

Decision Project No. 5

Advancing the implementation of Gender Equality in Environmental Management in Latin America and the Caribbean

The Ministers and Heads of Delegation participating in the 23rd Meeting of the Forum of Ministers of Environment of Latin America and the Caribbean, from October 24th to 26th, 2023 in Panama City:

Emphasizing that the Latin America and Caribbean region faces significant challenges within the framework of the planetary environmental crises of climate change, pollution, biodiversity loss, land degradation among others, which combined with other social, economic, and political crises, create a multi-threat context where women and girls experience significant inequalities and disadvantaged situations, through all their life cycle, due historical patterns of discrimination and exclusion of social, economic, political, and cultural character, which have also extended to the ownership, management, and utilization of natural resources, including the disproportionate effects of pollution and the impact of disasters on them.

Considering that the United Nations Convention on Biological Diversity, the United Nations Framework Convention on Climate Change, the United Nations Convention to Combat Desertification, the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade: the Stockholm Convention on Persistent Organic Pollutants; and the Minamata Convention on Mercury, all include Gender Action Plans; as well as major environmental and climate vertical funds also incorporate policies and guidelines on gender equality and women's empowerment: and that the 2030 Agenda for Sustainable Development urges countries to achieve gender equality and empower women and girls across all sectors (SDG 5).

Recognizing that the overall framework on gender equality and all women's rights has experienced significant progress in the environmental field and calls for its integration, as evidenced notably in the 14th and 15th Regional Conferences on Women in Latin America and the Caribbean and the 66th session of the Commission on the Status of Women. Additionally, there are environmental mandates outlined in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Rio Declaration and Agenda 21, the Beijing Declaration and Platform for Action, the Generation Equality Forum, and the Montevideo Strategy for the Implementation of the Regional Gender Agenda within the Sustainable Development Framework towards 2030, among others.

Recalling that in response to the gender and environment gaps, the Forum of Ministers of Latin America and the Caribbean included, for the first time, the consideration of a gender perspective as a relevant variable in environmental public policies in its Ministerial

Declaration in Buenos Aires in 2018; and that additionally, at the Intersesional Meeting in Barbados in November 2019, the establishment of a Regional Working Group on Gender and Environment was approved.

Acknowledging the historic approval of the first decision on gender and environment during the 22nd Meeting of the Forum of Ministers of Environment held in Bridgetown, Barbados in 2021, in which Decision 7 on "[Promoting Gender Equality in Environmental Management](#)", recognizes and values women and girls as agents of change and urges all countries in the region to develop affirmative actions within the framework of environmental public policies to make visible and value the contributions of women to sustainable development, as well as the existing gaps in access, control, use, and benefit of natural resources, as well as the negative impacts on women and girls resulting from unsustainable exploitation of natural resources.

Taking into consideration that the Regional Working Group on Gender and Environment of Latin America and the Caribbean has successfully consolidated with a membership of 20 countries from the region and 5 allied organizations¹. Together, they have made significant progress in deepening the understanding of gender and environmental gaps in the region, advancing the implementation of the work plan set for the period 2020- 2023.

Highlighting the leadership and work carried out by the member countries and their delegations to the Regional Working Group on Gender and Environment of Latin America and the Caribbean, during the first period of 2020-2023.

Appreciating the work and commitment of the Government of Chile, through its Ministry of the Environment, as Chair of the Regional Working Group on Gender and Environment of Latin America and the Caribbean during the period of 2020-2023, as well as the accompaniment and support provided by the United Nations Environment Programme (UNEP) in its role as the technical secretariat of the Group.

Decide to

1. **Reaffirm** the commitment of the Latin America and Caribbean region to the implementation of the 2030 Agenda and its Sustainable Development Goals (SDGs), with special emphasis in this Decision and SDG 5: Gender equality and women's empowerment, through the promotion of gender mainstreaming in the environmental policies of the countries in the region.
2. **Welcome** all mandates regarding gender and environment agreed upon in the

¹ The group is composed of delegates from 20 countries (including 3 from the Caribbean): Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Lucia, Trinidad and Tobago, Uruguay, and Venezuela. In addition, there are 5 observer organizations as permanent invitees: ECLAC, FIIAPP, EU-LAC Foundation, UN Women and UNDP, along with the support of UNEP in the role of the Technical Secretariat.

