

**MINAMATA
CONVENTION
ON MERCURY**

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**Conference of the Parties to the
Minamata Convention on Mercury
Fifth meeting**

Geneva, 30 October–3 November 2023

Item 4 (m) of the provisional agenda*

**Matters for consideration or action by
the Conference of the Parties: gender****Gender action plan****Note by the secretariat**

1. At its fourth meeting, the Conference of the Parties to the Minamata Convention on Mercury adopted decision MC-4/10 on gender mainstreaming, in which it invited parties to support the secretariat in its efforts to mainstream gender into all activities to be undertaken by the secretariat as well as by parties and other stakeholders, including through the development of a gender action plan for the Minamata Convention during the biennium 2022–2023.
2. Pursuant to decision MC-4/10 and thanks to the generous financial support of Sweden, the secretariat prepared a draft gender action plan and organized two online consultations for parties and other stakeholders between September and November 2022 to present and receive input on the draft. After the consultations, the secretariat also invited additional written comments from parties and stakeholders. The gender action plan, incorporating comments received by the secretariat through the consultative process, is presented in the annex to the present note for consideration by the Conference of the Parties at its fifth meeting. The note is to be read in conjunction with document UNEP/MC/COP.5/18 on mainstreaming gender.
3. The gender action plan provides a comprehensive blueprint for actions to promote gender equality. It identifies the enabling conditions and specific policy and programmatic steps to mainstream gender and to work effectively towards gender equality and the empowerment of women and girls within all activities under the purview of the Convention. The plan is organized around actions proposed for the secretariat, parties and other relevant stakeholders. Considering its long-term objectives and the limited resources available for its implementation, the gender action plan does not include any specific timelines or deadlines. Instead, the suggested approach to operationalize the gender action plan is to identify a list of activities within the gender action plan that could be carried out during each biennium, and to integrate those activities, as appropriate, in the programme of work and budget to be adopted by the Conference of the Parties.
4. On the basis of the gender action plan, the secretariat identified activities that could be carried out by both the secretariat and the parties during the biennium 2024–2025 for consideration by the Conference of the Parties at its fifth meeting. The list of suggested activities is set out in annex I to document UNEP/MC/COP.5/18.

* UNEP/MC/COP.5/1.

Annex*

Gender action plan for the Minamata Convention on Mercury

I. Background and mandate

1. This gender action plan for the Minamata Convention reflects the increasing understanding that gender equality is a prerequisite for sustainable development overall and for the protection of human rights and wellbeing. Gender concerns already are embedded in the text of the Convention. The Convention's primary objective is to protect human health and the environment from the adverse effects of mercury; integral to this commitment is the understanding that some populations are distinctly vulnerable to ambient, occupational, or consumption exposures, and that there is considerable socio-environmental variability in the effects of mercury.¹ The Convention itself establishes that national action plans for artisanal and small-scale gold mining are to include "Strategies to prevent the exposure of vulnerable populations, particularly children and women of child-bearing age, especially pregnant women, to mercury used in artisanal and small-scale gold mining (Annex C (i))." In addition, Article 16 on health aspects, Article 18 on public information, awareness and education, Article 19 on research, development and monitoring and Article 22 on effectiveness evaluation all refer to the needs of vulnerable populations. The [gender roadmap](#) developed in 2020-21 for the Minamata Convention Secretariat prioritizes the development of a gender plan of action.

2. At its fourth meeting, the Conference of the Parties (COP) adopted decision MC-4/10 on gender mainstreaming, which invites Parties, inter alia, to support the Secretariat in its efforts to mainstream gender into all activities to be undertaken by the Secretariat as well as by Parties and other stakeholders, including through the development of a gender action plan for the Minamata Convention during the biennium 2022–2023. [At its fifth meeting, the COP adopted decision XXX on gender mainstreaming which welcomed the gender action plan for the Minamata Convention and invited Parties and the Secretariat to carry out a list of suggested activities to implement the gender action plan during the 2024/2025 biennium. The list of suggested activities is set out in annex I to document UNEP/MC/COP.5/18.]

3. The guidance outlined in this gender action plan builds on existing commitments embedded in the Minamata Convention, decision MC-4/10 on gender mainstreaming, as well as recent initiatives of the Secretariat and Parties to integrate gender considerations into their work. More information on recent initiatives undertaken by the Secretariat to mainstream gender within its programme of work is available on the Convention's [website](#).

