policy on Gender Equality, Policy SD/PL/02. P.5.

[https://www.thegef.org/sites/default/files/documents/Gender\\_Equality\\_Policy.pdf](https://www.thegef.org/sites/default/files/documents/Gender_Equality_Policy.pdf)

<sup>100</sup> [https://www.thegef.org/sites/default/files/publications/GEF-2020Strategies-March2015\\_CRA\\_WEB\\_2.pdf](https://www.thegef.org/sites/default/files/publications/GEF-2020Strategies-March2015_CRA_WEB_2.pdf)



- Mexico. Highlights gender-sensitive chemicals management policies, gender-responsive workplace standards, and regulatory measures to protect vulnerable populations. Encourages cooperation between government, civil society, and industry.
- Serbia. Conducted a gender study on exposure to microplastics and nanomaterials in consumer products to inform national policies.
- Sierra Leone. Integrates gender considerations into chemical management, with a focus on disaggregated data collection, policy development, capacity building, and women's leadership in decision-making.
- Spain. Developed gender-responsive data on chemicals and waste management, promoting gender-inclusive strategic planning, public awareness, and gender-sensitive occupational health laws.
- Minamata Convention. Shared its Gender Action Plan, outlining strategic objectives and actions to integrate gender perspectives into mercury management.
- International Labour Organization (ILO). Advocates for gender-sensitive occupational safety policies, highlighting women's unique vulnerabilities to chemical exposure and promoting gender-responsive regulatory frameworks.
- United Nations Development Programme (UNDP). Ensures gender mainstreaming in all UNDP-GEF projects on chemicals and waste, including gender analyses, inclusive project implementation, and tracking gender participation in decision-making.
- World Bank. Calls for mandatory sex-disaggregated data collection, gender-sensitive chemical management policies, and enhanced gender-responsive training and funding mechanisms, particularly in artisanal and small-scale mining.
- Environment and Social Development Organization (ESDO). Developed a Gender Action Plan to integrate gender-responsive strategies in plastic, chemical, and waste management policies, including data collection, training, and advocacy.
- GAPROFFA. Focuses on improving gender-sensitive laws and policies in Benin, promoting awareness and policy recommendations to integrate gender equality into chemicals legislation.
- HEJ Support. Provides resources, research, and online courses emphasizing gender considerations in chemical policies, advocating for women's leadership in decision-making.
- Higher Council for Environment and Natural Resources. Proposed specific gender-inclusive strategies for the GFC Gender Action Plan, including stakeholder mapping, capacity building, and technology transfer for gender-sensitive policies.
- IPEN. Suggests a comprehensive gender analysis, strengthened data collection, and gender-responsive policy frameworks. Advocates for funding, awareness campaigns, and multi-stakeholder cooperation.
- IUPAC. Highlights best practices for women's inclusion in science and industry, emphasizing leadership, flexible work policies, and gender-sensitive chemicals management.
- Pollution Control Association of Liberia. Recommends gender-focused policy development, impact assessments, and a national gender coordinating platform for chemicals and waste management.
- WECF. Calls for feminist leadership in chemicals policy, gender-transformative policy development, and specific targets and indicators for funding mechanisms.
- Wageningen University & Research. Stresses the need for sex-disaggregated data, gender integration in research, and inclusive policymaking for better chemicals governance.
- Chemicals Industry Corporation. Implements gender-responsive policies for workplace safety, career development, and leadership opportunities for women in the chemicals sector.

- KAO Corporation. Promotes a gender-neutral approach to chemical safety, emphasizing risk assessment, public education, and responsible product development.

191. From the submissions provided by the States and stakeholders, various experiences and lessons of good practices were shared, including the following:

- Disaggregated data gathering, analysis and sharing.
- Policy development.
- Gender-responsive laws, regulations, policies, frameworks.
- Gender mainstreaming in strategic planning and processes.
- Capacity building, education, technical assistance activities, training and skills development.
- Public awareness and information.
- Gender-inclusive decision-making, gender equality and diversity management in leadership and governance.
- Exposure impacts and monitoring with a gender approach.
- Cooperation.
- Country implementation projects
- Funding and support mechanisms.

192. Many of the submissions referred to the importance of data generation using an intersectional approach and disaggregating by sex, as the lack of gender-disaggregated data hinders the development of effective chemical management strategies.

193. It was identified that some states had developed national legislation to integrate the gender perspective in all national processes, while others referred to gender-responsive laws, regulations, policies, and frameworks related to exposure to chemical agents in the workplace. It was also identified that some states tend to harmonize the regulatory framework with international legislation. It was also recommended to mainstream gender in chemical regulations and capacity building, interdisciplinary task forces, and policy coherence across sectors.

194. Several good practices and national implementations regarding gender mainstreaming in strategic planning and processes were shared. Different projects and publications under chemicals-related MEAs and SAICM are identified as good practices. Several guidelines are also available to foster gender mainstreaming and assist policymakers and practitioners in taking a gender-responsive approach to developing and implementing policy and practice.

195. Numerous submissions referenced activities aimed at capacity building, as well as recommendations regarding specific initiatives focused on education, training, and the enhancement of awareness. The information included good practices through country implementation projects.

196. Gender-inclusive decision-making was identified in many submissions. States and stakeholders highlighted the importance of gender balance in all leadership positions, the need for gender GFC focal points in government and authorities, and regular monitoring and reporting on these issues. The promotion of women's economic empowerment and the assurance of women's participation in governance were consistently mentioned in numerous submissions.

197. Collaboration and active participation with both public and private sectors were highlighted in numerous submissions, indicating that regular multi-stakeholder dialogues can significantly enhance cooperation and information sharing, including community engagement in general and engagement with feminists representing groups in vulnerable situations such as women from Indigenous Peoples, rural communities, youth, persons discriminated by work and decent (e.g. waste workers and recyclers), LGBTQI+ persons and women with disabilities, to promote a collective approach to integrating gender perspectives in chemicals management. Partnerships for innovation and corporate social responsibility are also means of collaboration.
198. Budget planning and potential sources of financing with a gender perspective are also identified as necessary to address inequalities, ensuring that women's access to finance is integrated into planning and supports women's networks, training programs, and safer work environments. It was also mentioned that dedicated funding mechanisms are needed to support gender-related initiatives in chemicals and waste management. This can include small grants for grassroots organizations focused on gender and chemical safety or funding for research on gender-specific impacts.
199. Relevant scientific information was identified to support the differentiated effects of chemical exposure in women and men, as well as the possible health threat posed by endocrine-disrupting chemicals (EDCs). This includes evidence that endocrine disruptors affect male and female reproduction, breast development and cancer, prostate cancer, neuroendocrinology, thyroid, metabolism and obesity, and cardiovascular endocrinology.<sup>101</sup>
200. It's also relevant to review significant reports from IPEN together with SAICM, which produce gender-disaggregated data on chemical exposure, especially through their work on SAICM Emerging Policy Issues and Issues of Concern the vulnerabilities women encounter from exposure to toxic chemicals, highlighting how biological, social, and occupational factors lead to distinct and often intensified effects from hazardous substances in contrast to men.<sup>102</sup>
201. Results from the community of practice discussion on "Developing a Gender Action Plan in the Global Framework on Chemicals" organized by the SAICM Secretariat and the Green Growth Knowledge Partnership (GGKP) and facilitated by MSP Institute<sup>103</sup>, are valuable for the development of the GFC-GAP. Several elements were highlighted, including feedback mechanisms, disaggregated data, women in leadership, multistakeholder approaches, and consultative procedures.

<sup>101</sup> Some information, illustrative but not limited to, can be found at: <https://academic.oup.com/edrv/article-abstract/30/4/293/2355049?redirectedFrom=fulltext>; <https://obgyn.onlinelibrary.wiley.com/doi/10.1111/1471-0528.17687>; <https://scienceblog.com/author/endocrine/>; <https://scienceblog.com/547539/pregnancy-pfas-exposure-linked-to-long-term-weight-gain-heart-risks-in-women/>; <https://www.isc3.org/page/gender-sustainable-chemistry/isc3-initiative-on-gender-sustainable-chemistry>; <https://pmc.ncbi.nlm.nih.gov/articles/PMC7846099/>; <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0122786>; <https://www.journals.uchicago.edu/doi/abs/10.1086/699340?journalCode=signs>; <https://www.hsph.harvard.edu/news/hsph-in-the-news/harmful-chemicals-removed-from-products-often-replaced-with-something-as-bad-or-worse/>; <https://www.who.int/data/gho/data/themes/topics/indicator-groups/poison-control-and-unintentional-poisoning>; <https://www.unep.org/resources/report/chemicals-plastics-technical-report>; and *Exposure to hazardous chemicals at work and resulting health impacts: A global review*. International Labour Office – Geneva: ILO, 2021. Pp 9-10

<sup>102</sup> Both reports can be consulted at: <https://ipen.org/documents/women-chemicals-and-sdgs> and <https://ipen.org/documents/women's-health-and-chemical-exposures>

<sup>103</sup> The results of the community of practice webinar can be found at: <https://thegreenforum.org/knowledge/summary-discussion-5-developing-gender-action-plan-global-framework-chemicals>

## PART V. CONCLUSIONS AND RECOMMENDATIONS

202. Gender equality is a fundamental principle that informs the implementation of the Global Framework Convention (GFC). This should entail that every work program, project, and activity is systematically designed and executed with a gender perspective, ensuring that the needs and experiences are duly considered at all levels under a gender lens. This perspective is essential in the management of chemicals and waste, ensuring that these efforts contribute to the realization of gender equality at the national, regional, and global levels.
203. Several factors contribute to the identification of inequalities between women and men, which include levels of participation, access to opportunities, rights, the capacity to make decisions, benefits, and control over the utilization of resources. These factors require a gender-differentiated approach in the effective management of sound chemicals, thereby raising awareness of the interconnections between chemical exposures, their effects on human health and the environment, and the differing risks and impacts associated with gender.
204. Understanding the potential impacts with a gender perspective facilitates the development of improved decision-making processes and more effective programs. A GFC-GAP must address the gendered impacts of chemical and hazardous chemical exposure and gender inequalities related to decision-making regarding the management of chemicals and waste. This includes identifying diverse groups of people, including people in vulnerable situations, who are affected differently. The GFC-GAP should give special attention to women and girls, women and girls from Indigenous Peoples, youth, older men and women, and women and men in work settings, particularly in areas related to chemical exposure.
205. Owing to the potential impacts mentioned above, applying an intersecting approach would enhance the identification of potential challenges and facilitate a deeper understanding of the various ways in which diverse groups experience these impacts, as well as enable a more precise identification of gender-specific trends and disparities.
206. The interconnections between gender, toxic substances, and various intersecting socio-economic factors and vulnerabilities, should be taken into account in the development of the GAP, emphasizing the importance of generating gender-disaggregated data to enhance the development of effective chemical management strategies. With this approach, the GFC-GAP will not only promote gender equality but also actively work towards establishing inclusive benefits for all stakeholders.
207. It is relevant to identify complementarity with other existing Gender Action Plans and ensure cooperation to avoid duplication of efforts. The insights gained from the adoption and implementation of Gender Action Plans across various MEAs, IGOs, and pertinent programmes and agencies contribute to the identification of gaps and opportunities for mainstreaming gender within the GFC.
208. The GAP should take into consideration the GFC Implementation programmes and align with the framework's strategic objectives, targets, and indicators to ensure a comprehensive and cross-cutting implementation. This includes identifying roles and responsibilities for action implementation, ensuring collective and effective participation from all stakeholder groups as appropriate, and identifying sectors of particular interest. This will ensure that each activity within the GAP has one or more dedicated entities overseeing its progress and outcomes. Additionally, broadening Governments' and Stakeholders' involvement in the GAP implementation can enhance ownership while engaging them with gender equality priorities,



capacity building, and establishing gender-responsive policies and practices. All this increases the likelihood of effective implementation of the GAP.