Multilateral Environmental Agreement.

3. **Encourage** the Ministries of Environment and similar ministries in the 33 countries of Latin America and the Caribbean to advance the identification of gender gaps, inequalities, and barriers associated with the planetary environmental crises, and to develop environmental policies and the development of transformative projects with a gender focus.
4. **Continue to make progress** in regional cooperation, knowledge capacity building, and the development and dissemination of information on various gender and environment topics, including migration, environmental displacement, disasters risk management, environmental health, management of chemicals and hazardous and other wastes, as well as advances in the balanced participation in environmental management.
5. **Encourage** countries to carry out analyses with a gender and environmental perspective with an intersectionality approach, including variables such as age, ethnicity, origin, health status, geographic location (urban and rural), social stratum, educational level, among other categories, in the formulation of its environmental management policies and instruments, as well as their services and activities.
6. **Urge** the highest environmental authorities (such as Ministries of Environment or similar) to promote synergies with other governmental entities that promote gender mainstreaming, especially with National Mechanisms for the Advancement of Women, in order to develop knowledge and initiatives on gender and environment, as well as innovative financial mechanisms that promote financial flows to overcome gender and environment gaps.
7. **Support** the strengthening of the technical capacity of government institutions, such as Ministries of Environment, the National Mechanisms for the Advancement of Women, and National Statistical Institutes, for the periodic production of reliable, comprehensive and relevant statistics, disaggregated by sex and gender, to measure progress on gender and the environmental issues in the various environmental domains.
8. **Call** for a permanent space of discussion on gender and environment in the agenda of the ministerial segment of the biannual meetings of the Forum of Ministers of the Environment of the Latin America and the Caribbean; being able to establish when necessary a space for discussion for the Regional Working Group on Gender and Environment of Latin America and the Caribbean, formed on a voluntary basis by high-level authorities (Ministers or Vice-Ministers) of the Ministries of Environment or similar entities of the member countries of the Group, to meet once a year, with the purpose of proposing and accompanying initiatives related to the execution of the Group's Work Plan, at up at regional level.
9. **Approve** the new terms of reference, as well as adopt the Work Plan 2023-2025 of

the Regional Working Group on Gender and Environment of Latin America and the Caribbean (Attached Annex 2). As well as to motivate the countries of the region to support the implementation of the activities outlined in the Plan, promoting the exchange of experiences and information, taking responsibility for the Plan, and promoting actions to mobilize resources to facilitate its effective implementation.

10. **Encourage** the United Nations Environment Programme (UNEP), with the support of the Inter-Agency Technical Committee (CTI), and other international cooperation organizations, to continue supporting the Regional Working Group on Gender and Environment of Latin America and the Caribbean, by mobilizing resources to enable the implementation of the Work Plan for the period 2023-2025, including the development of technical guidelines and knowledge management mechanisms, including training activities, spaces for information exchange and awareness-raising, and the deployment of projects and fieldwork with women's organizations.
11. **Invite** the Ministries of Environment and similar ministries of the 33 countries of Latin America and the Caribbean that are part of this Forum to apply the tools that have been generated by the Regional Working Group on Gender and Environment of Latin America and the Caribbean for gender mainstreaming in environmental policies and projects. Also, to encourage the Group to continue producing new tools for the countries to integrate the gender approach in all environmental issues.

Annex 1

Terms of Reference, Operating Regulations and Governance Framework

Regional Working Group on Gender and Environment of Latin America and the Caribbean

1. Background

During the 21st meeting of the Forum of Ministers of Environment of Latin America and the Caribbean (LAC), held in Argentina in 2018, discussions were held on topics related to pollution, decarbonisation, and the sustainable use of natural resources, among others. The Buenos Aires Ministerial Declaration (page 3) included the following agreement for the first time:

"To consider the gender perspective as a relevant variable for the design and implementation of public policies in environmental matters, addressing the gaps currently faced in the region and the opportunities that arise from sharing experiences on this topic, in order to advance the fulfilment of the 2030 Agenda and the Sustainable Development Goals (SDGs)".

