



MEDIA BRIEF

What's at Stake for Gender Equality at COP30

Renewing the UNFCCC Gender Action Plan





Why This Matters

At COP30 in Belém, governments are expected to adopt a renewed Gender Action Plan (GAP) — a blueprint to turn the UNFCCC’s commitment to gender equality into practice across every pillar of climate action.

This renewal comes at a time of unprecedented backlash against gender equality and human rights, where hard-won gains are being challenged in multilateral spaces. **The strength of the next GAP will depend on political will and solidarity among Parties to not only safeguard existing language, but to advance gender-responsive implementation that delivers measurable impact for people and the planet.**



“The GAP is not symbolic. It’s a test of whether governments will move from promises to practice — and whether climate action will truly work for all.” - **Bridget Burns, Executive Director, WEDO**



What is the Gender Action Plan?

The Gender Action Plan (GAP) operationalizes the Lima Work Programme on Gender (LWPG), adopted in 2014 to promote gender balance and integrate gender across all areas of the UNFCCC.

Key Timeline

- **2012:** Gender becomes standing COP agenda item (COP18)
- **2014:** Lima Work Programme on Gender (COP20)
- **2017:** First GAP adopted (COP23)
- **2019:** Enhanced GAP adopted (COP25)
- **2024:** Enhanced LWPG extended for 10 years (COP29)
- **2025:** Renewal due at COP30 (Belém, Brazil)

READ: Pocket Guide to Gender in UNFCCC (2020)

VISIT: Gender Climate Tracker

GAP vs. LWPG

Lima Work Programme on Gender (LWPG)	Gender Action Plan (GAP)
To promote gender balance and gender-responsive climate policy across all UNFCCC processes.	To operationalize the LWPG by detailing specific actions, actors, indicators, and timelines for achieving its goals
Anchors gender work under the COP and provides legal continuity; mandates reviews, establishes overarching principles, and requests reports from the Secretariat and constituted bodies.	Translates those mandates into actionable workstreams for Parties, the Secretariat, and stakeholders.





Role of the LWPG & GAP

- The LWPG and GAP are institutional tools that **weave gender equality into the heart of UNFCCC processes**.
- They create the scaffolding — **focal points, training, reporting, data, and coherence mechanisms** — that enable gender equality to be realized within finance, adaptation, and mitigation policies.
- They **ensure coherence across bodies** and link global decisions to national implementation (e.g., via national gender & climate change focal points, GAP indicators, and reporting requirements).
- They **do not replace the responsibility of thematic negotiations (e.g., finance, technology, just transition) to integrate gender-responsive language and commitments**.

Why It's Urgent

Despite decades of commitments, progress on gender equality in climate policy and participation remains slow, and in some areas, stalled. At **COP29, only 35% of Party delegates were women**, a gain of less than five percentage points since 2008.

- **Violence against women environmental defenders is rising**, particularly in extractive sectors like mining, agribusiness, and plantations, and is highest in the Global South.
- As the climate crisis deepens, **demand for health and care work is increasing**, yet these sectors remain undervalued and underpaid.
- **Women make up only 20% of the global energy workforce**, despite comprising nearly half the global labor force.
- **National gender and climate strategies remain siloed and under-resourced**, too often disconnected from the lived realities of frontline communities.

Without concrete actions, **gender inequality will continue to undermine the effectiveness and justice of global climate action.**



A coherent, action-oriented GAP could move from commitments to collective implementation

WEDO is advocating for a GAP that will:

1. Strengthen Coherence Across Systems
2. Ensure Meaningful and Equitable Participation
3. Address Emerging Intersections
4. Enhance Coordination, Data, and Accountability
5. Align Finance with Community Needs



From Bonn to Belém

- At **Bonn (SB62)**, Parties began developing activities for the renewed GAP.
- Work continued with a **second workshop in Addis Ababa**, held during Africa Climate Week, with strong, constructive engagement from many Parties.
- Civil society, including women's rights and feminist organizations, ensured the draft remained grounded in rights-based and inclusive approaches.

Building Momentum Toward COP30

- **Broad support** exists across regions for a robust, implementable GAP.
- **African Group** countries have emphasized scaling up finance for gender-responsive climate action.
- **The EU** is committed to an ambitious outcome that strengthens global cooperation.
- **AILAC continues to champion human rights** language and best practices in implementation.
- Brazil, as COP30 host, **has identified the GAP as a key priority.**





We Are Calling For

Parties are urged to:

- **Stand firm** against efforts to weaken gender equality or human rights language.
- **Adopt an ambitious, measurable, and resourced GAP** that reflects today's realities.
- **Reaffirm gender equality as essential to effective, inclusive climate action.**
- **Invest in implementation**, with clear indicators, national integration, and transparent reporting.

Where to find us

WEDO will engage in both policy and public spaces at COP30, supporting feminist negotiators and working with journalists to connect the dots between global frameworks and real-world action.

Visit wedo.org for more on all our events.

Catch us Week 1 here:

Tuesday, November 11th

Press Conference – Feminist Demands at COP30

3:30 PM, Press Room 2, Area D





WEDO Gender / GAP Experts



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Dates in Belem: 14 - 21 November

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Dates in Belem: 10 - 21 November

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THANK YOU

The Women's Environment and Development Organization (WEDO) is a global advocacy organization advancing gender equality, environmental integrity, and human rights. For over 30 years, WEDO has led efforts to ensure that women's leadership and feminist analysis shape global climate policy and action.

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