209. This detailed approach enhances engagement among various stakeholders, each contributing unique perspectives and resources to its implementation. This inclusive approach fosters cohesive and coordinated efforts toward gender equality, encouraging stakeholders to align strategies with the GAP's broader goals while tailoring actions to specific contexts and promoting collaboration across actors.
210. Facilitating or promoting stakeholder communication and collaboration is also critical to encourage shared accountability and streamline efforts. Identifying gender focal points is imperative, as effective coordination is essential for the timely dissemination of information and for responding to specific requests for collaboration among diverse stakeholders.
211. Considering the GFC's timelines and the limited resources available for its implementation, the GAP should suggest activities that are feasible to be pursued between meetings of the International Conference and can be adapted or updated over time by the International Conference.
212. Identifying strategic objectives and a list of priority activities is relevant to the GAP. These elements provide a structured framework to implement gender-responsive action, ensuring the implementation efforts are targeted and impactful. It is important to identify the impact that each listed activity in the GAP has on the Implementation programmes and determine how each activity relates to the GFC's targets.
213. The identification of funding sources is an important element of the GAP. Implementing activities in the GAP relies on funding primarily sourced from voluntary contributions. As these funds can vary in availability and scale, reliance on voluntary contributions can make the planning and implementing activities challenging.
214. From the existing information and submissions, the potential strategic objectives would include scientific knowledge, gender-disaggregated data gathering, capacity building and education, policy development, strengthening/development of gender-responsive laws, regulations, policies and frameworks, multi-stakeholder engagement, gender-inclusive decision-making and leadership, gender mainstreaming in strategic planning and processes, exposure impacts and monitoring with a gender approach (health and safety policies), transparency communication; and monitoring.

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### **Additional online resources**

Community of practice webinar <https://thegreenforum.org/knowledge/summary-discussion-5-developing-gender-action-plan-global-framework-chemicals>

Endocrine Society. Science Blog. Pregnancy PFAS Exposure Linked To Long-Term Weight Gain, Heart Risks In Women, September 5, 2024. <https://scienceblog.com/547539/pregnancy-pfas-exposure-linked-to-long-term-weight-gain-heart-risks-in-women/>

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[listing?field\\_content\\_category\\_target\\_id\[186\]=186&field\\_entity\\_target\\_id\[1279\]=1279&field\\_published\\_date\\_value\[min\]=&field\\_published\\_date\\_value\[max\]=&sort\\_bef\\_combine=field\\_published\\_date\\_value\\_DESC&page=0](https://www.ohchr.org/en/documents-listing?field_content_category_target_id[186]=186&field_entity_target_id[1279]=1279&field_published_date_value[min]=&field_published_date_value[max]=&sort_bef_combine=field_published_date_value_DESC&page=0)

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<https://www.who.int/data/gho/data/themes/topics/indicator-groups/poison-control-and-unintentional-poisoning>

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# ANNEX 1. SUBMISSIONS ON THE DEVELOPMENT OF A GENDER ACTION PLAN FOR THE GLOBAL FRAMEWORK ON CHEMICALS - FOR A PLANET FREE OF HARM FROM CHEMICALS AND WASTE (GFC).

|        | Author    | Abstract Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Action                                                                                                                                                                                                                                                                   | Status in Report                  |
|--------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| States | Argentina | <p>Country implementation project to support the development of institutional, regulatory and technical capacities to achieve environmentally sound management throughout the life cycle of all chemicals, including the mainstreaming of the gender perspective in all Project activities, as well as the development of a comprehensive communication strategy.</p> <p>Implementation of activities on capacity building and policies with a gender perspective and implementation of national surveys on gender and chemicals to make visible the work that falls mostly on women and people with diverse gender identities, negatively affected from exposure to substances and chemicals, targeting reliable data on chemical exposure of the country's population, disaggregated by gender, age, socio-economic status, etc.</p> <p>Communication strategy to highlight the impact of chemicals on women and people with diverse gender identities, with a commitment not to reproduce gender stereotypes and not to exercise symbolic violence on diversity and women.</p> | <p>Good practices on project implementation for capacity building, policy development and communication and information sharing.</p> <p>Gender mainstreaming in strategic planning and processes.</p>                                                                    | Para 190, 191, 192, 193           |
|        | Belgium   | <p>Federal plan for gender mainstreaming (2020-2024) and Federal policies that will give priority to gender mainstreaming:</p> <ul style="list-style-type: none"> <li>• Implement gender mainstreaming as an approach designed to concretely strengthen the equality of men and women in society. Take effective account of the gender dimension when developing and implementing policies involving everyone.</li> <li>• Gender mainstreaming training within strategic units</li> <li>• Integration of the gender dimension in strategic planning instruments; budgeting; in public contracts; - and the integration of the gender dimension in subsidies.</li> <li>• Gender mainstreaming concerns all government policies.</li> </ul>                                                                                                                                                                                                                                                                                                                                         | <p>Data generation</p> <p>Policy development, gender-responsive laws, regulations, policies, frameworks.</p> <p>Gender mainstreaming in strategic planning and processes</p> <p>Capacity building, training</p> <p>Cooperation</p> <p>Funding and support mechanisms</p> | Para 190, 191, 192, 193, 195, 196 |

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|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
|  |  | <p>Royal Decree establishing the federal biocides reduction plan. This decree establishes the federal biocides reduction plan, annexed to this decree, as well as the framework for its development and revision, with a view to reducing risks and ensuring a high level of protection for human health, animal health and the environment, based on the precautionary principle and paying particular attention to the protection of vulnerable groups.</p> <p>National Action Plan on Endocrine Disrupters (NAPED): structured around 3 priority areas. Prevention' covers awareness-raising and training initiatives for various target audiences (public authorities, politicians, stakeholders, businesses and the general public). The 'regulation' priority covers actions aimed at strengthening the legal framework at national and/or European level, in order to reduce the presence of EDs and better protect vulnerable populations. Finally, the 'scientific research' axis aims to continue studies on EDs and to promote new harmonized identification methods at European level. Finally, economic tools will also need to be developed to prohibit or promote certain practices and encourage the substitution of EDs. Each area of the Plan includes contains six strands of actions, for which the lead partner(s), contributors/operators (non-exhaustive list), implementation period, objectives and milestones, indicators of achievement and an estimated budget have been indicated. Each action is broken down into sub-actions. Finally, the possible links between the various actions are also indicated.</p> <p>Some actions for consideration are:</p> <ul style="list-style-type: none"> <li>• Surveys related to workers and occupational sectors exposed to chemicals and the consequences for their health, survey shows workers are exposed to chemicals at least a quarter of the time, certain sectors are particularly affected, such as maintenance or metal grinding, in addition, many workers in these same sectors have low levels of education and income (disadvantaged populations). Taking better account of the problem of chemicals would therefore make it possible to better protect workers in general, as well as the most vulnerable groups.</li> <li>• Indicators of realization: Published regulatory changes, awareness-raising and/or training initiatives carried out, evaluation of proposed tools (surveys), evaluation of knowledge acquired (surveys), changes in professional practices, etc.</li> </ul> |  |  |
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|--|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|------------------------------|
|  |         | <ul style="list-style-type: none"> <li>• Specific project related to access to information, such as the European Ecolabel for environmental and health protection, enables consumers to make an informed choice when purchasing certain products. There are currently more than 20 very diverse product categories (e.g. cosmetics, detergents, paints, textiles, mattresses, furniture, tourist accommodation, etc.). For each category, there are criteria for determining what a product bearing the Ecolabel must comply with. These criteria are revised regularly (+/- every 6 years). Technical issues are discussed in ad hoc working groups in which all stakeholders can participate, sectoral organizations, Member States, environmental organizations, consumer organizations, manufacturers, etc.</li> <li>• At present, the ED nature of a substance is only taken into account in the criteria for awarding the European Ecolabel for cosmetic products (revision of the criteria in October 2021).</li> <li>• Contribute actively and ambitiously to progressive European legislation to protect vulnerable populations (in terms of both human health and the environment) and promote Belgian actions, while emphasizing the precautionary principle to implement anticipatory protective measures.</li> <li>• Human biomonitoring is based on measurements carried out on humans, for example on blood and urine samples, to determine which environmental pollutants are found in the human body and what effects they have on health. In Belgium, several human biomonitoring studies have already been carried out to investigate the exposure of the Belgian population to chemical substances, including certain EDs. Emphasis should also be placed on the populations most vulnerable to EDs (fetuses, babies, children, pregnant women, etc.). The measurement of placental biomarkers could also be considered. Pay particular attention to vulnerable groups for the development of targeted actions to reduce risks.</li> </ul> |                                                                                                      |                              |
|  | Denmark | In Denmark, the legal framework for gender equality is covered by two main acts: the Act on Equal Treatment – which covers equality within the labour market – and the Act on Gender Equality – which covers gender equality outside the labour market.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Disaggregated data<br>Policy development, gender-responsive laws, regulations, policies, frameworks. | Para 190, 191, 192, 193, 194 |

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|  |  | <p>Moreover, several legislative initiatives cover equality efforts, for instance, the Equal Pay Act, the Parental Leave Act, and more. All public authorities shall seek within their respective areas of responsibility to promote gender equality and incorporate gender equality in all planning and administration. This is also known as gender mainstreaming. This means that the individual ministers are responsible for incorporating a gender equality perspective in each of their areas, including in the fields of environmental protection and climate action.</p> <p>Denmark has two equal treatment bodies. The Equal Treatment Board is an independent board that handles complaints and decides on cases about discrimination within and outside the labour market. The Danish Institute for Human Rights promotes, evaluates, and monitors gender equality in Denmark and fights discrimination on the basis of gender. The Institute also has a mandate to bring cases of a principled nature or cases of general public interest to the Equal Treatment Board.</p> <p>The Danish Government also yearly presents a National Perspective and Action Plan for Gender Equality to the Parliament. The action plan forms the framework for the Government's gender equality efforts in the coming year.</p> <p>Initiatives:</p> <p>The 'Inge Lehmann' programme for gender balance in research. Aims to strengthen talent development in Danish research and to promote a more equal gender balance in research, particularly at career stages where inequality typically occurs. Allocated 81,8 mio. DKK.</p> <p>Research in women's diseases and health inequality between women and men. The funding is amongst others reserved for shedding light on gaps in medical research where treatment is solely or primarily developed for or tested on men, even though the disease potentially could have consequences for both men and women.</p> <p>Increased focus on the nexus between climate change and gender equality. The Ministry of Foreign Affairs has increased its focus on the nexus between the Danish actions on climate change and gender equality to ensure greater knowledge on how climate change affects women's equality and rights, in particular their sexual and reproductive health and rights. The efforts will also focus on how to better ensure</p> | <p>Gender mainstreaming in strategic planning and processes</p> <p>Capacity building and education</p> <p>Gender-inclusive decision-making</p> |  |
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|  |          | <p>the involvement of women in the area of climate change and include the needs of women and girls.</p> <p>Under the political agreement on Chemical Action 2022-25, DKK 36 million has been allocated over the four years for research at the Centre for Endocrine Disrupting Substances, including increased understanding of how exposure to endocrine disruptors contributes to reduced fertility in women and men and to the development of test methods for endocrine disruptors.</p> <p>The Government is working to ban endocrine disruptors in consumer products across sectors, cf. the Agreement on Chemical Action 2022-25. Right now, the government in the EU is working to ban endocrine disruptors and other harmful substances in toys.</p> <p>As a result of the 2020 EU Chemicals Strategy, <u>criteria for classifying endocrine disruptors as hazardous</u> have been set out in EU legislation, and the government is working to ensure that endocrine disruptors are banned in consumer products.</p> <p>EU directive on occupational health (Directive (EU) 2024/869 and the specific protection of <u>female workers of the childbearing age</u>. This Directive shall as one out of many provisions provide for medical surveillance to be carried out for female workers of childbearing age whose blood lead level exceeds 4,5 µg Pb/100 ml blood or the national reference value of the general population not occupationally exposed to lead and its inorganic compounds, if such a value exists, in order to take account of their specific situation.</p> |                                                                                                                                                                                     |                                     |
|  | Ethiopia | <p>Gender Road Map on Mercury Related Aspects in Artisanal and Small-scale Gold Mining in Ethiopia</p> <p>This roadmap explores how mercury use in the artisanal and small-scale gold mining (ASGM) sector significantly affects the health of the Ethiopian population, particularly women, who are at higher risk due to direct exposure to mercury and limited access to technical support. It also highlights the important role of Ethiopian women miners as agents of change, drawing on their unique knowledge and expertise.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Disaggregated data<br/>Policy development<br/>Gender mainstreaming in strategic planning and processes<br/>Awareness raising and training<br/>Funding and support mechanisms</p> | <p>Para 190, 191, 192, 193, 196</p> |