Additionally, during this meeting, the Ministers agreed to take into account the gender perspective in environmental policies, considering the gaps and opportunities in the region, within the context of the implementation of the Sustainable Development Goals (SDGs).

Subsequently, the 4th United Nations Environmental Assembly adopted a decision in 2019 to **promote gender equality, human rights, and the empowerment of women and girls in environmental governance** (UNEP/EA.4/Res.17, 2019). The decision also requested the United Nations Environment Programme (UNEP) to facilitate the collection of data and lessons learned in this regard.

In line with these agreements, in 2019, UNEP released a document titled "[Gender and Environment: A Preliminary Analysis of Gaps and Opportunities in Latin America and the Caribbean](#)", identified significant gaps, conclusions, and preliminary recommendations for the region. A draft of the study was presented during the [Intersessional meeting of the Forum of Ministers of Environment in Barbados in November 2019](#), aiming at introducing an understanding of the issue in Latin America and the Caribbean and guiding future national and regional efforts to address environmental issues with an integrated gender approach.

As a result of this meeting, the Forum of Ministers approved the establishment of a Regional Working Group on Gender and Environment, with the mission of technically reviewing the document gender and environment; and the drafting of a regional work plan

on gender and environment to be presented at the next meeting of the Forum. In line with these agreements, the responsibility for the Secretariat of the Working Group and its convening was assigned to the United Nations Environment Programme (UNEP).

As a first step of this initiative, in the second quarter of 2020, UNEP invited the Ministries of Environment of Latin America and the Caribbean and their similar Ministries interested in voluntarily joining this Group, requesting to delegate focal points. The first formal virtual meeting of the Group took place on July 30, 2020.

The first regional work plan and preliminary terms of reference of the Group were approved at the 22nd Forum of Ministers of Environment of LAC in February 2021, as part of Decision No. 7 "[Promoting Gender Equality in Environmental Management](#)" (pp. 78-92). This decision was designed, proposed, and managed by the Group, and it became the first decision of the Forum focused on gender and environment issues.

At the same time, during these years, new scenarios and challenges posed by the planetary environmental crises of climate change, pollution, biodiversity loss, land degradation, among others, have taken shape. Multilateral Environmental Agreements and mechanisms that require gender mainstreaming have emerged and been renewed, such as the Biodiversity Convention, the progress of the working group for a new binding Instrument on Plastic pollution, the Escazú Agreement, the renewed Climate Change Framework of the Intergovernmental Panel on Climate Change (IPCC), among others, as well as growing phenomena such as environmental migration and disasters.

Therefore, considering the evolution of the Group and changes in the regional context, in 2023 it was proposed to update of the terms of reference and define the governance and operational scheme for the Group, to be presented within the mechanisms and preparatory sessions of the 23rd Forum of Ministers of Environment of Latin America and the Caribbean in 2023. The approved document is presented below.

2. Objectives of the Group

The Regional Working Group on Gender and Environment of Latin America and the Caribbean was established in 2019, at the recommendation of the Forum of Ministers of Environment, with the first purpose of defining a Regional Work Plan on Gender and Environment. Within this framework, the following objectives have been defined by the Group:

2.1 General Objective of the Group

- To contribute to closing the gender and environment gaps in the countries of Latin America and the Caribbean, within the framework of the planetary environmental crises.

2.2 Specific Objectives of the Group

- To generate information and knowledge on gender and environmental gaps in Latin America and the Caribbean within the framework of the planetary environmental crises.
- Raise awareness and disseminate information, best practices, and knowledge about gender and environment among countries in Latin America and the Caribbean.
- Strengthen capacities for gender mainstreaming in the Latin America and Caribbean region, within the framework of the global environmental crises.
- Promote gender mainstreaming in environmental policies in Latin America and the Caribbean.
- To promote the participation and empowerment of all women in their relationship with the environment and natural resources in Latin America and the Caribbean within the framework of the planetary environmental crises. These specific objectives will be taken into account as focus areas within the periodic work plans designed by the Group.