4. The implementation of this gender action plan is expected to align Convention-related activities and workplans with the gender equality and gender mainstreaming mandates and policies of the United Nations, UN Environment Programme (UNEP), and Global Environment Facility (GEF), among other key multilateral entities, as well as with the Sustainable Development Goals (SDGs). Further, this gender action plan brings the Minamata Convention into alignment with the gender action plans already implemented under other Multilateral Environmental Agreements (MEAs), such as the UN Convention to Combat Desertification, the Basel, Stockholm and Rotterdam conventions, and the UN Convention on Biological Diversity.

II. Strategic objectives

5. This gender action plan provides a comprehensive blueprint for actions to promote gender equality. It identifies the enabling conditions as well as specific policy and programmatic steps to mainstream gender and to work effectively towards gender equality and the empowerment of women and girls within all activities under the purview of the Convention. The plan is organized around actions proposed for the Secretariat, Parties and other relevant stakeholders. These stakeholders include: UN agencies and other intergovernmental organizations, non-governmental organizations and civil society organizations, academia, industries and industry-specific stakeholders, worker associations, and formal labor unions representing workers in industries where mercury is used.

* The annex has not been formally edited.

¹ https://www.mercuryconvention.org/sites/default/files/documents/2021-10/MO2_FullPresentation_20211019.pdf.

6. The purpose of this plan is to support and advance a gender-responsive implementation of the Minamata Convention. Accordingly, the overarching strategic objectives of the gender action plan are:

- (a) To increase the effectiveness of the Minamata Convention by mainstreaming gender awareness throughout its implementation;
- (b) To promote gender equality and to center an understanding of the intersectional social identities² that must be considered in order to achieve the core goals of the Convention to protect human health and the environment from anthropogenic emissions and releases of mercury and mercury compounds. Gender and intersectional inequalities amplify one another. The production and consumption of mercury and mercury-added products and processes, and the health impacts that ensue affect individuals and communities in different and intersecting ways depending on their indigenous identity, ethnicity, social status, caste, age, class, sexual orientation and gender identity and environment, among other factors;
- (c) To provide guidance to Parties and other stakeholders on how to bring a gender lens to their research, evidence-gathering, and public awareness activities and amplify their contributions and capacity in knowledge discovery without unintended gendered-differentiated consequences. Gender approaches conducted within the distinctive purview of the Minamata Convention will also make unique contributions to the existing and growing body of work on gender that is emerging from other development and environmental domains;
- (d) To provide a framework that makes visible the benefits of gender mainstreaming to all Minamata Convention stakeholders.

III. Expected outcomes

7. Coordinated and sustained implementation of the gender action plan can reasonably be expected to produce outcomes that include these:

- (a) Secretariat staff of the Minamata Convention will develop meaningful understandings of issues of gender equality in the context of the Convention's operations and activities. The Secretariat will effectively disseminate and share this knowledge with Parties and other stakeholders;
- (b) Parties and stakeholders to the Minamata Convention at all levels will develop capacities to design and implement gender-responsive plans and programmes, and they will strive for full, effective and equal participation of men and women in planning, decision-making and implementation of activities that are undertaken to achieve the goals of the Convention;
- (c) The Secretariat, Parties and other stakeholders will support national, regional and local efforts to develop systematic gender-responsive pathways towards the Convention's primary goals of protecting human health and the environment from anthropogenic emissions, uses and releases of mercury and mercury compounds;
- (d) Policy, planning and programming decisions that aim towards the reduction and ultimate elimination of mercury exposures will inclusively address the perspectives, interests, needs and socio-economic capacities of all people, especially those most vulnerable, including women and girls in all their diversity, and particularly those from indigenous communities.
- (e) Women and girls in all their diversity, and especially members of indigenous communities, will be given equal opportunities for meaningful participation in developing programmes, plans, and policies that are undertaken to achieve the goals of the Convention. Capacity-building, technical assistance and technology transfer will be developed and provided in ways that promote and support gender equality. Health services and metrics to understand and mitigate the effects of mercury exposures will be developed with a gender lens. Women's potential roles as agents of change will be enhanced by identifying and addressing the gender inequalities they face and the intersectional barriers to their full agency.

² "Intersectionality" is a way to describe the multiple social identities that shape personal identity and social place. Categories such as gender, age, religion, race/ethnicity, class, sexual orientation, caste, marital status, among others, are interconnected and interact synergistically to mark individuals' place and to define, at least partially, opportunities, obstacles and pathways in society. Power, privilege, opportunity, access and discrimination flow through and reflect these multiple identities. Gender-based power skews mean that intersectional identities don't play out in the same ways in men's and women's lives. For example, being married is much more of a delimiter for (most) women than for (most) men; men living in poverty, despite their deprivation and marginalization, typically have more livelihood options than their female counterparts who are also living in poverty.