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|  |         | <p>Objective. To establish an action plan aimed at enhancing gender considerations in mercury management, especially focusing on promoting mercury-free practices and improving working and living conditions in the artisanal and small-scale gold mining sector.</p> <p>The analysis concluded with four recommended action areas and actions that can help to mainstream gender and contribute to gender equality and women's empowerment in ASGM in Ethiopia.</p> <ul style="list-style-type: none"> <li>• Gender data</li> <li>• Gender-responsive awareness-raising and training</li> <li>• Women's access to finance</li> <li>• Formalization of women miner</li> </ul> <p>This approach included specific actions, budget planning and possible sources of funding.</p>                                                                                                                                                                                                            |                                                                                                                                                                                   |                                                |
|  | Liberia | <p>Recommendations for the GFC GAP:</p> <ul style="list-style-type: none"> <li>• Develop policy informed by lessons learnt from past interventions and SDG Targets</li> <li>• Consider the role that women play in transforming society and building capacity regarding integrated waste Management and Pollution.</li> <li>• The plan should also have a Gender Strategic Plan</li> <li>• Coordination platform and Gender National Focal Points</li> <li>• The Platform should be multi-sectoral, leveraging local, national, regional, and global efforts for effective chemicals and waste management across health, education, emergency response, legal justice, science, industry, civil society, public institutions, women's organizations, and vulnerable groups.</li> <li>• Gender Analysis of Policies should be done</li> <li>• Gender Impact Assessment should be done</li> <li>• A gender Audit on Chemicals and waste should be included in the Plan of action.</li> </ul> | <p>Data generation<br/>Policy development, legal frameworks.<br/>Gender mainstreaming in strategic planning and processes, including impact assessment.<br/>Capacity building</p> | <p>Paragraphs 190, 191, 192, 193</p>           |
|  | Mexico  | <p>Contributions highlighting the applicable legal framework and relevant data on gender and chemical waste management.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Data generation<br/>Policy development, gender-responsive laws, regulations, policies, frameworks.</p>                                                                         | <p>Paragraphs 190, 191, 192, 193, 194, 195</p> |

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|  |  | <p>Mexico is aware of the vulnerability of women and girls to health effects from chemical exposure due to their physiology, biology, and types of occupational exposure. In this sense, their unique contributions and perspectives on decision-making processes and solutions are recognized.</p> <p>It is essential to create synergies between government, civil society, industry and science in order to strengthen participation and promote gender equality and the empowerment of women and girls in the management of chemicals and waste, including those in vulnerable situations such as women and girls with disabilities, Afro-descendants, women and girls belonging to indigenous communities, among others, promoting the development of educational, training and public awareness programmes with a gender perspective and participation in international processes on chemicals, waste and pollution such as the GFC and the Basel, Rotterdam, Stockholm and Minamata Conventions, in which gender equity is an essential part of their implementation.</p> <p>Mexico highlighted principles of decent work and gender equality in all economic sectors of the country. This work is based on the principles established in the Political Constitution of the United Mexican States (CPEUM), as well as in the applicable international conventions, the Federal Labour Law (LFT) and secondary regulations: Federal Labour Law; Federal Regulation on Occupational Safety and Health and Mexican Official Standards.</p> <p>Self-Compliance Mechanisms for Companies as a model of good practice. Promote and disseminate in workplaces strategies that improve working conditions and foster gender equality in the labour market. This includes initiatives such as the Good Labour Practices Accreditation System, as well as the Mexican Standard NMX-025 on Labour Equality and Non-Discrimination.</p> <p>These initiatives complement both national and international approaches that promote good practices, with the common goal of raising a decent working life and ensuring that workers have fair working conditions.</p> | <p>gender mainstreaming in strategic planning and processes.</p> <p>Capacity building, education, training</p> <p>Gender-inclusive decision-making</p> <p>Cooperation</p> |  |
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|  |  | <p>This Accreditation System is available to workplaces throughout the country in order to demonstrate that they carry out their activities in accordance with current labour regulations. The System is composed of three mechanisms:</p> <p>Voluntary Labour Verification Programme<br/>Programme for Safety and Health at Work<br/>Distinctive in Labour Responsibility</p> <p>Mexican Standard NMX-R-025-SCFI-2015 on Labour Equality and Non-Discrimination (NMX 025).</p> <p>Aimed at public, private and social workplaces, of any size, sector or activity that have practices in the field of labour equality and non-discrimination, to promote the integral development of workers.</p> <p>Incorporate a gender and non-discrimination perspective in recruitment and selection processes; 2. Mobility and training; guarantee equal pay; 3. Implement actions to prevent and address workplace violence; and, 4. Carry out actions of co-responsibility between work, family and personal life of its workers, with equal treatment and opportunities.</p> <p>In addition to being aligned with the regulatory framework described above, these mechanisms are also harmonized with the following international legislation:</p> <p>Committee on the Elimination of All Forms of Discrimination against Women-CEDAW-UN (Ratified by Mexico on 23 March 1981).<br/>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women"Convention of Belem Do Para" (Ratified by Mexico on 19 June 1998).<br/>ILO Convention 190 on Violence and Harassment (Ratified by Mexico on 6 July 2022, effective 6 July 2023).</p> <p>Mexico shared figures related to gender approaches:</p> <p>The reduction in the gender pay gap has made it possible to guarantee a minimum welfare floor for women and men who make a living from their work.</p> |  |  |
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|  |  | <p>As of the second quarter of 2024, the female economic participation rate stood at 46.3 per cent, up 2.6 percentage points from its level in the first quarter of 2019.</p> <p>As of the second quarter of 2024, 24.3 million women were reported to be employed and of these 71% were mothers, with 1 or more children.</p> <p>Occupational Safety and Health, the update of the Tables of Illnesses and Valuation was recently approved and published on 4 December 2023. The publication included diseases that may affect women workers from a gender perspective. Some of these are described below:</p> <p>Mexico provided details with regard to the occupations that are affected by the diseases added to the Endocrinology and Genito-Urinary diseases group XI of the Disease and Valuation Table:</p> <p>Recurrent pregnancy loss (ICD-11 Code: GA33), e.g. Women workers exposed to lead, such as: workers in lead whitewash, varnish, ceramics, cable wrapping, enamel, lacquer, fuel preparation and lead smelting</p> <p>Endometriosis (ICD-11 Code: GA10) e, e.g. Workers in chlorine-related industrial processes</p> <p>Female Infertility (ICD-11 Code: GA31; e.g. Workers exposed to Paramyxovirus, such as: doctors, nurses and health care workers</p> <p>Mexico shared a document drawing lessons from Mexico's Gender Action Plan in Climate Change. This document examines the intersection of gender considerations within environmental policies, drawing significant insights from Mexico's pioneering Gender Action Plan in Climate Change. The objective is to extrapolate lessons and strategies that can inform the development of a comprehensive Gender Action Plan in Chemicals Management within the Global Framework on Chemicals.</p> <p>The document suggests elements for consideration in the development of a Gender Action Plan in the GFC:</p> |  |  |
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|  |              | <p>Intersectional Approach: data collection and customized risk assessments.<br/>Policy integration: mainstreaming gender in chemicals regulations and capacity building.<br/>Capacity building: education and awareness campaigns; inclusive research funding<br/>Government and policy integration: Interdisciplinary Task Forces and Policy Coherence Across Sectors<br/>NGO engagement and advocacy: community involvement and capacity building support<br/>Private sector participation: Partnerships for innovation, corporate social responsibility</p> <p>By adapting these insights, we envision a future where comprehensive Gender Action Plans in Chemicals Management pave the way for equitable, inclusive, and informed strategies. Embracing collaboration, inclusive policy frameworks, and capacity-building initiatives can drive transformative change, fostering a safer and more equitable environment for all.</p> |                                                                                                                                                                                                                                                                                                                         |                                   |
|  | Serbia       | <p>A "Gender study on exposure to microplastics and nanomaterials contained in identified consumer products and their packaging waste" was prepared within the ongoing UNEP SP/UNDP project "Further strengthening of national capacity and risk management of hazardous substances throughout their lifecycle".</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Data generation<br/>Policy development.<br/>Gender mainstreaming</p>                                                                                                                                                                                                                                                 | Para 190, 191, 192                |
|  | Sierra Leone | <p>Gender mainstreaming into the activities of sound chemicals management is not new in Sierra Leone. Previously the gender considerations were done in the implementation of SAICM project. Currently the Environment Protection Agency is conducting stakeholders' engagement on the draft national chemical profiling developed under the SAICM project, and gender balanced invitations have been extended to expected participants across the country.</p> <p>Sierra Leone shared contributions in different thematic areas:</p> <ul style="list-style-type: none"> <li>Disaggregated data gathering, analysis, and sharing: Sierra Leone has undertaken several initiatives to gather, analyze, and share disaggregated data for gender mainstreaming in chemicals and waste management such as their National Gender Strategic Plan and the Development of a National Profile for Chemicals and Waste Management.</li> </ul>        | <p>Disaggregated data.<br/>Gender mainstreaming in strategic planning and processes.<br/>Policy development, gender-responsive laws, regulations, policies, frameworks.<br/>Capacity building, public awareness<br/>Gender-inclusive decision-making<br/>Cooperation and engagement with public and private sectors</p> | Para 190, 191, 192, 193, 194, 195 |