3. Members of the Group

The Regional Working Group on Gender and Environment of Latin America and the Caribbean will have the following membership categories²:

1. **National members:** corresponds to the national focal points, formally designated by the Ministries of Environment and their similar, of the countries of Latin America and the Caribbean, who voluntarily wish to be part of the Group.
2. **Observer entities:** these are entities formally invited to attend the meetings and activities of the Group and that demonstrate a continuous commitment to the objectives and work plan of the Group. The role of these non-governmental entities will be advisory and will consist of supporting the orientation of the Group's activities, as well as the implementation of the work plan.
3. **Technical Secretariat:** the United Nations Environment Programme (UNEP) was

² The Group will seek to maintain gender parity among its members.

designated in 2019 by the Forum of Ministers of Environment to serve as the Technical Secretariat of the Group and to provide it with technical support and assistance in the development of the work plan and its operation.

4. **High-Level Advisory Committee:** The Group may have a high-level advisory committee or similar body composed of high-level authorities (Vice Ministers or Ministers) from the Ministries of Environment in the region, for the purpose of accompanying initiatives related to the management of public policies and binding ministerial decisions on gender and environment at a regional scale.
5. **Other Partner Entities:** the Group will be able to count on other allied entities and networks in the execution of specific activities.

3.1 Process to formalize participation in the Group

Both countries and observer entities must formalize their voluntary adherence to the Group by sending formal notifications, such as email or letter, addressed to the Technical Secretariat of the Group (UNEP) or the country holding the Presidency. At any time countries and observer entities can include, change, or remove their delegates to the Group at any time, and such changes should be communicated to the Technical Secretariat of the Group (UNEP) or the Presidency.

Participation in the Group is voluntary, and each participant can individually determine the extent of their contribution to the Group's work. Membership in the Group does not have a time limit, and a country or entity may withdraw from the Group at any time it deems appropriate, which should be communicated by means of an email or letter to the Technical Secretariat of the Group (UNEP) or the country holding the Presidency.

NOTE: Members of the Interagency Technical Committee of the Forum of Ministers of Environment of Latin America and the Caribbean (World Bank, IDB, ECLAC, and UNDP), IUCN, UN Women, CAF, academia, civil society experts, the Women's Major Group³, other UN agencies, and the UN System's Interagency Gender Group (IAGG), among other entities, would serve as sources of consultation if required by the Group.

4. Group's Presidency and Functions

The Regional Working Group on Gender and Environment of Latin America and the

³ The Women's Major Group (WMG) was created at the Earth Summit in 1992 in Rio de Janeiro, Brazil, where governments recognized women as one of the nine major groups of society to achieve sustainable development. The WMG is an official participant in United Nations processes on sustainable development. <http://www.womenmajorgroup.org/>

Caribbean will have a Presidency, which can only be held by one of the member countries of the Group.

The Presidency will be elected from among the participating countries in a meeting specifically convened for this purpose. The election will be conducted through a public voting mechanism. The chosen country will be the one that achieves a simple majority, which is more than half of the votes from the participating countries in the respective session.

The election of the Group's Presidency should take place at least one month before or a maximum of one month after the corresponding Forum of Ministers of Environment.

The Presidency of the Group will be exercised by the elected country until the next session of the Forum of Ministers of Environment (for approximately 2 years). The country holding the Presidency may nominate itself again in the next election and can be re-elected for a maximum of one additional term.

4.1 Functions of the Presidency

The functions of the country holding the Presidency of the Group are as follows:

1. Chair ordinary and extraordinary meetings.
2. Establish the agenda for ordinary and extraordinary meetings in coordination with the Technical Secretariat (UNEP).
3. Ensure compliance with these terms of reference that make up the operational regulations and mandate of the Forum of Ministers for the Group.
4. Guide the work of the Technical Secretariat (UNEP) in its work.
5. Represent the Group in various spaces and events related to gender and the environment.
6. Officially represent the Group at the Forum of Ministers of the Environment.
7. Evaluate proposals for membership and appointment of focal points from observer entities.
8. Prepare, in consultation with the participants, a Work Plan for the Group's activities for approval by the Group.
9. Contribute to resource management and partnerships for the operation of the Group and the implementation of its work plan.
10. Review and provide feedback on meeting minutes and other products prepared by the Technical Secretariat of the Group (UNEP).
11. Review and provide feedback on meeting minutes and other products, publications,

materials, etc., produced by the Group.