(f) Economic empowerment initiatives, including efforts to develop alternative livelihoods, that aim to reduce or eliminate dangerous use of, and exposures to mercury will provide equal opportunities for men and women.

(g) There will be ongoing systematic knowledge-building and sharing on the gender dimensions of human exposures to mercury and mercury compounds, including direct exposures that occur through mining, mercury-added products, emissions, manufacturing processes, trade, and waste production and management, as well as the gender dimensions of the environmental damage and degradation that result from these and other mercury-related activities.

(h) Parties and other stakeholders will develop and implement mechanisms to monitor, report and regularly review progress in the implementation and achievement of the objectives of this gender action plan.

(i) The Secretariat, Parties and other stakeholders will prioritize the mobilization of resources to support and achieve the goals of gender mainstreaming and to implement this gender action plan.

IV. Structure of the gender action plan

8. This gender action plan is organized around actions proposed for the Secretariat, Parties and other relevant stakeholders. It is expected that this plan should be reviewed and updated on a periodic basis.

9. The proposed goals are organized as follows:

(a) Goals for the Secretariat:

- (i) Establish baseline internal Secretariat gender equality goals;
- (ii) Ensure that Secretariat staff, Parties and other key stakeholders are aware of this gender action plan and related gender policies;
- (iii) Ensure funding and resource mobilization;
- (iv) Promote meaningful and inclusive participation in Secretariat processes and activities;
- (v) Identify needs and capacities of Parties and other stakeholders;
- (vi) Develop and disseminate knowledge;
- (vii) Develop and provide Knowledge Hub functions;
- (viii) Ensure gender issues inclusion in national reports;
- (ix) Ensure gender issues inclusion in national action plans (NAPs) for artisanal and small-scale gold mining (ASGM);
- (x) Ensure gender inclusion through the Specific International Programme (SIP) and Global Environment Facility (GEF);
- (xi) Widen constituencies;
- (xii) Facilitate knowledge sharing and mutual support;
- (xiii) Develop gender progress tracking and review mechanisms.

(b) Goals for Parties and other stakeholders:

- (i) Bring gender into the development and implementation of ASGM NAPs;
- (ii) Support and develop gender integration in programmes and projects;
- (iii) Ensure meaningful and inclusive participation in COPs and other Convention-related meetings;
- (iv) Incorporate gender-disaggregated data throughout activities;
- (v) Engage with related national mechanisms, commitments and policy-formation;
- (vi) Ensure funding and resources, including through the Specific International Programme (SIP);
- (vii) Develop and disseminate knowledge;

(viii) Encourage and participate in knowledge-sharing;

(ix) Widen constituencies.

<i>Proposed gender action plan activities to be undertaken by the secretariat</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
1. Establish baseline internal Secretariat gender equality goals		
Establish gender equality goals and practices within human resources operations of the Secretariat and Secretariat staffing.	Establish systematic and intersectionally-disaggregated record-keeping of staffing levels and the gender composition of staff. Update these statistics on a regular basis.	Statistics on gender equality in the staffing and principals demographics of the Secretariat are compiled and maintained.
Executive Secretary to join the International Gender Champions network.	Join the network by committing to the pledge and making two annual commitments: https://genderchampions.com/about Include information about this pledge on the Minamata Convention website	Commitment pledge made on IGC website; Annual report on the pledge activities sent to IGC Minamata Convention website includes this information
2. Ensure that Secretariat staff, Parties and other key stakeholders are aware of this gender action plan and related gender policies		
Ensure that Secretariat staff, Parties and other stakeholders are familiar with the extent and nature of gender inclusion and mandates within the text of the Convention, relevant COP decisions, the gender action plan and related gender policies.	Develop training and informational sessions for Secretariat staff, Parties and other stakeholders on the features of the gender action plan, and related gender policies Make available to staff, Parties and stakeholders UNEP's gender training and support materials (overarching policy: "Policy and Strategy for Gender Equality and the Environment"). Invite UNEP representatives to offer presentations on their gender policies, including lessons learned through project implementation, and challenges faced. Promote staff familiarity with the Global Environment Facility (GEF) or other MEA gender policies, including the GEF-Gender Action Plan. Invite GEF or other MEA representatives to offer presentations on their gender policies, including lessons learned through project implementation, and challenges faced.	Maintain gender-disaggregated statistics on participation in these trainings. Presentations from UNEP, GEF or other MEA representatives made available to Secretariat staff, Parties and other stakeholders Maintain gender-disaggregated statistics on participation in these presentations
Incorporate gender into existing capacity building events and briefings organized by the Secretariat for Parties and other stakeholders (e.g. on mercury-added products, training for negotiators/chairs, indigenous groups).	Existing trainings to continue as usual and to include a gender lens.	Maintain gender-disaggregated statistics on participation in these presentations
Develop a dedicated website space for gender issues on the Convention home site.	Establish the webpage and update it on a regular basis.	Website established; updates ongoing
3. Ensure funding and resource mobilization		
Ensure that funding needed for the implementation of the gender action plan are integrated in the Programme of Work and budget for each biennium, as necessary, and that the resource mobilization strategy of the Secretariat fully takes into account the implementation of plan. The latter includes resource mobilization of funds under programmes run by the Secretariat, such as the Specific International Programme.	Liaise with donors on gender-related matters and the gender action plan, and be prepared to persuasively explain how funding for gender integration can contribute to meaningful outcomes for activities undertaken by the Secretariat and other stakeholders under the Convention. Build awareness amongst donors of the links between gender and mercury processes, production and consumption.	Track the timing, frequency, quantity and quality of discussions initiated with donors. Distinguish between types of funding: gender integrated into ongoing funding activities, special and targeted funding. Project proposals and reports include a section/sub-section on gender issues