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|  |  | <ul style="list-style-type: none"> <li>• Policy development: National Policy on the Advancement of Women and the National Policy on Gender Mainstreaming, The Sierra Leone National Action Plan (SILNAP) - Implementation of United Nations Security Council Resolutions</li> <li>• Gender-responsive laws, regulations, policies, frameworks. Mentioned at least eleven regulations not directly linked to chemicals and waste, but they provide legal protection and economic empowerment</li> <li>• Gender mainstreaming in strategic planning and processes: Table 10 in the EPA Transformation Strategy 2024/2030 indicates the proposals for Gender Transformative Programming and UNDP is developing Sierra Leone Gender Equality Strategy 2021-2023</li> <li>• Capacity building, education, technical assistance activities, training and skills development. Project aimed at enhancing the Gender based capacity building in managing chemicals and waste, with a focus on gender-sensitive data collection and analysis.</li> <li>• Public awareness and information: Sierra Leone has highlighted gender-specific impacts of toxic waste, calling for international cooperation to address these issues, particularly on women and girls, including in the HRC. Sierra Leone has developed a Gender Mainstreaming initiative across government ministries. In environmental governance and in partnership with UNDP, has implemented training programs in Moyamba District to empower women and youth.</li> <li>• Gender-inclusive decision-making, gender equality and diversity management in leadership and governance. Promotion of women's economic empowerment and ensuring women's participation in governance. The Gender Equality and Women's Empowerment Act (GEWE): This legislation, passed in 2022, mandates at least 30% representation of women in decision-making positions in both public and private sector.</li> <li>• Exposure impacts and monitoring with a gender approach. Use of Gender Impact Assessment of policies and programs, use of use of Gender-Responsive Monitoring, female staff are involved in quarterly and biannual monitoring and annual audit.</li> </ul> |  |  |
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|  |       | <ul style="list-style-type: none"> <li>Cooperation. Sierra Leone engages with different MEAs, IGOs, UNEP Programme and the HRC, as well as engages with the public and private sectors in managing chemicals and waste.</li> <li>Funding and support mechanisms. Sierra Leone shared successful examples of funding mechanisms for project implementation, including the African Development Fund, GEF, UNEP and World Bank. In October 2024, the World Bank launched the Sierra Leone C-GAP, a comprehensive roadmap aimed at reducing gender inequalities across various sectors.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                   |                                      |
|  | Spain | <p>Spain shared information related to knowledge and evidence by monitoring and documenting gender-related data on chemicals and waste management, exposure and impacts, to inform future practices or actions, including the 2023 Database "Women's Green Entrepreneurship and Women's Entrepreneurship in Rural Areas", which includes data disaggregated by sex, those related to wage employment and entrepreneurship of women and men in areas of the green economy.</p> <p>The 2023 Report on Women's Green Entrepreneurship and Women's Entrepreneurship in Rural Areas contributes to awareness raising, information materials, good practices, forums, webinars or media containing gender-specific information. It was selected as one of the 12 good practices on gender mainstreaming in the European Green Deal: Towards a more gender-equal and greener Europe.</p> <p>Another publication was shared to show the importance of conducting analyses from an intersectional perspective, taking into account variables such as gender, sex, age and socio-economic and demographic aspects.</p> <p>Spain shared gender-responsive laws, regulations, policies, frameworks related to exposure to chemical agents in the workplace.</p> <p>Spain is integrating the gender perspective in planning and strategic processes, they approved the Spanish Strategy for Safety and Health at Work (EESST) 2023-2027. This Strategy aims to be a new reference framework to guide public policies on occupational risk prevention. The EESST 2023-2027 is firmly committed to the priority axes of the European Strategic Framework for Safety and Health at Work 2021-2027 and, in particular, to the objective of anticipating the risks arising from the digital, ecological and demographic transitions.</p> | <p>Data generation</p> <p>Policy development, gender-responsive laws, regulations, policies, frameworks.</p> <p>gender mainstreaming in strategic planning and processes</p> <p>Public awareness, workshops, training</p> <p>Gender-inclusive decision-making</p> | <p>Paras 190, 191, 192, 193, 194</p> |

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|      |                                   | <p>Its lines of action have also been aligned with other national strategies and plans in key areas such as mental health, gender equality, occupational cancer, road safety and climate change, among others.</p> <p>Their first Action Plan 2023-2024 includes 106 measures aimed at achieving the 6 objectives of the Strategy. Specifically, objective 5 is to introduce the gender perspective on safety and health at work and consists of 9 measures, such as regulation, gender mainstreaming in occupational risk prevention management; monitoring and evaluation, data generation; actions aimed at gender-specific risks, among others.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                     |                                                                   |
|      | Author                            | Abstract Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Action                                                                                                                                                                                                                                                              | Status in Report                                                  |
| IGOs | Minamata Convention               | Gender Action Plan of the Minamata Convention.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Action Plan including its strategic objectives and actions.                                                                                                                                                                                                         | Its analysis is included in the respective section of the Report. |
|      | International Labour Organization | <p>ILO considers it essential to mainstream the specific needs of workers and integrate gender-sensitive approaches specifically for the world of work. Women workers face unique vulnerabilities due to their roles in sectors where exposure risks are high, with reproductive concerns compounding their susceptibility to chemical hazards. The ILO recognizes these intersecting risks and calls upon the GFC secretariat to ensure that global policy actions and practical measures cater to both labour and gender dimensions, ensuring a safer and more equitable approach to chemical management, realizing the fundamental right of all workers to a safe and healthy working environment.</p> <p>ILO mentioned the fundamental ILO's Conventions on Occupational Safety and Health (155 and 187) as well as the more than 50 legal instruments on the protection of workers from chemical hazards, including Conventions, their accompanying Recommendations, and Codes of Practice, ensuring that all persons are protected from chemical hazards, in the workplace as well as in the wider community.</p> <p>The ILO has also developed Guidelines for Gender Mainstreaming in Occupational Safety and Health to assist policy-makers and practitioners in taking a gender-sensitive approach for the development and implementation of OSH policy and practice.</p> | <p>Data generation</p> <p>Policy development, gender-responsive laws, regulations, policies, frameworks.</p> <p>Gender mainstreaming in strategic planning and processes</p> <p>International cooperation</p> <p>Capacity building, training, awareness raising</p> | Its analysis is included in the respective section of the Report. |

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|  | United Nations Development Programme | <p>UNDP shared the first publication produced on Gender and Chemicals in 2011, highlighting that men and women are exposed to chemicals in different ways and have different biological responses when they are exposed to chemicals. They also have different priorities and responsibilities relating to the reduction of harmful chemicals and waste.</p> <p>UNDP shared a list of projects funded by the GEF, highlighting that all of UNDP's projects on chemicals and waste funded by the GEF prepare gender analyses and action plans to ensure that men and women both benefit from project activities. Gender mainstreaming activities vary from country to country; however, the strategies deployed so far have resulted in gender being mainstreamed in chemicals and waste project activities. As a result, all projects now include gender mainstreaming activities, such as TORs with a specific clause encouraging men and women to apply and tracking of the gender composition of meeting participants.</p>                                                                                                                                                                                               | <p>Policy development, gender-responsive laws, regulations, policies, frameworks.</p> <p>Gender mainstreaming in strategic planning and processes</p> <p>Capacity building, training, awareness raising</p>                                                              | Its analysis is included in the respective section of the Report. |
|  | World Bank                           | <p>Disaggregated Data Gathering, Analysis, and Sharing. This data gap not only obscures women's contributions but also reinforces harmful stereotypes, limits their opportunities for advancement, and excludes them from decision-making processes critical to their livelihoods. the lack of gender-disaggregated data hinders the development of effective chemicals management strategies. Women are uniquely vulnerable to chemical exposure, particularly during pregnancy and breastfeeding, making the need for gender-sensitive policies and interventions even more critical. Addressing these data gaps is essential to achieving Sustainable Development Goals 5 and 17, empowering women, and fostering equitable and sustainable practices in chemicals and waste management.</p> <p>World Bank makes specific recommendations for the following issues in artisanal and small-scale mining (ASM) and other high-risk sectors face significant occupational health and safety challenges due to their proximity to hazardous chemicals like mercury and lead:</p> <p>Data gathering: Gender-Disaggregated Data Collection; training on Gender-Sensitive Monitoring and leverage Data for Policy Advocacy.</p> | <p>Data generation</p> <p>Policy development, gender-responsive laws, regulations, policies, frameworks.</p> <p>Gender mainstreaming in strategic planning and processes</p> <p>Capacity building, training, awareness raising</p> <p>Funding and support mechanisms</p> | p. 190, 191, 192, 196                                             |

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|  |  | <p>Addressing Gender-Differentiated Impacts of Chemical Exposure: develop Gender-Specific frameworks for monitoring chemical exposure; investing in processing technologies; and strengthen OHS regulations.</p> <p>In this aspect, World Bank included country-specific recommendations for Ghana and Tanzania.</p> <p>Policy Development and Gender-inclusive frameworks. World Bank indicates that the exclusion of women from governance structures perpetuates occupational risks, particularly in roles involving direct chemical exposure. Therefore, the suggestions are: amend policies to address gender inequalities; implement prevention policies; and strengthen Gender-Responsive OHS Standards and promote women leadership in governance.</p> <p>Awareness, Capacity Building, and Public Education.<br/>Develop and implement gender-responsive training programs; public awareness initiatives; and capacity building for leadership.</p> <p>Collaborative Networks and Stakeholder Engagement:<br/>Strengthen women's networks; foster multi-stakeholder collaboration; enhance mercury reduction programs with gender sensitivity.</p> <p>Recommendations for Future Action:</p> <p>To achieve the objectives of Resolution V/4 and advance gender equity in chemicals and waste management, the following actions are critical:</p> <ol style="list-style-type: none"> <li>1. Mandatory collection of sex-disaggregated data: Establish frameworks to document women's contributions, exposures, and challenges.</li> <li>2. Implementation of safer technologies: Prioritize mercury-free processing technologies and ensure their accessibility to women miners.</li> <li>3. Strengthening health infrastructure: Expand maternal and child health services in mining regions with high chemical exposure risks, particularly in Ghana and Tanzania.</li> </ol> |  |  |
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|                   |                                                           | <p>4. Gender-sensitive policy reforms: Amend national laws to address gendered vulnerabilities and promote women's inclusion in leadership roles within mining and chemicals management.</p> <p>5. Sustainable funding mechanisms: Allocate resources to support women's networks, training programs, and safer work environments.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                          |                               |
|                   | Author                                                    | Abstract Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Action                                                                                                                                                                                                                   | Status in Report              |
| NGOs and Academia | Environment and Social Development Organization-ESDO.     | <p>ESDO shared its GAP which objective is to integrate gender-responsive strategies into ESDO's plastic, chemicals, and textile and household waste management policies and programs, address the specific health and environmental impacts on women, and promote gender equity in decision-making regarding environmental health.</p> <p>Under the following objectives:</p> <ol style="list-style-type: none"> <li>1. Integration of Gender-Responsive Approaches in Chemical Policies.</li> <li>2. Collection and Utilization of Gender-Disaggregated Data on Chemical Exposures</li> <li>3. Awareness Raising in Women Workers in ULAB and E-Waste Recycling Sectors</li> <li>4. Improving Due Diligence in the Textile Sector: Worker- and Community-Based Monitoring</li> <li>5. Awareness Campaigns Targeting Gender-Specific Risks from Endocrine Disrupting Chemicals (EDCs)</li> <li>6. Enhanced Protection for Women in Informal Waste and Plastic Recycling Sectors</li> <li>7. Advocacy for Gender-Sensitive Regulatory Frameworks Targeting Chemical Risks</li> <li>8. Capacity Building for Women's Leadership in Chemicals Management</li> <li>9. Development of Educational Resources and Courses on Chemicals and Gender</li> <li>10. Strategic Partnerships and Multi-Stakeholder Engagement</li> <li>11. Monitoring and Evaluation of Gender-Responsive Initiatives</li> <li>12. Long-Term Sustainability and Funding for Gender Initiatives</li> </ol> | <p>Disaggregated data generation</p> <p>Regulations, policies, frameworks.</p> <p>Gender mainstreaming in strategic planning and processes</p> <p>Capacity building, training, awareness raising.</p> <p>Cooperation</p> | Paras 190, 191, 192, 193, 195 |
|                   | GAPROFFA<br>Action Group for the Promotion and Protection | GAPROFA shared the project <i>"Adopt and strengthen sound policies and enforceable legislation for gender promotion, equality and empowerment of all women and girls at all levels in Benin."</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>Cooperation among ministries and NGOs</p> <p>Awareness-raising on gender-sensitive laws and decrees on chemicals</p>                                                                                                  | Paras 191, 193, 194, 195      |