12. Encourage the participation and commitment of the countries and permanent invited observer entities to actively participate in meetings and fulfil the tasks and work plan of the Group.
13. Lead and ensure compliance with the work plan.
14. Support the implementation of the Group's activities according to the Work Plan, subject to resource availability.

5. Technical Secretariat of the Group

Since 2019, the United Nations Environment Programme (UNEP) was appointed by the Forum of Ministers of Environment to serve as the Technical Secretariat of the Group.

5.1 Functions of the Technical Secretariat of the Group

These are the functions of the UNEP as the Technical Secretariat of the Group:

1. Establish the agenda for regular and extraordinary meetings in coordination with the Presidency.
2. Support the Presidency in conducting regular and extraordinary meetings.
3. To prepare the respective minutes of the Group's regular and extraordinary meetings.
4. Convene regular and extraordinary meetings according to the dates defined by the Presidency.
5. Represent the Group in various spaces and events related to gender and the environment in the absence of the Presidency.
6. Officially engage on behalf of the Group with the Forum of Ministers of Environment in the absence of the Presidency.
7. Support the Presidency in preparing the Work Plan for approval by the Group.
8. Support the implementation of the Group's activities in accordance with the Work Plan, subject to resource availability.
9. Contribute to resource and alliance management for the operation of the Group and the fulfilment of its Work Plan.
10. Share meeting minutes and other products with the Presidency for feedback and approval.
11. Review and provide feedback on various products, publications, materials, etc., produced by the Group.
12. Encourage the participation and commitment of various countries and permanent

observer entities invited to participate in the meetings and in fulfilment of the Group's tasks and Work.

13. Monitor the fulfilment of meeting commitments, the Work Plan, and prepare the respective reports.
14. Maintain the Group's information repository, membership lists, and the Group's webpage up to date.
15. Seek and share information of interest to the members of the gender and the environment.
16. Respond to information requests from the Technical Secretariat of the Forum of Ministers of Environment and in general to requests for information from any entity.
17. Widely disseminate the work of the Group to other national and international actors and networks in the Latin America and Caribbean region and globally.
18. Keep the Presidency of the Group informed of any received communication, opportunity, or event that may be important for the management and proper functioning of the Group.

6. Working modalities

Mainly, the Group will coordinate, conduct meetings, and follow up on the implementation of its work plan through virtual mechanisms.

The Group will determine the frequency of its regular meetings, which shall not be less than two meetings per year (at least one per semester). The Presidency, in coordination with the Technical Secretariat, will define the dates of the regular and extraordinary meetings.

The member countries and participants in each meeting will form the Assembly of the meeting, which is the highest decision-making body and constitutes the highest-level mechanism in the Group's governance structure.

The Assembly of each meeting will adopt necessary decisions for the Group through consensus. In the event that consensus cannot be reached, these decisions will be adopted by a majority vote of more than half of the participating countries in the meeting.

In the various meetings and in the Group's Work Plan, the establishment of voluntary temporary or permanent working committees may be considered for specific themes or to fulfil tasks.

English and Spanish will be the working languages of the Group, recognizing that there are several languages in the region. Efforts will be made to circulate all official documents

related to the Group in both languages.

7. Work Plan

Under the leadership of the Presidency and the Technical Secretariat (PNUMA), in accordance with the agreed objectives, and with the participation and contribution of the member countries, the Group will present an updated work plan for approval at each new session of the Forum of Ministers of Environment of Latin America and the Caribbean.