<i>Proposed gender action plan activities to be undertaken by the secretariat</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
4. Promote meaningful and inclusive and gender-balanced participation in Secretariat processes and activities		
<p>Encourage the meaningful and effective participation and leadership of women in Secretariat processes and activities.</p> <p>Promote gender-balanced participation and leadership in meetings, including COP meetings.</p> <p>Build the capacity of women in all their diversity, particularly indigenous women, to participate in processes under the Convention.</p>	<p>Ensure that Parties are aware of the Secretariat goals on gender-balanced participation.</p> <p>Encourage Parties to send gender-balanced delegations to official meetings, including the COPs. Establish guidance for gender balance in allocation of official and visible roles, such as Presidents and co-Chairs of contact groups. Develop mechanisms to track gender participation in COPs and by type of participation (COP Presidents, Bureau members, heads of delegation, etc.).</p> <p>Report to the COP on the participation of women in COPs and Secretariat-initiated meetings. This report should include recommendations to achieve a fully gender-balanced participation of women in COPs and other Secretariat-initiated meetings.</p> <p>Provide training for men and women on chairing meetings and encourage Parties to train women as well as men in the operational processes of the Convention, and to appoint women as Parties' representatives.</p> <p>Support capacity development in leadership, negotiation, and facilitation for women delegates, including through webinars, through remote and in-person modalities.</p> <p>Establish a Women's Delegate Fund to support representation and meaningful participation of underrepresented groups, including indigenous women, women from least developed countries and Small Island Developing States, in processes under the Convention, inviting Parties and stakeholders to provide voluntary contributions.</p> <p>Design a specific strategy within the Fund to allocate resources guaranteeing the continued participation of women in all their diversity in COPs.</p>	<p>Communications undertaken with Parties.</p> <p>Gender-disaggregated statistics on participation maintained by type.</p> <p>Trainings made available; webinars developed.</p> <p>Trainings made available; webinars developed</p> <p>Trainings made available; webinars developed</p> <p>Fund established and advertised to Parties.</p> <p>Use of Fund tracked.</p>
5. Identify needs and capacities of Parties and other stakeholders		
<p>Identify the gender capacity needs and interests of Parties and other stakeholders</p>	<p>Develop and distribute surveys to Parties and other stakeholders to explore what they identify as gender-related capacity and information needs and ensure that women are part of the team responding to these surveys.</p> <p>Develop plans to respond to and support these identified needs, ensuring that women are included as part of the team</p>	<p>Survey developed to gather information on gender-related needs and capacities.</p> <p>Number of responses / feedback from stakeholders</p>
6. Develop and disseminate knowledge		
<p>Build awareness of existing knowledge on gender and mercury and develop fact-sheets that fill in some of the gaps in existing literature, as needed.</p> <p>Raise public awareness of the gendered and intersectional nature of mercury exposures, production and consumption.</p> <p>Build awareness of existing UN codes of conduct and</p>	<p>Develop a portfolio of information briefs/fact-sheets on various aspects of gender and intersectionality identity in relation to mercury, including occupational exposures, vulnerability to and health impacts of both direct and indirect exposures, cosmetics products (that are primarily aimed at women), gender-sensitive communication, and women's groups as agents of change.</p> <p>Ensure that such materials are developed in various forms and distributed through a variety of formats, webinar and web-based media, and regional/local</p>	<p>Fact-sheets/information briefs created and made available on website.</p> <p>News made available through social media and information disseminated through Minamata Convention website, observers and other partners</p> <p>Materials are translated into local and appropriate languages and formats.</p>