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|  | of Flora and Fauna                           | <p>The specific objective of this work is to contribute to the improvement of gender-sensitive policies and laws for the promotion of equality and empowerment of all disadvantaged women and girls at all levels in Benin.</p> <ul style="list-style-type: none"> <li>• Contribute to the improvement of a gender-sensitive law on chemicals.</li> <li>• Build policy capacity by providing information and analysis.</li> <li>• Make recommendations for integrating gender equality into legislation.</li> </ul> <p>GAPROFA aims to organizing activities to promote gender equality and improve policies and legislation in Benin, to ensure that the voices of women and girls are heard and taken into account at all levels of decision-making.</p>                                                                                                                                                                                                                                                                                                      | Gender-inclusive decision-making                                                                                                                           |                               |
|  | HEJ Support                                  | <p>HEJ shared links and information documents that could be useful for developing a Gender and Chemicals Waste management action plan, including the following:</p> <ul style="list-style-type: none"> <li>• UNDP-GEF projects on chemicals and waste developed by HEJ Support Co-directors. Developed in February 2017 to support the chemicals and waste programmes and projects in countries at the national and regional levels.</li> <li>• Online courses to highlight the importance of taking gender and chemicals into policy consideration.</li> <li>• Fact sheets referring to women and children vulnerabilities to the toxic effects of chemicals. Women, in particular, may have varying susceptibility to toxic chemical exposure due to physiological differences and factors related to their reproductive cycles. Therefore it is crucial to ensure gender equality and empower women and girls to play critical roles, particularly in decision-making around, toxic chemical exposure, pollution prevention and waste management.</li> </ul> | <p>Disaggregated data generation</p> <p>Gender mainstreaming in strategic planning and processes</p> <p>Capacity building, training, awareness raising</p> | Paras 190, 192, 193           |
|  | Higher Council Environment Natural Resources | <p>The Higher council for Environment and Natural Resources shared specific recommendations to the GFC-GAP, including for each of the 9 strategic objectives.</p> <p>The objective proposed is to advance to, equal and meaningful participation of all women in decision making and to promote gender responsive policies and mainstreaming.</p> <p>Among others some specific activities:</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Disaggregated data generation</p> <p>Gender mainstreaming in strategic planning and processes</p> <p>Policy development</p> <p>Capacity building</p>    | Paras 190, 191, 192, 193, 194 |

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|  |      | <ul style="list-style-type: none"> <li>• Situation analysis (stakeholders mapping and need assessment)</li> <li>• sensitization workshops with policy makers to ensure development of policies responsive to gender and chemical and waste issues</li> <li>• gender indicators and sex disaggregated data</li> <li>• Workshop to Raising awareness of the impact of chemical and waste to women and children as vulnerable populations to the health effects linked to chemical exposures</li> <li>• national database for exchange of information on chemicals and wastes developed and information system to exchange knowledge and experiences and networking to ensure technology transfer between among the partners and their constituencies</li> <li>• Promote gender balance indecision making bodies and train women leaders in environmental, health and safety</li> <li>• Development of method and tools for gender mainstreaming</li> <li>• Collaborate with international bodies to share best practices on gender, chemicals, and waste management</li> <li>• Create funding models that support gender-inclusive projects and offer incentives to gender-sensitive industries</li> </ul> | Gender-inclusive decision-making                                                                                                                                                                                                                                                                                                                                                                                      |                                              |
|  | IPEN | <p>IPEN provided suggestions for the development of the Gender Action Plan (GAP) for the Global Framework on Chemicals:</p> <ol style="list-style-type: none"> <li>1. Comprehensive Gender Analysis: Conduct a thorough gender analysis to understand the specific vulnerabilities and needs of different gender groups related to chemical exposure. This analysis should include intersections with factors such as socio-economic status, geography, and cultural norms. Engaging local communities in this process will help capture diverse perspectives.</li> <li>2. Strengthen Data Collection: Encourage the establishment of standardized methods for collecting and reporting gender-disaggregated data on chemical exposure and its impacts. This data should be utilized to inform policy and regulatory frameworks effectively. Creating partnerships with academic institutions and NGOs can enhance data collection efforts.</li> <li>3. Gender-Responsive Policy Frameworks: Develop guidelines for creating gender-responsive policies and regulations at local, national, and international levels. These guidelines should emphasize the need for</li> </ol>                          | Good practices on project implementation in disaggregated gathering, analysis and sharing, policy development, gender mainstreaming in strategic planning and processes, capacity building, education, technical assistance activities, training/ skills development, public awareness and information sharing, exposure impacts and monitoring with a gender approach, cooperation, country implementation projects, | Paragraphs 190, 191, 192, 193, 194, 195, 196 |



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|  |  | <p>inclusive stakeholder engagement, particularly involving women and marginalized groups in the policy-making process.</p> <ol style="list-style-type: none"> <li>4. Capacity Building Initiatives: Expand training and capacity-building programs tailored for stakeholders at all levels, including government officials, industry representatives, and civil society. These programs should focus on integrating gender considerations into chemicals management and improving awareness of the specific risks faced by women and other vulnerable populations.</li> <li>5. Promotion of Best Practices: Share best practices and successful case studies from various regions that have effectively integrated gender perspectives into chemicals management. This could include initiatives that have led to positive changes in community health outcomes or improvements in regulatory frameworks.</li> <li>6. Funding and Resource Allocation: Advocate for dedicated funding mechanisms to support gender-related initiatives in chemicals and waste management. This can include small grants for grassroots organizations working on gender and chemical safety or funding for research on gender-specific impacts.</li> <li>7. Enhanced Public Awareness Campaigns: Launch public awareness campaigns that focus on the gendered impacts of chemical exposure. These campaigns can help educate communities about the risks and promote actions to mitigate exposure, particularly for women and children.</li> <li>8. Monitoring and Evaluation Framework: Establish a monitoring and evaluation framework to assess the effectiveness of gender-responsive initiatives within the GAP. This framework should include clear indicators for measuring progress towards gender equality in chemicals management.</li> <li>9. Multi-Stakeholder Engagement: Foster collaboration between various stakeholders, including governments, NGOs, private sector actors, and international organizations, to promote a collective approach to integrating gender perspectives in chemicals management. Regular multi-stakeholder dialogues can enhance cooperation and information sharing.</li> </ol> | <p>and funding/ support mechanisms.<br/>Gender-inclusive decision-making.</p> |  |
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|  |  | <p>10. Sustainability and Longevity: Ensure that the GAP includes long-term strategies for sustaining gender initiatives in chemicals management beyond the initial implementation phase. This might involve embedding gender considerations into existing frameworks and policies.</p> <p>Contributions highlighting the applicable actions and relevant data on gender and chemical waste management.</p> <p>Integration of Gender-Responsive Approaches</p> <ol style="list-style-type: none"> <li>1. Highlight disproportionate chemical burdens on women and children, especially in low-income communities. Implemented under IPEN's Mercury in Women of Childbearing Age Program and its Persistent Organic Pollutants (POPs) monitoring initiatives. Introduced through IPEN's work on persistent organic pollutants (POPs) under the Stockholm Convention.</li> <li>2. Conducted mercury exposure studies in women of childbearing age across 25 countries, particularly in artisanal and small-scale gold mining (ASGM). Conducted under IPEN's Mercury Monitoring Program, particularly in collaboration with Nexus3 Foundation in Indonesia.</li> </ol> <p>Facilitated under IPEN's Minamata Convention Advocacy Framework, IPEN published reports on mercury impacts and held dialogues with national and global regulatory agencies.</p> <p>Plastics and Gendered Impacts</p> <ol style="list-style-type: none"> <li>1. IPEN emphasized women's vulnerability to toxic chemicals in plastics (e.g., phthalates, BPA) through their Plastics and Endocrine Disrupting Chemicals Program. Highlighted in IPEN's reports on plastics and gendered impacts, including 'Plastics, EDCs, and Health,'</li> <li>2. Highlighted the risks from plastic waste management, particularly in informal sectors in developing countries. Addressed through IPEN's Plastic Waste Management Hazards Initiative. Addressed through IPEN's Plastic Waste Management Hazards Initiative.</li> <li>3. As part of IPEN's Plastics, EDCs, and Health Reports Program, they published reports on plastic hazards and their gender-specific impacts during recycling and incineration processes.</li> </ol> <p>Persistent Organic Pollutants (POPs) and Health</p> |  |  |
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|  |  | <ol style="list-style-type: none"> <li>1. Address gender-specific impacts of POPs, focusing on reproductive health issues for women. Conducted as part of IPEN's Women's Reproductive Health and POPs initiative.</li> <li>2. Publish gender-disaggregated data on POPs exposure and its health effects as well as advocating from stricter regulation. Conducted through IPEN's Global POPs Monitoring and Reporting Program.</li> </ol> <p>Endocrine Disrupting Chemicals (EDCs)</p> <ol style="list-style-type: none"> <li>1. Advocate for stronger regulations to protect women from EDCs in consumer products. Advanced through IPEN's Endocrine Disrupting Chemicals (EDCs) Advocacy Campaign. Promoted through IPEN's campaigns and publications like 'Endocrine Disrupting Chemicals: Threats to Human Health.'</li> <li>2. Published reports linking EDCs in plastics to long-term reproductive and hormonal health issues.</li> <li>3. Advocate for the elimination of hazardous EDCs in global chemical management frameworks. Included in IPEN's EDC-Free Campaign.</li> </ol> <p>Gender-Specific Data and Monitoring</p> <ol style="list-style-type: none"> <li>1. Generate and use gender-disaggregated data on chemical exposures. Included in IPEN's Global Monitoring Program for Gendered Chemical Exposure Data. Implemented as part of IPEN's SAICM Emerging Policy Issues work.</li> <li>2. Published factsheets and reports on women's unique vulnerabilities to chemicals.</li> </ol> <p>Awareness Raising and Capacity Building</p> <ol style="list-style-type: none"> <li>1. Developed online courses and newsletters focused on women and chemicals. Organized under IPEN's Women and Chemicals Capacity Building Initiative. Developed under IPEN's 'Women and Chemicals' initiative.</li> <li>2. Hosted public forums and training workshops targeting women and marginalized groups.</li> <li>3. Create school programs to educate children on chemicals' impacts. Organized under IPEN's Youth Engagement in Chemicals Education Initiative.</li> </ol> <p>Strategic Planning</p> |  |  |
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|  |       | <ol style="list-style-type: none"> <li>1. Promote gender-responsive strategic planning for global initiatives like SAICM. Embedded in IPEN's Strategic Planning for Gender Integration in Chemicals Management.</li> <li>2. Advocate for Gender Action Plans in international frameworks.</li> <li>3. Build capacity for women's participation in policymaking. Implemented through IPEN's Women in Policy Advocacy Workshops.</li> </ol> <p>Cooperation and Knowledge Sharing</p> <ol style="list-style-type: none"> <li>1. Partnered with UNEP and WHO to integrate gender perspectives in chemical policies. Collaborated through IPEN's Gender and Chemicals Partnership Program. Established under the 2017 Memorandum of Understanding between IPEN and UNEP.</li> <li>2. Collaborated on training and data-sharing initiatives targeting gender-specific vulnerabilities. Executed under IPEN's Global Chemicals Data Exchange Program.</li> </ol> <p>Development of Gender-Specific Tools and Resources</p> <ol style="list-style-type: none"> <li>1. Created training modules and educational materials highlighting women's vulnerabilities to chemicals. Developed under IPEN's Educational Resources for Women's Chemical Safety Project. Developed as part of IPEN's online educational series for 'Women and Chemicals.'</li> <li>2. Publish a comprehensive online series on chemicals and gender, focusing on women's leadership in addressing chemical exposures. Published through IPEN's Women's Leadership in Chemicals Safety Project.</li> </ol> |                                                                                                                                                    |                                      |
|  | IUPAC | <p>IUPAC shared the document "Good Practices to encourage Women in professional career" specifically shared good practices to encourage women employees as follows:</p> <ul style="list-style-type: none"> <li>• Biocon is India's largest and Asia's premier bio-pharmaceutical company, In Biocon, maternity benefits are provided as per statutory rules. However, the differentiator is that Biocon's women employees are allowed the flexibility to further utilize their leaves and in the absence of leave, continue absence without pay. Once they return they have the flexibility to work part time. Creche facility is provided where working mothers can leave their small children. In case of working late in the night, company arranges transport to drop them in their house.</li> <li>• Infosys. The company has formed Infosys Women Inclusive Network (IWIN) for the development, engagement, growth, and retention of women by promoting an inclusive workplace where potential of women is leveraged.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Gender mainstreaming<br/>Capacity building, education, training<br/>Policy development<br/>Gender-inclusive decision-making<br/>Cooperation</p> | <p>Paras 191, 192, 193, 194, 195</p> |