8. Validity and updating of the terms of reference

These terms of reference have an indefinite validity, without prejudice to the mandate and decisions adopted by the Forum of Ministers of Environment of Latin America and the Caribbean, this framework can be updated at any time when the Group's Presidency or the Assembly of countries deem it necessary, in accordance with changes in the context or the needs of the Group.

Changes to the terms of reference must be approved at a meeting convened for this purpose, by a simple majority of participating countries in the meeting, and subsequently presented and approved by the mechanisms defined within the framework of the Forum of Ministers of Environment.

9. Documentation

UNEP, in its role as the Technical Secretariat of the Group will serve as the repository for files or any other exchange of documentation. Participants should send relevant documentation and comments to the UNEP focal point, who will be responsible for incorporating suggestions from Group members into the documents. Additionally, UNEP will make available any documents to Group members, including the final versions.

This repository of information, in its final versions, should be accessible to all Group members through a virtual mechanism.

Annex 2. Workplan 2023 – 2025

Regional Working Group on Gender and Environment of Latin America and the Caribbean

Presentation

On July 30, 2020, the first formal meeting of the Regional Working Group on Gender and Environment of Latin America and the Caribbean (LAC) took place. This group was created by the decision of the Forum of Ministers of Environment of LAC, with the support of the United Nations Environment Programme (UNEP), which is responsible for its Secretariat.

By 2023, this Group had 20 member countries from LAC and 5 observer entities, in addition to UNEP. Together they designed and developed a regional work plan for the period 2020-2023, which achieved a compliance level of 96%.

As the next step, the Group has prepared the present Work Plan for the period 2023-2025, which, like the Group's general objective, seeks to contribute to closing the gender and environment gaps in the countries of Latin America and the Caribbean, within the framework of the planetary environmental crises and their relationship with the global social, political, environmental, and economic political crises.

The planetary environmental crises refer to climate change, pollution, biodiversity loss, land degradation, among others, which together with other social, economic and political crises, make up a multi-threat context, where all women and girls experience great inequalities and disadvantages. This is due to historical patterns of discrimination and exclusion of a social, economic, political and cultural nature, which have also extended to the ownership, management and use of natural resources, as well as the disproportionate effects of pollution and the impact of disasters on them.

However, not all women and girls experience and suffer from this multi-crisis, nor from their relationship with the environment. Therefore, this Work Plan recognizes the importance of intersectionality, understood as an approach that recognizes that women are not a homogeneous group and therefore it is necessary to establish how gender intersects with other dimensions such as social class, race, ethnicity, geographic location, disability, sexuality, age, among others. These multiple dimensions give rise to specific experiences of discrimination, oppression, and exclusion, as well as specific capacities that need to be addressed through a differentiated approach. **The following Work Plan will integrate this approach in an integral manner, being present in all areas of focus, products, and activities.**

Likewise, it is essential for the Group to make progress in achieving the targets of the Sustainable Development Goals (SDGs), especially SDG 5, which refers to gender equality and women's empowerment, as well as the 14 indicators distributed across 8 of the SDGs that explicitly aim to mediate the relationship between gender equality and the environment.

Work Plan October 2023 - 2025
Regional Working Group on Gender and Environment of Latin America and the Caribbean
Forum of Ministers of Environment of Latin America and the Caribbean

Activities	Period 2023 - 2025	Responsible/s	Potential allies	Observations
Focus Area 1: Dissemination, knowledge, and information generation				
Product 1: Establish mechanisms for compiling and sharing good practices, experiences, information, and knowledge about gender and the environment			Indicator 1. Number of knowledge products and events (virtual and in-person) for the dissemination of information on gender and the environment, available for public access.	
1. Identify the barriers and gaps, as well as the differentiated impacts of the global environmental crises on all women and girls in Latin America and the Caribbean.	2024	All countries	Interagency Technical Committee (ITC) and partner entities of the Group	Deepen understanding of barriers, gaps, and differentiated impacts of gender and the environment in LAC.
2. Expand mapping of actors and good practices in LAC to integrate a gender perspective into environmental issues and policies	On going	All countries	Partner entities of the Group	Based on the study conducted in 2021, each country should expand and complement its database.
3. Generate knowledge and communication products on gender and the environment	On going	All countries	Partner entities of the Group	Examples include publications, research findings, social media campaigns, webinar summaries, technical guides, tools, audio-visual products, etc.