<i>Proposed gender action plan activities to be undertaken by the secretariat</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
anti-discrimination policies among Parties and stakeholders.	<p>subsets provided in dominant local languages, using opportunities under ongoing and planned projects.</p> <p>Convene webinars on gender-specific topics, including the mercury-containing consumer goods marketed to women in the name of enhancing femininity, and on the heightened vulnerability of pregnant women and children to mercury impacts.</p> <p>Establish informational sessions and/or materials on gender for distribution at COP and pre-COP meetings.</p> <p>Provide guidance and support to national focal points and stakeholders on gender-mercury linkages and issues.</p>	<p>Webinars developed and made available to public, Parties and other stakeholders.</p> <p>Materials made available to and distributed at COP meetings.</p>
7. Develop and provide Knowledge Hub functions		
<p>Develop capacity to serve as knowledge hub to support other streams of information on gender and mercury.</p> <p>Establish a knowledge base to inform actions by Parties.</p>	<p>Seek and collect information from intergovernmental organizations (IGOs) and non-governmental organization (NGOs), civil society organizations and Parties about initiatives and success stories related to the gender mainstreaming of mercury programmes and delivery activities.</p> <p>Collect and disseminate case studies that are distinctly gender-inclusive, including those that effectively collect and use gender disaggregated data.</p> <p>Sustain media and communications plans to engage wide constituencies on gender and mercury issues.</p> <p>Bring gender awareness and gender-inclusive considerations, as needed, in other media, including newsletters and regular parties and public communications.</p> <p>Feature projects and programmes that have successfully integrated gender considerations in their work, including gender-related indicators and benchmarks used by the organizations managing those projects and programmes.</p> <p>Develop and maintain a global roster of gender experts in relation to mercury as a resource for Parties and other stakeholders to bring gender expertise into their work.</p> <p>Provide content on the Convention website.</p>	<p>Maintain record of case studies of gender and mercury projects and outcomes.</p> <p>Media material that includes a gender perspective.</p> <p>Roster of gender experts established</p> <p>Content is made available on website</p>
8. Ensure gender issues inclusion in Article 21 national reports		
Facilitate regular integration of gender issues in national reports to be submitted by Parties under Article 21.	Develop and include gender guidelines in the “guidance for completing the national reporting format” document, particularly related to dental amalgams and cosmetics and other products used primarily by women and children.	Numbers of national reports that include gender.
9. Ensure gender issues inclusion in National Action Plans (NAPs) for artisanal and small-scale gold mining (ASGM)		
Encourage and support Parties in integrating gender into ASGM national planning processes and programmes, in collaboration with UNEP’s Chemical and Health Branch.	<p>Disseminate the existing guidelines for mainstreaming gender into national strategies and action plans, as adopted by COP-4.</p> <p>Review gender elements in existing NAPs to establish a baseline to be used as a reference in future reviews of progress made in meeting obligations under Article 7 and develop case studies (in collaboration with UNEP).</p>	<p>Review of NAPs carried out</p> <p>Guidance on NAP reviews includes gender considerations</p> <p>Gender experts participation in NAPs development and implementation</p>

