

## ANNEX 2. Global Framework on Chemicals Elements for Consideration in the Draft Gender Action Plan

### I. Introduction

- 1 Gender equality is fundamental to achieving sustainable development, including the sound management of chemicals and waste. Sustainable Development Goal 5 explicitly calls for achieving gender equality and empowering all women and girls. The Economic and Social Council's conclusions 1997/2 mandated mainstreaming a gender perspective into all policies and programmes in the United Nations system, its resolution 2012/24 further welcomed the development of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women. Furthermore, the United Nations Environment Assembly resolution 4/17 emphasized promoting gender equality and the human rights and empowerment of women and girls in environmental governance, stressing the need for gender-sensitive policies and programs that foster women's full participation in environmental decision-making. These mandates recognize that gender-responsive approaches are critical to addressing systemic inequalities—including disparities in chemical exposure, occupational hazards, and environmental health risks.
- 2 The Global Framework on Chemicals (GFC), adopted at the Fifth International Conference on Chemicals Management (ICCM5), embeds gender equality as a fundamental principle in chemical safety and pollution prevention. The Bonn Declaration explicitly calls for gender mainstreaming in chemical management, emphasizing the need for gender-responsive education, training, and public awareness initiatives. Additionally, it highlights the importance of data collection, disaggregated by sex, age, and other demographic factors, on chemical exposure to better assess and mitigate disproportionate health and environmental impacts on different groups. By integrating gender considerations into policy design, implementation, and monitoring, the GFC ensures that chemical safety strategies are inclusive, equitable, and effective.
- 3 The GFC Gender Action Plan (GAP) builds on existing gender mainstreaming efforts in international chemicals and waste processes, identifying gaps and opportunities to strengthen gender integration across the GFC's five strategic objectives. By promoting gender-sensitive approaches—from risk assessment and regulatory frameworks to capacity-building and stakeholder engagement—this plan seeks to contribute to a planet free of harm from chemicals and waste, where no one is disproportionately affected due to their gender. Through targeted actions, the GAP will support the advancement of gender equality while safeguarding human health and the environment for present and future generations.

### II. Vision

- 4 The vision of the GAP is to promote the full and meaningful integration of gender perspectives across all aspects of the Global Framework on Chemicals, ensuring that chemical and waste management policies and actions protect and empower all people, regardless of gender. By promoting gender-responsive policies, equitable participation, and targeted actions, the GAP aims to contribute to a planet free of harm from chemicals and waste—where no individual faces disproportionate risks or barriers due to gender.

### III. Objectives

- 5 Drawing from existing gender action plans, information, stakeholder feedback and best practices, effective gender mainstreaming in the GFC requires:
  - Robust scientific knowledge and gender-disaggregated data;
  - Capacity building and gender-sensitive education;
  - Gender-responsive policy development, including laws, regulations, and institutional frameworks;
  - Multi-stakeholder engagement and gender-inclusive leadership at all levels;
  - Gender mainstreaming in strategic planning, monitoring, and evaluation;
  - Health and safety policies that address gendered exposure risks; and
  - Transparent communication and accountability mechanisms.
- 6 To ensure coherence and systematic gender integration across the GFC's implementation, the GAP is structured around five goals, corresponding to the five strategic objectives of the GFC<sup>1</sup>:
  - (a) Gender-inclusive legal frameworks, institutional mechanisms and capacities are in place to support and achieve the safe and sustainable management of chemicals throughout their life cycle.
  - (b) Gender-disaggregated knowledge, data and information are generated, available and accessible to all to enable informed decisions and actions.
  - (c) Gender-responsive approaches are integrated in identifying, prioritizing and addressing issues of concern.
  - (d) Safer alternatives and innovative and sustainable solutions in product value chains are in place so that benefits to human health and the environment are gender equal while gender-disproportionated risks are prevented or minimized.
  - (e) Enhanced integration of gender perspectives across GFC implementation, including gender-responsive resource mobilization, partnerships, cooperation, capacity-building, and integration into all relevant decision-making processes.
- 7 Due to its cross-cutting nature, the GAP is designed so that the Secretariat, governments, and all stakeholders are accountable for its implementation, as appropriate, thus demonstrating their shared commitment to achieving gender equality in the implementation of the GFC.