Activities	Period 2023 - 2025	Responsible/s	Potential allies	Observations
4. Develop actions to socialize good practices, experiences, information, and knowledge products on gender and the environment	On going	All countries	Partner entities of the Group	Examples include website updates and dissemination, conducting two annual webinars, organizing in- person events, presenting experiences at Group meetings and other venues, etc.
5. Implement initiatives for the generation and application of information disaggregated by sex and gender and the generation of indicators and analysis of gender and the environment.	On going	All countries	Partner entities of the Group	<p>Examples include working with national institutions responsible for demographic statistics and environmental information. This includes completing the diagnosis of indicator availability on gender and the environment in countries and promoting the identification of indicators that reflect national specificities.</p> <p>NOTE: Take into account the identification of environmental information in other gender variables such as age, ethnicity, disability status, urban-rural, socioeconomic strata, etc. Conduct intersectional analysis on these variables.</p>
Focus Area 2: Creation and strengthening of capacities				
Product 2: Develop mechanisms for the creation and strengthening of capacities on the mainstreaming of gender and the environment				Indicator 2. Number of mechanisms for the creation and strengthening of capacities on the mainstreaming of gender and the environment
1. Systematize the training offerings on gender and the environment, including virtual and free courses, according to the target audience, content in the United Nations system and entities associated.	2024	Secretariat	Partner entities of the Group	Identify gaps in content and target population. That this training offer should also focus on reducing the gaps and obstacles identified in product 1.

Activities	Period 2023 - 2025	Responsible/s	Potential allies	Observations
<p>2. Identify opportunities for formal and non-formal educational training on gender and the environment.</p> <p>Identify and develop capacity building processes for members of the Group and its countries on gender and the environment.</p>	On going	All countries	Partner entities of the Group	Identify scholarship offerings for diplomas, master's degrees, PhDs, etc., as well as the availability of formal, non-formal, and free training.
3. Develop initiatives to create and strengthen capacities for Group members and within countries.	On going	All countries	Partner entities of the Group	Examples include courses, seminars, and in-person or virtual trainings.
4. Encouraged the member countries at the governmental institutional level to participate in the model online course on gender and the environment	On going	All countries	Partner entities of the Group	There are some online courses available in the United Nations system and the Ministry of Environment of Chile. These could be replicated, updated, or adapted.
5. Design at least one model course on gender and the environment that can be implemented at the organizational level of women's organizations in each country	On going	All countries	Partner entities of the Group	Replicate, update, or adapt some of the already available courses.
6. Integrate a guideline document with the basic elements for identifying and reducing gender and environmental gaps	2024	All countries	Partner entities of the Group	It relates to activity 1 in focus area 1.
7. Develop a basic course for communication departments of Ministries of Environment on inclusive environmental communication	On going	All countries	Partner entities of the Group	Communication departments often perpetuate gender roles and stereotypes, so it is important for them to be sensitized to the issues of gender and the environment.