<i>Proposed gender action plan activities to be undertaken by the secretariat</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
	<p>Develop guidance for Parties and other relevant stakeholders on NAPs reviews incorporating gender considerations</p> <p>Encourage Parties to bring gender experts into their processes for preparing and implementing NAPs. (See roster of gender experts, above).</p>	
10. Ensure gender inclusion through the Specific International Programme (SIP) and Global Environment Facility (GEF)		
Develop mechanisms for the Specific International Programme (SIP) to promote and enhance gender activities.	<p>Liaise with the SIP Governing Board and GEF partners to determine interest in developing gender-inclusion guidance for Parties seeking support through the SIP.</p> <p>Include gender as part of the evaluation of the SIP, develop case studies on gender dimension of SIP projects, and deliver gender-sensitive training on project proposals for SIP and GEF funding (in collaboration with GEF secretariat).</p> <p>Strengthen existing gender-related requirements for SIP projects to ensure: gender-balanced reporting in the outcome indicators; gender-specific activities as part of the project portfolio; inclusion of gender capacity in capacity-building activities; inclusion of consideration of specific challenges faced by vulnerable groups (including but not solely gender-based).</p> <p>Other mechanisms might include: developing on a pilot or periodical special SIP round solely focused on gender concerns, capacities and activities; develop high-profile report-back mechanisms for any such special rounds.</p>	<p>Appropriate consultations held.</p> <p>Gender included in the evaluation of the SIP.</p> <p>Mechanisms developed to strengthen gender inclusion.</p>
11. Widen constituencies		
<p>Build and widen external partnership and networks to promote gender integration.</p> <p>Build awareness of mercury issues among gender-related and women's organizations.</p>	<p>Identify and review current roster of relevant partners, including those from civil society sectors, NGOs, and in particular organization with strong gender equality policies. Invite and encourage organizations including IGOs or/and NGOs to present gender-related issues on mercury at and between the COPs (e.g. in side-events).</p> <p>Identify and develop a roster of women's and youth groups both in fields directly related to mercury as well as within broader environmental and social justice realms as possible partners and participants in COP side events, in webinars, in informational sessions organized by the Secretariat. Provide visibility for these partners and networks in the activities and programmes of the Secretariat.</p> <p>Increase the understanding of mercury issues among gender-related and women's organizations. This might include: developing knowledge materials and training modules aimed at possible partners that explain:</p> <p>The intersectional and gender basis of different positions of people in relation to mercury in livelihoods, health and food security;</p> <p>The link between mercury production and use and human rights;</p> <p>The relevance of mercury to gender issues, especially on the mercury- containing consumer</p>	<p>Roster of possible partnerships developed.</p> <p>Roster of women's and youth groups and relevant gender-focused groups.</p> <p>Materials developed and provided to women's constituencies on gender and mercury.</p>

<i>Proposed gender action plan activities to be undertaken by the secretariat</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
	goods marketed to women in the name of enhancing femininity; The heightened vulnerability of pregnant women and children to mercury exposure.	
12. Facilitate knowledge sharing and mutual support		
Create opportunities for knowledge sharing	Encourage COP side events and other meetings for knowledge-sharing on gender activities. Identify and recognize “gender champions” (individuals or groups) amongst Parties and stakeholders, including IGOs, NGOs and academia. Use the Bureau as a way to identify “champions” to support the issue of gender mainstreaming at the COP (e.g. gender caucus)	Number of Parties participating in COP side events and other meetings on gender knowledge-sharing amongst Parties. Gender report-backs included in agenda for COPs. Recognition scheme for ‘gender champions’ enacted, including mentions or awards at COPs.
13. Develop gender progress tracking and review mechanisms		
Identify and track progress carrying out activities under the gender action plan, including obtaining information from Parties and other stakeholders on their activities. Provide for regular review and update of the gender action plan.	Establish routine contact with Parties and stakeholders to identify activities that support the gender action plan, and report on their approaches, progress and obstacles to the COPs. Establish a regular reporting mechanism on progress towards the gender action plan goals and activities. Establish mechanisms and timing for review and updates of the gender action plan Report back to the Parties at each COP on progress in enacting the gender action plan. Monitor the implementation of gender mainstreaming and prepare summary assessments on progress and challenges. Use the Bureau as a way to share information on the implementation of the gender action plan in the respective regions	Information collected on number and type of gender activities undertaken by Parties. Report to COPs of Secretariat and Parties gender activities, including indicator metrics in all thematic areas above. Gender Action Plan reviewed and updated every other COP.

<i>Proposed gender action plan activities to be undertaken by parties and other stakeholders</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
1. Bring gender into the development and implementation of ASGM NAPs		
<p>Ensure that national strategies and ASGM national action plans, to be developed pursuant to Article 7 of the Convention, include gender awareness and gender-inclusion goals.</p> <p>Ensure that women in all their diversity are effectively included as members of all stakeholder groups consulted during ASGM national action plan development and review</p>	<p>Identify and engage experts who can provide guidance on gender inclusion in ASGM national action plans to assess gender sensitivity and occupational safety and health conditions with a gender focus, and provide guidance on improvements; develop a rolling roster of such experts.</p> <p>In relation to paragraph 1(g) of Annex C to the Convention, develop strategies for involving diverse stakeholders, including indigenous and local communities' experts on gender and mercury and including women and men in equal representation in the development, implementation and continuing review of national action plans.</p> <p>Ensure that stocktaking exercises associated with national mercury strategy and action plans adequately account for the gender differences in mercury occupational, livelihood and consumption exposures.</p> <p>Encourage a gender lens to the presentation of national reports to be submitted pursuant to Article 21 of the Convention, with primary focus on dental amalgam and cosmetics.</p>	<p>Roster of experts retained.</p> <p>Gender-disaggregated information established about inclusion in development and review of ASGM national action plans.</p>
2. Support and develop gender integration in programmes and projects		
<p>Ensure awareness among staff, local communities, program partners, and policymakers about the multidimensional aspects of gender and mercury.</p> <p>Develop guidelines to bring gender considerations into the planning and implementation of new and ongoing programmes and projects.</p>	<p>Develop training opportunities and informational resources for staff and programmatic partners on the gendered dimensions of mercury processes, production, consumption and direct and indirect exposures</p> <p>Support and develop programs/projects that have an identifiable impact on gender issues.</p> <p>Ensure that implementing partners effectively engage women in all their diversity as members of all stakeholder groups (and keep disaggregated records of participation).</p> <p>Monitor and report (biennially) on the participation of men and women in all their diversity and ensure that enacting partners do so from the inception of the project or programme.</p> <p>Ensure that proposals and reports include a section/sub-section on gender issues and considerations.</p> <p>Ensure that both women in all their diversity and men are included on consultant/ expert rosters.</p> <p>Consultancy solicitation announcements should encourage participation from women in all their diversity, and, as appropriate, especially from indigenous or other minority women.</p>	<p>Training resources developed and disseminated.</p> <p>Women stakeholder groups integrated by implementing partners</p> <p>Reports provided on diversity participation.</p> <p>Sub-section on gender included in all reports.</p> <p>Consultancy announcements are gender and diversity inclusive.</p> <p>Gender experts' review included.</p> <p>Programme results include gender disaggregated information.</p>