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|  |  | <p>Every woman feels valued, heard, and fully involved with the company. "IamTheFuture" is a program by Infosys Leadership Institute to train women for leadership roles</p> <ul style="list-style-type: none"> <li>• Pidilite Industries is one of the largest specialty chemicals manufacturing company of Indian origin. Reimbursement of taxi fare in the last trimester provided to female employees to enable them to commute from home to work and back. Separate Gymnasium and Swimming pool facility are available for female employees. Special program are organized for nurturing of female employees to take up higher responsibilities. It is the policy of Pidilite Industries to mentor young, talented science and engineering female college students as part of their Corporate Social Responsibility program.</li> </ul> <p>Some recommendations have been implemented by progressive organizations in India:</p> <ul style="list-style-type: none"> <li>• Special training program and workshops should be organized for women to develop and improve communication, problem solving, decision making and leadership skills.</li> <li>• Number of nominations of women in scientific committees, awards, invited speeches and plenary speeches should be increased.</li> <li>• Role models are to be invited to share their stories of success.</li> <li>• Flexible work hours and part time jobs for women are to be introduced.</li> <li>• Good child care facility should be available in the work place.</li> <li>• While evaluating women's CV, maternity should be taken into account.</li> <li>• Remuneration policy should be non-discriminatory.</li> <li>• For promotion and appointment to leadership positions, equal opportunity is to be given for both men and women.</li> <li>• Rotation policy should be introduced so that both men and women can hold decision making positions</li> <li>• Role of "Officer – Gender Equality" should be created in the organization.</li> <li>• Female entrepreneurship should be encouraged and they should be provided equal access to funds.</li> <li>• Girl students are to be encouraged to take up "Science, Technology, Engineering and Mathematics".</li> </ul> |  |  |
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|  |                                          | <p>With respect to chemicals and waste management, there are situations where women are either exposed more or affected more. Some examples are:</p> <ul style="list-style-type: none"> <li>➤ Exposure to Highly Hazardous Pesticides (HHP) during harvesting and cleaning of containers</li> <li>➤ Exposure to hazardous chemicals during production of electronic goods and processing of waste.</li> <li>➤ Exposure to Lead in paints.</li> <li>➤ Exposure to endocrine disrupting chemicals which affects reproductive system of women.</li> </ul> <p>It is necessary to carry out detailed gender based study on the impact of chemicals as women are more susceptible to adverse effects of chemicals exposure. In this context, women should get adequate representation in leadership role so that these issues are highlighted and addressed.</p> <p>Global Women's Breakfast (GWB) event by IUPAC: Every year in the month of February, the International Union of Pure and Applied Chemistry (IUPAC), which is one of the largest global organizations of Chemistry professionals, organizes an event "Global Women's Breakfast (GWB)". In these events, issues on gender equality, women's development and related topics are discussed. On February 27, 2024, around 380 events were held in 75 countries. The next event will be held on February 11, 2025. The theme is "Accelerating Equity in Science". We encourage organizations to register for the event. Registration will open in next couple of weeks.</p> |                                                                 |                     |
|  | Pollution Control Association of Liberia | <p>The recommendations are:</p> <ol style="list-style-type: none"> <li>1. The Plan of Action via the Policy should also be informed by lessons Learnt from Past interventions and SDG Targets</li> <li>2. The Plan of Action should contain a Policy developed on the Role Women play in transforming society and building capacity with regards to integrated waste Management and Pollution.</li> <li>3. The Plan should also have a Gender Strategic Plan</li> <li>4. A Gender Coordinating Platform should be included</li> <li>5. A Gender National Focal Point should be identified to stir the affairs of the Platform</li> <li>6. The Platform should be Multi sectoral and the Partnership should harness local, National, regional and Global efforts for proper Chemicals and waste Management considering these settings, Health, Education, emergency and Humanitarian, legal</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Policy development<br>Gender mainstreaming<br>Capacity building | Paras 191, 192, 193 |

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|  |      | <p>and Justice, Science, Industry, Civil Society, the Public Institutions Women Organizations and vulnerable groups</p> <p>7. Where available Gender Analysis of Policies should be done</p> <p>8. A gender involvement and Gender Impact Assessment should be done</p> <p>9. A gender Audit on Chemicals and waste should be included in the Plan of action.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                   |                                           |
|  | WECF | <p>WECF calls on public authorities to strengthen the gender dimension in chemicals policy in order to truly protect human health and the environment from exposure to harmful chemicals and waste.</p> <p>WECF suggestions for the GFC GAP:<br/>Objectives of the GAP: The objectives of the GAP for the GFC are to support and strengthen implementation that achieves the goal of transiting to toxic-free economies that ensure equal rights and opportunities for all genders, and do not increase existing structural barriers and inequalities.<br/>Format: The GAP should set a number of clear time-bound targets, indicators and identify sources of means of implementation.</p> <p>Potential focus areas of the GAP: the GAP, as a multistakeholder process, should define activities and highlight roles and responsibilities, such as:</p> <ul style="list-style-type: none"> <li>• Feminist leadership in the GFC policy process</li> <li>• Participation of feminist civil society organizations at global and national level:</li> <li>• Gender-transformative policy development and implementation</li> <li>• Gender-responsive research and capacity building</li> <li>• Gender-targets and indicators for GFC's funding mechanisms</li> <li>• Actions to promote Feminist leadership in the GFC policy process: gender-balance/diversity in all leadership positions, rotation by gender of leadership positions, parity targets for delegations, gender-balance in allotted speaking times, gender-GFC-focal points in government and authorities, and regular monitoring and reporting on these items, as already is the case in other policy processes such as UNFCCC</li> <li>• Actions to promote Participation of feminist civil society organizations at global and national level:</li> </ul> | <p>Gender-related data</p> <p>Gender mainstreaming</p> <p>Policy development</p> <p>Capacity building, training, awareness raising</p> <p>Gender-inclusive decision-making</p> <p>Cooperation</p> | <p>Paras 190, 191, 192, 193, 194, 195</p> |

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|  |  | <ul style="list-style-type: none"> <li>• Creating institutional spaces ('seats') at the decision-making tables for civil society feminist organisations in all their diversity, such as exist already in the UN SDG, Climate and Biodiversity policy processes.</li> <li>• guidelines to ensure co-leadership of feminist civil society organisations in developing and implementing GFC programmes regionally and locally.</li> <li>• funding targets and/or ear-marked funding for implementation of GFC programmes by feminist civil society organizations</li> <li>• building on, and strengthening, existing feminist civil society organizations and their engagement in GFC processes</li> <li>• Prioritizing engagement of feminist representing groups in vulnerable situations such as women from indigenous peoples, rural communities, persons discriminated by work and decent (e.g. waste workers and recyclers), LGBTQI+ persons and women with disabilities.</li> <li>• Actions to promote Gender-transformative policy development and implementation: need to be based on gender-analysis and define gender-responsive measures. This can be done through valuing women's traditional and indigenous knowledge, valuing women's traditional and often informal value chains and livelihoods, redistributing women's unpaid care work to public services by strengthening social protection mechanisms</li> <li>• Actions to promote Gender-responsive research and capacity building: Generate knowledge and evidence by monitoring and documenting gender-related data on chemicals and waste management, exposure and impacts, to inform future practices or actions, Development of methods and tools for gender mainstreaming, gender-specific training, definitions of gender terminology/ glossaries, Inventories/identification of sources of exposure with a gender approach, Development of scientific or technical information, Exposure impacts and monitoring with a gender approach, Disaggregated data gathering, analysis and sharing , Training of policy makers on the gender- differentiated impacts of chemical and waste in their value chains and sectors.</li> <li>• Actions to promote: Gender-targets and indicators for GFC's funding mechanisms: requires public support and longer-term frameworks</li> </ul> |  |  |
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|          | Wageningen University & Research and others | <p>Provided Article: Why gender matters for addressing chemical pollution</p> <ul style="list-style-type: none"> <li>The speed of increased production and use of chemicals (the global chemicals market is projected to double in size by 2030) is far outpacing the speed of safety assessments and chemical regulatory processes.</li> <li>Our systems of knowledge for understanding, managing, and governing chemicals have systemic gaps that reinforce structural inequalities.</li> </ul> <p>Needed steps:</p> <p>1: By collecting sex-disaggregated and gender- disaggregated baseline data, different routes of exposure and health effects could be more accurately identified to inform gender-specific policy recommendations and interventions.</p> <p>2: Integrating gender into research can foreground questions of power, inviting a reconsideration of which voices and forms of knowledge have authority in research and in policy making. The Basel, Rotterdam, and Stockholm conventions offer lessons on how gender might be effectively integrated at the science– policy interface.</p> <p>3: Integrating gender facilitates stronger epistemic links across public, environmental, occupational, global, and planetary health by transgressing fragmented problem domains.</p> | <p>Collecting sex-disaggregated and gender- disaggregated baseline data</p> <p>Gender mainstreaming</p> <p>Capacity building, training, awareness raising</p> <p>Gender-inclusive decision-making</p> | Paras 190, 192, 193, 194 |
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|          | Author                                      | Abstract Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Action                                                                                                                                                                                                | Status in Report         |
| Industry | Chemicals Industry Corporation              | <p>The Chemicals Industry Corporation shared ongoing efforts to promote gender equality and mainstream a gender perspective within the workplace, however, they have not made a declaration, particularly in the context of chemicals and waste management.</p> <p>1. Integration of Gender-Responsive Approaches into Policies and Plans</p> <p>Our corporation’s Article 9 emphasizes special support for female employees, designed to protect their health, promote their professional growth, and ensure gender inclusivity in decision-making processes. This aligns with the objectives of the Gender Action Plan to enhance women’s participation and leadership in all aspects of chemicals and waste management.</p> <p>Some of the key aspects of our gender-responsive policies include:</p> <ul style="list-style-type: none"> <li>They are preventing women from working night shifts if it is detrimental to their health or safety.</li> </ul>                                                                                                                                                                                                                                                                                                                                           | <p>Disaggregated data</p> <p>Gender mainstreaming</p> <p>Policy development</p> <p>Capacity building, training, awareness raising</p> <p>Gender-inclusive decision-making</p>                         | Paras 190, 192, 193, 194 |