Activities	Period 2023 - 2025	Responsible/s	Potential allies	Observations
8. Exchange experiences and support capacity-building activities regarding gender mainstreaming and gender-responsive budgeting in environmental policies, plans, strategies, and measures in LAC	On going	All countries	Partner entities of the Group	
Focus Area 3: Implementation and mainstreaming of the gender perspective in environmental policies and projects				
Product 3: Generate inputs for mainstreaming the gender perspective in MEAs, policies, and projects associated with the planetary environmental crises.				Indicator 3. Number of spaces in which the Group participates, and inputs produced for mainstreaming the gender perspective in MEAs, policies, and projects
1. Generate synergies and coordination between the Group's work and various regional and international instances of multilateral environmental agreements (MEAs) in LAC, aiming to promote and ensure the mainstreaming of gender perspective in the development, implementation, and monitoring of respective agreements	On going	All countries	Partner entities of the Group	Such as the Escazu Agreement, United Nations Framework Convention on Climate Change (UNFCCC), Convention on Biological Diversity (CBD), Plastic Waste Instrument (PWI), One Health, etc.
2. Produce and publish inputs to promote the mainstreaming of the gender perspective in MEAs, policies, and environmental projects	On going	All countries	Partner entities of the Group	Such as technical notes, guides, summaries, tools, "policy brief"-type publications highlighting the relationship between these issues and gender gaps, and disseminating existing gender-specific action plans and decisions within the UNFCCC, CBD, etc.
3. Foster the mainstreaming of the gender perspective in environmental policies and projects in LAC, utilizing the tools produced by the Group	On going	All countries	Partner entities of the Group	Not only within the Ministries of Environment but also across other development sectors.
4. Identify and disseminate available financial and technical support mechanisms to promote better integration of gender issues in environmental policies, plans, strategies, and measures in LAC	On going	All countries	Partner entities of the Group	This includes identifying funding opportunities for specific groups.

Activities	Period 2023 - 2025	Responsible/s	Potential allies	Observations
5. Promote the participation of the Institutional Mechanisms for the Advancement of all Women and national gender-related institutions in the processes of developing, implementing, and updating environmental policies, plans, strategies, and measures in LAC	On going	All countries	Partner entities of the Group	
Focus Area 4: Participation and empowerment of women				
Product 4: Take actions to increase the participation and empowerment of women in their relationship with the environment and natural resources				Indicator 4. Number of actions to increase the participation and empowerment of women in their relationship with the environment and natural resources
1. Identify women's groups at the national level that implement actions related to or linked with the environment	On going	All countries	Partner entities of the Group	
2. Develop and manage at least one regional project to promote the participation and empowerment of women in their relationship with natural resources and the environment	On going	All countries	Partner entities of the Group	Within the framework of the elements of the planetary environmental crises. Directed towards women's organizations, preferably with on-the-ground involvement.
3. Create spaces for dissemination, communication, and socialization on all women's participation and empowerment in their relationship with natural resources and the environment within each country	On going	All countries	Partner entities of the Group	
4. Facilitate the exchange of experiences "From Women to Women"	2025	All countries	Partner entities of the Group	This will allow influencing positive changes and increasing the empowerment of women who are working collectively on environmental initiatives or green projects that contribute to their economy.
5. Generate awareness-raising spaces on gender and the environment targeted at girls, boys, adolescents, and youth within each	On going	All countries	Partner entities of the Group	

Activities	Period 2023 - 2025	Responsible/s	Potential allies	Observations
country.				
Focus Area 5: Group management, monitoring, and follow-up				
Product 5: Strengthen the Working Group on Gender and Environment				Indicator 5. Percentage of compliance with the Work Plan, number of collaborations established with partners, and volume of resources managed.
1. Conduct an annual midterm review of the Group's Work Plan, open to making adjustments to activities and indicators.	On going	All		Implement an annual survey to assess the results achieved in countries derived from the work and inputs of the Group.
2. Conduct a final evaluation of the Plan and the achieved results in countries.	2025	All		Based on the information produced on the obstacles and gaps identified in previous activities, integrate a list of gender and environmental problems prioritized by feasibility and importance
3. Organize at least one annual in-person meeting of the Group's membership.	2024 - 2025	All	Interagency Technical Committee (ITC) and Partner entities of the Group	
4. Strengthen the relationship between the Gender and Environment Group and other groups within the Forum of Ministers of the Environment in Latin America and the Caribbean (ALC), to promote gender integration in other areas.	2023 - 2025	All	Interagency Technical Committee (ITC)	
5. Seek engagement and collaboration with other organizations (scientific, academic, social, and international cooperation) working on gender and the environment.	2023 - 2025	Chair and Secretariat		Generate cooperation alliances. Increase the membership of invited permanent observer organizations.

Activities	Period 2023 - 2025	Responsible/s	Potentia l allies	Observations
6. Promote the nomination and/or update of focal points in each ALC country to integrate the Gender and Environment Group.	On going	Chair, Secretariat and country members		