<i>Proposed gender action plan activities to be undertaken by parties and other stakeholders</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
	<p>Ensure that programmes consider the different risks and benefits for women in all their diversity and men resulting from actions to implement the Convention.</p> <p>Request that gender experts review draft national strategies and ASGM action plans to assess gender sensitivity and provide guidance on improvements.</p> <p>Identify indigenous and local communities' experts on diversity and gender mainstreaming to support the integration of gender considerations into national plans as well as local programmes.</p> <p>Ensure that programme results are collected and reported in gender-informed ways, and develop capacities in developing and deploying gender-disaggregated data and/or gender-specific indicators.</p>	
3. Ensure meaningful and inclusive participation in COPs and other Convention-related meetings		
Ensure gender balance in Party delegations to COPs and other Convention-related meetings	<p>Nominate participants to meetings using a gender-balanced approach.</p> <p>Monitor and report on the participation by gender in official delegations.</p> <p>Develop and disseminate information regarding the Convention and the COP meetings in ways that are accessible to both women in all diversity and men.</p> <p>Encourage and support gender-related civil society stakeholders, including women and feminist organizations and movements, to participate in COP and Convention-related meetings, including making special provisions for women's civil society organizations.</p> <p>Nominate gender champions for recognition.</p>	<p>Gender-disaggregated records of participation.</p> <p>Women's groups as partners and collaborators identified.</p> <p>Gender champions identified and nominated.</p>
4. Incorporate gender-disaggregated data throughout activities		
<p>Include gender-disaggregated data and/or gender-specific indicators in the development of ASGM national action plans and programmes, building on relevant work and best practices on gender monitoring, evaluation and indicators.</p> <p>Include gender-disaggregated data in the effectiveness evaluation process under Article 22, in particular with respect to monitoring data on trends in levels of mercury and mercury compounds observed in biotic media and vulnerable populations.</p>	<p>Raise awareness and provide training to relevant staff on gender-disaggregated data collection, including consideration of the intersectional approach.</p> <p>Develop training opportunities and liaise with Secretariat on available support for gender-disaggregated data capacity building.</p>	<p>Maintain records of evidence of gender-disaggregated data included in plans and programmes.</p> <p>Staff and partners trained in gender-disaggregated data.</p>