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|  |  | <ul style="list-style-type: none"> <li>• Providing regular health screenings for female employees, including cervical and breast cancer screenings, which address the higher vulnerability of women to certain health risks.</li> <li>• Ensuring safe work environments, particularly for pregnant workers, by reassigning them from tasks considered hazardous due to chemical exposure or other health risks.</li> <li>• Providing leave for female employees to pursue higher education and training, contributing to their professional development and leadership opportunities.</li> <li>• Prioritizing housing for female employees living alone, ensuring a safe and supportive environment.</li> <li>• Assigning female workers to safe tasks if their current roles pose risks to their health, particularly in areas related to chemical exposure.</li> </ul> <p>2. Capacity Building, Education, and Training</p> <p>To increase the number of female leaders within our corporation, we provide special opportunities for women to participate in training, education, and experience-sharing activities directly related to their roles. Additionally, we allocate 10% of the educational opportunities specifically to women with higher qualifications, encouraging female leadership in areas related to environmental and waste management.</p> <p>We also grant leave for educational purposes, enabling female employees to further their studies while balancing their work and family responsibilities. This contributes to enhancing their knowledge and skills, which is crucial for their active participation in decision-making processes. This includes aspects related to the management of chemicals.</p> <p>3. Gender-Inclusive Decision-Making and Leadership</p> <p>We ensure the inclusion of women in various committees and decision-making bodies within the corporation, with policies that provide women with additional points in recruitment and promotion if they are equally qualified as their male counterparts. This approach fosters greater diversity in leadership and ensures female perspectives are included in strategic planning and governance processes.</p> <p>4. Health and Safety Provisions for Female Employees</p> <p>In recognition of the unique health risks faced by women, especially in workplaces where chemical exposure may pose significant hazards, our policies prioritize the health of female employees. For instance:</p> |  |  |
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|  |                 | <ul style="list-style-type: none"> <li>• Women who are pregnant are prohibited from working night shifts or overtime to reduce their exposure to potentially harmful conditions.</li> <li>• Maternity leave policies are robust, offering up to five months of paid leave for those giving birth to twins and additional leave for other maternal health-related concerns.</li> <li>• Our corporation takes a proactive approach to protecting women from hazardous exposures by ensuring that workplaces are safe and assigning safer tasks to pregnant workers when necessary.</li> </ul> <p>5. Disaggregated Data and Monitoring</p> <p>In our ongoing efforts to improve gender-responsive practices, we gather and analyze disaggregated data related to the health, well-being, and professional development of our female employees. This data helps us monitor the impact of our policies and adjust them to ensure they continue to promote equality, safety, and inclusivity.</p>                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                       |                |
|  | KAO Corporation | <p>Kao Corporation approaches gender issues from a “gender-neutral” perspective, focusing on human rights and equitable safety measures rather than limiting the scope to women alone. Their initiatives emphasize sustainable product development, risk management, and public education to ensure a safer chemical environment for all genders.</p> <p>Kao’s vision on chemicals management actively promotes a safe society where the risks associated with chemicals should be properly managed. Kao seeks to take the lead in this initiative through its environment, society and governance (ESG) programs in the actualization of responsible chemicals management by 2030. <a href="https://www.kao.com/global/en/innovation/safety-quality/saism/saism-policy/">https://www.kao.com/global/en/innovation/safety-quality/saism/saism-policy/</a></p> <ul style="list-style-type: none"> <li>• Product Development: Kao has developed consumer and chemical products under the Sustainable Product Development Policy, aiming to achieve maximum effectiveness with minimal chemical inputs. The "Maximum with Minimum" approach ensures the hygiene and health of all individuals without gender bias. <a href="https://www.kao.com/jp/kaonokao/dna/3_1/">https://www.kao.com/jp/kaonokao/dna/3_1/</a></li> </ul> | Good practices for project implementation of public awareness/ information, capacity building, education, technical assistance activities, training/ skills development, disaggregated data gathering, analysis, sharing, and exposure impacts and monitoring with a gender approach. | Paras 192, 193 |

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|  |  | <ul style="list-style-type: none"> <li>• Mutual and ongoing communication/ dialogue with civil societies: communication with consumer, specifically women, on the appropriate use of chemical products in their daily lives.</li> <li>• Monitoring of the Ministry of the Environment's survey on the effects of certain chemical substances on children and mothers.<br/><a href="https://www.env.go.jp/chemi/ceh/en/">https://www.env.go.jp/chemi/ceh/en/</a></li> <li>• Risk assessment on reproductive toxicity: Kao performs assessments of products, regarding reproductive toxicity, prior to market appearance. Additionally, Kao captures and shares this data for public access.</li> <li>• Appropriate use and labeling of consumer products: Kao provides information on the appropriate use of its products for all people, gender neutral, on its website, etc., and labels its products to raise awareness.</li> <li>• Disseminating information on housework and educating people on the proper functions and components of daily necessities, including sanitary products and detergents, and their appropriate use through primary menstrual education.</li> </ul> |  |  |
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## **ANNEX 2. DRAFT Global Framework on Chemicals Gender Action Plan**

### **I. Introduction**

- 1 Gender equality is fundamental to achieving sustainable development, including the safe and sustainable management of chemicals and waste. Sustainable Development Goal 5 explicitly calls for achieving gender equality and empowering all women and girls. The Economic and Social Council's conclusions 1997/2 mandated mainstreaming a gender perspective into all policies and programmes in the United Nations system, its resolution 2012/24 further welcomed the development of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women. Furthermore, the United Nations Environment Assembly resolution 4/17 emphasized promoting gender equality and the human rights and empowerment of women and girls in environmental governance. It stressed the need for gender-responsive policies and measures that foster women's full participation in environmental decision-making. These mandates recognize that these approaches are critical to addressing systemic inequalities—including disparities in chemical exposure, occupational hazards, and environmental health risks.
- 2 The Global Framework on Chemicals (GFC), adopted at the Fifth International Conference on Chemicals Management (ICCM5), embeds gender equality as a fundamental principle in chemical safety and pollution prevention. The Bonn Declaration explicitly calls for gender mainstreaming in chemical management, emphasizing the need for gender-responsive education, training, and public awareness initiatives. Additionally, it highlights the importance of data collection, disaggregated by sex, age, and other demographic factors, on chemical exposure to better assess and mitigate disproportionate health and environmental impacts on different groups. These impacts are not experienced uniformly, as risks from chemicals and waste are also shaped by occupation, socio-economic status, disability, and migration status, with informal and marginalized groups often facing the greatest exposures. By integrating gender considerations into policy design, implementation, and monitoring, the GFC ensures that chemical safety strategies are inclusive, equitable, and effective.
- 3 The GFC Gender Action Plan (GAP) builds on existing gender mainstreaming efforts in international chemicals and waste processes, identifying gaps and opportunities to strengthen gender integration across the GFC's five strategic objectives. By promoting gender-responsive approaches—from risk assessment and regulatory frameworks to capacity-building and stakeholder engagement—this plan seeks to contribute to a planet free of harm from chemicals and waste, where no one is disproportionately affected due to their gender. Through targeted actions, the GAP will support the advancement of gender equality while safeguarding human health and the environment for present and future generations.

### **II. Vision**

- 4 The vision of the GAP is to advance towards full, equal, and meaningful participation by all women in decision-making, and to promote gender responsive policies and mainstreaming a gender perspective in the implementation of the Global Framework on Chemicals. By

promoting gender-responsive policies, equitable participation, and targeted actions, the GAP aims to contribute to a planet free of harm from chemicals and waste—where no individual faces disproportionate risks or barriers due to gender.

### III. Objectives

- 5 Drawing from existing gender action plans, information, stakeholder feedback, and best practices, effective gender mainstreaming in the GFC requires:
  - Robust scientific knowledge and gender-disaggregated data;
  - Capacity building and gender-sensitive education;
  - Gender-responsive policy development, including laws, regulations, and institutional frameworks;
  - Multi-stakeholder engagement and gender-inclusive leadership at all levels, taking action to secure women's full participation in decision-making;
  - Gender mainstreaming in strategic planning, monitoring, and evaluation;
  - Intersectional approaches in the implementation of the Gender Action Plan<sup>104</sup>;
  - Human rights-based approaches;
  - Health and safety policies that address gendered exposure risks and harmful chemical exposure, including in informal sectors; and
  - Transparent communication and accountability mechanisms.
- 6 To ensure coherence and systematic gender integration across the GFC's implementation, the GAP is structured around five goals, corresponding to the five strategic objectives of the GFC<sup>105</sup>:
  - (a) Gender-inclusive legal frameworks, institutional mechanisms and capacities are in place to support and achieve the safe and sustainable management of chemicals throughout their life cycle.

<sup>104</sup> Inequalities are not the outcome of a single, distinct factor such as gender, but rather the result of intersections of differing factors, such as age, disability, ethnicity, race, religion, refugee or migration status, class and other political, economic, cultural and environmental factors and identities. Based on an intersectional lens, the GFC GAP offers a means to understand and respond to the ways in which gender interacts with different factors. This approach thereby enhances awareness of the multidimensional realities of diverse groups, and eventually tackles the structural inequalities associated with gender-based inequalities.

<sup>105</sup> <https://www.chemicalsframework.org/page/strategic-objectives-and-targets>

- (b) Gender-disaggregated knowledge, data and information are generated, available and accessible to all to enable informed decisions and actions.
  - (c) Gender-responsive approaches are integrated in identifying, prioritizing and addressing issues of concern.
  - (d) Safer alternatives and innovative and sustainable solutions in product value chains are in place so that benefits to human health and the environment are gender equal while gender-disproportionated risks are prevented or minimized.
  - (e) Enhanced integration of gender perspectives across GFC implementation, including gender-responsive resource mobilization, partnerships, cooperation, capacity-building, and integration into all relevant decision-making processes.
- 7 Due to its cross-cutting nature, the GAP is designed so that the Secretariat, governments, and all stakeholders are accountable for its implementation, as appropriate, thus demonstrating their shared commitment to achieving gender equality in the implementation of the GFC.

#### **IV. Gender Mainstreaming**

- 8 For gender mainstreaming, it is important to understand how the Framework will be able to deliver results that reflect its gender mandate effectively and completely.
- 9 While the Global Framework on Chemicals defines the ambition for gender mainstreaming, changes are driven at the implementation level through programmes, alliances, and partnerships. These efforts are further translated into action at the micro level—by local authorities, businesses, and communities—to generate impact and foster behavioural change.