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<sup>1</sup> <https://www.chemicalsframework.org/page/strategic-objectives-and-targets>

**Table 1 Elements for Consideration in the Draft Gender Action Plan**

ACTIVITIES	RESPONSIBLE ACTORS	INDICATORS OF ACHIVIEMENT	MEANS OF VERIFICATION, MONITORING AND EVALUATION	TIMELINE	PRIORITY	POTENTIAL FUNDING SOURCE OR/AND COOPERATION AND COORDINATION	IMPLEMENTATION PROGRAMME
<b>GFC-GAP Goal (a). Gender-inclusive legal frameworks, institutional mechanisms and capacities are in place to support and achieve the safe and sustainable management of chemicals throughout their life cycle (corresponding to GFC Strategic Objective A).</b>							
a.1. Develop gender-sensitive regulatory frameworks and policies, ensuring the integration of gender-responsive approaches into national strategies and policies.	GFC Secretariat Governments IOMC organizations UN Women NGOs Private sector Agricultural sector	Numbers of laws, regulatory frameworks and institutional mechanisms created or updated that integrated gender-responsive approaches.  Numbers of gender-responsive regulations concerning chemical safety and health, and biological factors in occupational and domestic exposures.  Numbers of regulations on labelling of chemicals and risks on products.	Annual submissions to report new frameworks and policies developed.  Gender-responsive laws and regulatory framework published.	Ongoing	High	- Staff costs - Subject to available resources	Strengthening integrated national chemicals legislation and institutional capacities  Linking chemicals and waste management with sustainable development decision-making processes.
a.2. Strengthen capacities of stakeholders and decision makers on the integration of gender considerations in laws, regulations and policies on the chemicals and waste management.	GFC Secretariat UN Women UNEP IOMC organizations NGOs Private sector Agricultural sector	Numbers of decision makers trained on the integration of gender considerations in laws, regulations and policies on the chemicals and waste management.  Numbers of people on the management of industrial and consumer chemicals in priority sectors trained on gender-related risks and exposures.	Training reports available on the GFC website.	Short term	High	- Staff costs - Subject to available resources	Strengthening integrated national chemicals legislation and institutional capacities  Linking chemicals and waste management with sustainable development decision-making processes
a.3. Promote self-compliance mechanisms that serve as models of best practices to improve working conditions and foster gender equality in the labour market particularly in priority sectors of gender-disproportionated exposure.	GFC Secretariat ILO FAO Private sector Agricultural sector	Numbers of self-compliance mechanisms in place fostering gender equality.	Best practices published on the GFC website.	Ongoing	High	- Staff costs - Subject to available resources	Strengthening economic and industry sector engagement and action
<b>GFC-GAP Goal (b). Gender-disaggregated knowledge, data and information are generated, available and accessible to all to enable informed decisions and actions. (corresponding to GFC Strategic Objective B)</b>							
b.1. Report gender-disaggregated data and progress on the relevant indicators for the measurability framework across the GFC implementation.	GFC Secretariat IOMC organizations Open-ended ad hoc group on measurability and indicators Private sector Agricultural sector	Gender-disaggregated data reported on relevant indicators for the measurability framework.  Gender-disaggregated data is publicly available and accessible on the GFC website.	Reports available.  Data available and accessible on the GFC website.	Ongoing	High	- Staff costs - Cost neutral	Crosscutting activity with all implementation programmes
b.2. Conduct gender impact assessments, including exposures to biological, chemical or physical agents that represent gender-disproportionate health risks and/or effects, as well as gaps of policies and actions, across sectors such as health, textile, electronics and agriculture, among other priority sectors.	GFC Secretariat IOMC Organizations Governments Private sector Agricultural sector	Development of a guideline to implement gender impact assessments of policies and programs, taking into consideration gender-specific impact of chemical exposure.  Numbers of gender impact assessments conducted, including on chemical users and vulnerable populations.	Guideline available on the GFC website.  Gender impact assessment reports available on the GFC website.	Short term	High	- Staff costs - Subject to available resources	Crosscutting activity with all