<i>Proposed gender action plan activities to be undertaken by parties and other stakeholders</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
5. Engage with related national mechanisms, commitments and policy-formation		
<p>Take stock of and identify synergies with national-level gender equality mandates and legal structures (where they exist), and develop strategies to leverage those interconnections.</p> <p>Liaise with national-level entities and mechanisms to develop mutually synergistic interests, policies and capacities around gender and mercury.</p>	<p>Develop familiarity with any existing national-level gender equality mandates and laws.</p> <p>Liaise with and develop links to any existing national gender mechanisms (such as Ministries for Women) and/or indigenous-supporting national-level mechanisms and policies.</p> <p>Include mandates of national gender policies in ASGM national action plans and develop a framework for bringing them into programs and planning.</p> <p>Liaise with decision-makers of national and international gender commitments to inform them about the gendered dimensions of any obligations under the Convention, and about the gendered nature of health and occupational dimensions of mercury production and consumption.</p> <p>Help to build knowledge and capacity of national statistical offices to ensure the systematic collection of sex disaggregated mercury data and the development and use of relevant gender-specific indicators.</p> <p>Support national statistical collection on gender-priority mercury issues, including those related to the control of mercury-added products used primarily by women and children, with primary focus on dental amalgam and cosmetics.</p>	<p>National gender-related laws and mandates identified.</p> <p>Contact with national gender mechanisms established.</p>
6. Ensure funding and resources, including through the financial mechanism of the Convention (SIP and GEF)		
<p>Ensure adequate funding for gender activities in programmes and projects, including through the SIP and GEF.</p> <p>Identify opportunities for developing gender-forward projects for funding under the Convention's financial mechanism and other sources of funding.</p>	<p>Integrate gender awareness and planning into budgets and national commitments.</p> <p>Provide and advocate for more funding to the SIP to support targeted gender-forward projects, including those designed to build gender capacities, including in the use and collection of gender-disaggregated data.</p> <p>Advocate for giving preference to women-owned organizations, or organization with strong gender equality policies, when awarding funding under the SIP and GEF.</p> <p>Through the COPs guidance process, identify gender mainstreamed projects as high priorities for GEF funding, and for targeted GEF resources.</p> <p>Include gender considerations in the terms of reference for the next review of the financial mechanism.</p>	<p>Gender funds dedicated and tagged.</p> <p>Gender considerations included in the terms of reference of the next review of the financial mechanism</p>

<i>Proposed gender action plan activities to be undertaken by parties and other stakeholders</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
7. Develop and disseminate knowledge		
<p>Encourage and support original research that produces new understanding of gender and mercury.</p> <p>Collect and disseminate case studies that foreground gender-aware approaches to mercury exposures, production, use, and consumption.</p>	<p>Strengthen the evidence base, understanding, and analysis of the gender-related dimensions of mercury use and production, as well as the role of women and girls as agents of change in achieving the Convention's objectives, including insights from women and girls from indigenous communities.</p> <p>Actively solicit case studies and best-practice examples from partners of gender inclusion in programmes and projects.</p> <p>Collect case studies and best practices on monitoring, evaluation and indicators and report to the Secretariat.</p> <p>Develop knowledge materials that explain issues and relationships, such as the intersectional and gender positions of people in relation to mercury in livelihoods, health and food security, the relevance of mercury to gender issues, especially on the mercury- containing consumer goods marketed to women in the name of enhancing femininity, the heightened vulnerability of pregnant women and children to mercury exposure.</p>	<p>Case studies collected.</p> <p>Research plans or outcomes identified.</p>
8. Encourage and participate in knowledge-sharing		
<p>Create and participate in opportunities for knowledge sharing</p>	<p>Initiate multilateral and bilateral discussions with other Parties to compare best practices on including gender in the development and implementation of ASGM national action plans and the use of gender-disaggregated data.</p> <p>Participate in calls from the Secretariat for knowledge-sharing events and activities.</p> <p>Report on challenges and benefits of integrating gender in the development and implementation of ASGM national action plans and using gender-disaggregated data.</p>	<p>Best-practices consultations held with other Parties.</p> <p>Participating in knowledge-sharing opportunities at COPs and other events.</p>
9. Widen constituencies		
<p>Engage women's and youth groups that are active in relevant sectors (e.g. formal and informal mining) and take into account their experiences and knowledge when developing programmes and projects to be implemented under the Convention.</p> <p>Build new constituencies and public awareness by connecting with and engaging women's groups who have not previously engaged with mercury issues</p> <p>Build alliances with international intergovernmental organizations, NGOs and United Nations entities, including the World Health Organization and UN-Women</p>	<p>Develop or support networks among local women and gender related organizations to strengthen the presence of the gender component in decision-making instances.</p> <p>Support women's organizations/networks to participate, lead and take decisions in the formulation of mercury issues, including through provision of financial support and holding consultations with women and gender advocates.</p> <p>Implement awareness-raising campaigns to increase the understanding of mercury issues among gender-related and women's organizations.</p>	<p>Women's groups identified and engaged.</p> <p>Information materials and campaigns developed and disseminated amongst women's organizations.</p> <p>Awareness-raising materials developed.</p>

<i>Proposed gender action plan activities to be undertaken by parties and other stakeholders</i>		
<i>Goals</i>	<i>Activities</i>	<i>Indicators</i>
	<p>Inform and engage women's NGOs and civil society organizations about relevant programmatic developments.</p> <p>Develop awareness-raising materials on gender issues and mercury, such as brochures, videos, and exhibitions; ensure that these materials are made available to/circulated among vulnerable groups and sub-groups.</p>	