#### **V. Resource mobilization**

- 10 Funding for gender integration in chemicals management will need to draw on a variety of sources, including but not limited to national budgets and development plans, private sector investment, international cooperation, and targeted opportunities within existing global funds such as the GFC Fund and the Global Environment Facility. Partnerships with UN agencies (e.g., UN Women), international initiatives on gender and health, occupational health and safety, and philanthropic foundations can provide additional support to sustain action.

Table 1 Gender Action Plan

| OUTPUTS / PRIORITY ACTIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | PRIMARY RESPONSIBLE ACTORS                                                  | SECONDARY SUPPORTING ACTORS /                                                          | INDICATORS OF ACHIEVEMENT                                                                                                                                                                                                                                                                                              | MEANS OF VERIFICATION, MONITORING AND EVALUATION                                                | TIMELINE     | PRIORITY |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------|----------|
| <b>GFC-GAP Objective (a). Gender-inclusive legal frameworks, institutional mechanisms and capacities are in place to support and achieve the safe and sustainable management of chemicals throughout their life cycle (corresponding to GFC Strategic Objective A).</b><br><i>Outcome: National laws, regulations, and institutional mechanisms integrate gender and at-risk population considerations (including women, informal workers, indigenous peoples, migrants, youth, persons with disabilities, and reproductive-age populations) to reduce disproportionate exposures to chemicals and waste.</i> |                                                                             |                                                                                        |                                                                                                                                                                                                                                                                                                                        |                                                                                                 |              |          |
| a.1. Develop gender-sensitive regulatory frameworks and policies on chemicals and waste management, ensuring the integration of gender-responsive approaches into national strategies and policies.                                                                                                                                                                                                                                                                                                                                                                                                           | Governments                                                                 | GFC Secretariat, IOMC organizations, OHCHR, Implementing Programme 1 (IP1), IGOs       | <ul style="list-style-type: none"> <li>- Number of adopted chemicals and waste-related laws/regulations including gender/at-risk population provisions*</li> <li>- % reduction in documented disproportionate exposures (e.g. women workers, informal recyclers).</li> </ul>                                           | National legislation, inspection guidelines, inspection reports (gender/at-risk disaggregated). | Ongoing      | High     |
| a.2. Strengthen stakeholder and decision-maker capacities to integrate gender and at-risk population considerations in chemicals policy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Governments, training institutions, universities, professional associations | NGOs, women's organizations, worker organizations, IOMC organizations, OHCHR, IP1, IP3 | <ul style="list-style-type: none"> <li>- Number of decision makers trained on the integration of gender considerations in laws, regulations and policies on chemicals and waste management.</li> <li>- Number of chemicals and waste-related policy/legal drafts referencing gender/at-risk considerations.</li> </ul> | Training reports; policy drafts.                                                                | Short-Medium | High     |



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| a.3. Promote self-compliance mechanisms in enterprises and workplaces to reduce gender- and at-risk population-related risks.                                                                                                                                                                                                                                                                                                                          | Private sector                                                                                                                             | Governments, employer associations, trade unions, ILO, NGOs, IP1, IP2 | <ul style="list-style-type: none"> <li>- Numbers of self-compliance mechanisms in place fostering gender equality.</li> <li>- Number of enterprises with gender/at-risk population-responsive chemical safety policies.</li> <li>- Number of enterprises with documented gender/at-risk practices (e.g. PPE fit, reproductive protections).</li> <li>- Number of reported exposures among at-risk populations in high impact sectors.</li> </ul> | Labour inspection reports, workplace audits, worker surveys. | Ongoing | High |
| <b>GFC-GAP Objective (b). Gender-disaggregated knowledge, data and information are generated, available and accessible to all to enable informed decisions and actions.</b><br><b>(corresponding to GFC Strategic Objective B)</b><br><i>Outcome: Governments and stakeholders systematically generate, report, and use gender- and at-risk population-disaggregated data to inform chemicals policy, risk management, and sectoral interventions.</i> |                                                                                                                                            |                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                              |         |      |
| b.1. Report sex/at-risk population-disaggregated data on the relevant indicators for the measurability framework across the GFC implementation.                                                                                                                                                                                                                                                                                                        | Governments, IOMC organizations, Open-ended ad hoc group on measurability and indicators, IPs, industry associations, private sector, NGOs | GFC Secretariat                                                       | <ul style="list-style-type: none"> <li>- Sex-disaggregated data reported on relevant indicators for the measurability framework.</li> </ul>                                                                                                                                                                                                                                                                                                      | Data reporting for the measurability structure.              | Ongoing | High |

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------|--------|
| b.2. Translate disaggregated data into evidence products (policy briefs, sector analyses, factsheets) and make them accessible to policymakers, industry, and communities.                                                                                                                                                                                               | Gouvernements, academia, civil society               | Private sector, ISP-CWP, GFC secretariat, IOMC Organizations | <ul style="list-style-type: none"> <li>- Number of evidence products produced/disseminated.</li> <li>- Number of national or sectoral policies, regulations, or industry standards that reference or align with findings from these evidence products.</li> </ul>                                                                                                                     | Published briefs, policy reviews, regulations, industry standards.                                                  | Ongoing               | Medium |
| b.3. Collect baseline information related to the differentiated exposure pathways and health impacts of chemicals and waste on different genders and populations, in both occupational and household contexts.                                                                                                                                                           | GFC Secretariat, ISP-CWP, IOMC organizations         | Governments, private sector, academia, NGO's, IPs.           | <ul style="list-style-type: none"> <li>- Surveys produced and disseminated</li> <li>- Baseline Report.</li> </ul>                                                                                                                                                                                                                                                                     | Baseline available                                                                                                  | Short and medium term | Medium |
| <b>GFC-GAP Objective (c). Gender-responsive approaches are integrated in identifying, prioritizing and addressing issues of concern (corresponding to GFC Strategic Objective C)</b><br><i>Outcome: Issues of concern processes systematically integrate gender and at-risk population analysis, leading to targeted measures addressing disproportionate exposures.</i> |                                                      |                                                              |                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                     |                       |        |
| c.1. Integrate gender considerations in identifying, prioritizing and addressing issues of concern, including in planning and implementation of programmes and projects.                                                                                                                                                                                                 | Governments, IOMC organizations, NGOs, civil society | GFC secretariat,                                             | <ul style="list-style-type: none"> <li>- Number of issues of concern that include gender/at-risk population analysis.</li> <li>- Number of adverse health outcomes among women and at-risk groups in sectors affected by identified issues of concern.</li> <li>- Number of projects/initiatives addressing issues of concern that integrate gender-responsive approaches.</li> </ul> | Issues of concern submissions, labour inspectorate reports, occupational health surveillance, national health data. | Ongoing               | High   |

| <b>GFC-GAP Objective (d) Safer alternatives and innovative and sustainable solutions in product value chains are in place so that benefits to human health and the environment are gender equal while gender-disproportionated risks are prevented or minimized (corresponding to GFC Strategic Objective D)</b><br><i>Outcome: Safer alternatives and innovations explicitly address gender and at-risk population factors, ensuring equitable benefits and reduced risks in workplaces, products, and value chains.</i> |                                                                   |                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                           |         |        |
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| d.1. Ensure safer chemical alternatives and innovations in product value chains are designed, tested, and adopted in ways that reduce gender-differentiated risks and benefit women and at-risk risks population groups.                                                                                                                                                                                                                                                                                                  | Private sector, governments, research institutions, ISP-CWP, IP2  | NGOs, IOMC organizations, GFC Secretariat                              | - Number of safer alternatives with evidence of benefits for women or at-risk groups (e.g., reduced reproductive toxicity, safer PPE fit, elimination of hazardous tasks).                                                                                                                                                                                                                                                  | Industry CSR/sustainability reports; government approval dossiers and regulatory filings; NGO/academic research publications; Sectoral standards or certification schemes | Medium  | Medium |
| d.2. Promote research and equitable access to information on safer alternatives for women and children, workers, consumers, and at-risk populations.                                                                                                                                                                                                                                                                                                                                                                      | Governments, private sector, consumer organizations, ISP-CWP, IP2 | NGOs, GFC Secretariat, women's groups, children and youth groups, IGOs | <ul style="list-style-type: none"> <li>- Number of research projects on gender-specific occupational and health inequalities because of exposure to chemicals and waste.</li> <li>- Number of enterprises introducing gender-responsive labels or safety data.</li> <li>- Number of outreach/awareness initiatives on safer alternatives and innovations in product value chains targeting women/at-risk groups.</li> </ul> | Product labelling and safety data sheets; consumer protection authority reports; NGO/industry awareness campaign documentation.                                           | Ongoing | Medium |

| <b>GFC-GAP Objective (e) Enhanced integration of gender perspectives across GFC implementation, including resource mobilization, partnerships, cooperation, capacity-building, and integration into all relevant decision-making processes (corresponding to GFC Strategic Objective E)</b><br><i>Outcome: Gender and at-risk population considerations are systematically embedded across GFC governance, financing, partnerships, and participation.</i> |                                                                    |                                                                  |                                                                                                                                                                                                                                                                                             |                                                            |                   |      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------|------|
| e.1. Enhance capacity on gender mainstreaming in resource mobilization, partnerships, cooperation, capacity building and decision-making processes across the GFC implementation.                                                                                                                                                                                                                                                                          | Governments, IOMC organizations, Partnerships, IPs, finance sector | GFC Secretariat, IGOs, civil society                             | <ul style="list-style-type: none"> <li>- % of GFC fund approved projects with gender-responsive components.</li> <li>- % of increase in allocation of funding and resources on gender mainstreaming.</li> </ul>                                                                             | GFC fund reports, secretariat tracking.                    | Ongoing           | High |
| e.2. Assign gender focal points and strengthen collaboration with MEAs/UN agencies and existing partnerships.                                                                                                                                                                                                                                                                                                                                              | Governments, IPs, MEAs                                             | GFC Secretariat, IOMC Organizations, civil society               | <ul style="list-style-type: none"> <li>- Number of gender focal points appointed.</li> <li>- Number of joint activities with MEAs/UN agencies including gender outcomes.</li> </ul>                                                                                                         | Focal point lists, joint reports, GFC progress reports.    | Immediate         | High |
| e.3. Ensure gender-responsive representation and leadership in GFC's implementation and gender balanced representation in decision-making processes.                                                                                                                                                                                                                                                                                                       | Governments, GFC Secretariat, IPs                                  | Civil society organizations, academia, children and youth groups | <ul style="list-style-type: none"> <li>- % of women/at-risk groups in GFC delegations and leadership roles.</li> <li>- % of women in intersessional bodies as co-chairs/facilitators.</li> <li>- Number of documented integrations of gender in decisions by diverse leadership.</li> </ul> | Participant lists, leadership records, meeting reports.    | Immediate-ongoing | High |
| e.4. Raise awareness on gender-responsive chemical policies, gender-specific chemical risks and sustainable solutions, including through communication campaigns, educational, public participation, among others.                                                                                                                                                                                                                                         | Governments, IGOs, NGOs, private sector, civil society             | Academia, GFC Secretariat, IPs                                   | <ul style="list-style-type: none"> <li>- Number of communication and outreach campaigns, capacity building and educational events organized.</li> </ul>                                                                                                                                     | Communication products, event records, press release, etc. | Ongoing           | High |

\* At-risk population includes women, informal workers, indigenous peoples, migrants, youth, persons with disabilities, and reproductive-age populations