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		Numbers of priority sectors and gaps of policies and actions identified.					
b.3. Develop and implement surveys to collect baseline information related to workers and occupational sectors exposed to chemicals and the consequences for their health.	GFC Secretariat IOMC organizations NGOs	Number of surveys* with gender related questions disseminated.  <i>*Surveys include differences in exposure, health effects, and vulnerability to certain chemicals by collecting data disaggregated by sex, age, geographical distribution and other demographic factors, including other intersecting factors (such as socio-economic factors), to better inform gender-responsive policies, plans, strategies and actions</i>	Information available on the GFC website.	Short and medium term	Medium	- Staff costs - Subject to available resources	Strengthening economic and industry sector engagement and action
b.4.Strengthen the evidence base and understanding of the differentiated impacts of chemicals and waste on different genders and populations.	GFC Secretariat IOMC organizations NGOs Private sector Agricultural sector	Number of awareness raising materials (e.g. factsheets, brochures) developed and disseminated.  Number of training sessions organized.	Information and reports available on the GFC website.	Short to Medium term	Medium	- Staff costs - Subject to available resources	Crosscutting activity with all implementation programmes
<b>GFC-GAP Goal (c). Gender-responsive approaches are integrated in identifying, prioritizing and addressing issues of concern (corresponding to GFC Strategic Objective C)</b>							
c.1. Identify capacity needs and enhance capacities to integrate gender perspectives in identifying, prioritizing and addressing issues of concerns.	GFC Secretariat IOMC organizations	Numbers of stakeholders trained to integrate gender perspectives in identifying, prioritizing and addressing issues of concerns.	Reports available.	Ongoing	High	- Staff costs - Cost neutral	Addressing issues of concern
c.2 Integrate gender considerations in the identifying, prioritizing and addressing issues of concern, including in planning and implementation of programmes and projects.	GFC Secretariat IOMC organizations	Numbers of gender approaches incorporated and reported on relevant work for identified issues of concern.	Reports available.	Ongoing	High	- Staff costs - Cost neutral	Addressing issues of concern
<b>GFC-GAP Goal (d) Safer alternatives and innovative and sustainable solutions in product value chains are in place so that benefits to human health and the environment are gender equal while gender-disproportionated risks are prevented or minimized (corresponding to GFC Strategic Objective D)</b>							
d.1. Promote research in gender-specific occupational and health inequalities because of exposure to chemicals and waste.	GFC Secretariat IOMC organizations Academia NGOs	Number of webinars, meetings and workshops organized	Meeting reports are available on the GFC website.	Ongoing	Medium	- Staff costs - Subject to available resources	Crosscutting activity with all implementation programmes
d.2. Ensure integration of gender perspectives in creating and promoting safe alternatives and innovative and sustainable solutions.	GFC Secretariat IOMC organizations Governments Private sector NGOs	Numbers of good practices identified.  Number of information sessions held with the industry.	Cases of good practices available on the GFC website.	Medium	Medium	- Staff costs - Subject to available resources	Strengthening Economic and Industry Sector Engagement and Action Along Value Chains
d.3. Promote access to information related to the gender perspective in environmental and health protection, enabling consumers to make an informed choice when purchasing certain products.	GFC Secretariat IOMC organizations Governments Private sector Agricultural sector NGOs	Numbers of communication materials and briefing sessions organized.  Numbers of industries labelling chemical and waste related risks incorporating the gender perspective.	Reports and recording of information meetings and briefings available on the GFC website.  Factsheets and communication materials available on the GFC website.	Ongoing	Medium	- Staff costs - Subject to available resources	Crosscutting activity with all implementation programmes

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		Numbers of consumers sensitised to make informed consumption.					
<b>GFC-GAP Goal (e) Enhanced integration of gender perspectives across GFC implementation, including resource mobilization, partnerships, cooperation, capacity-building, and integration into all relevant decision- making processes (corresponding to GFC Strategic Objective E)</b>							
e.1. Enhance capacity on gender mainstreaming in resource mobilization, partnerships, cooperation, capacity building and decision-making processes across the GFC implementation.	GFC Secretariat Governments IOMC organizations	Number of training and capacity building activities organized.  Gender-balanced participation reached in GFC's capacity building activities.	Reports available on the GFC website.	Ongoing	High	- Staff costs - Subject to available resources	Crosscutting activity with all implementation programmes
e.2. Assign gender focal points (in line with Resolution V/7) and foster collaboration, as appropriate, with secretariats of multilateral environmental agreements and with relevant United Nations agencies and programmes.	GFC Secretariat IOMC Organizations	Gender Focal Points nominated.  Number of joint activities and cooperation with other MEAs and UN entities organized.	List of Gender Focal Points.  Reports of joint activities with other MEAs and UN entities on gender mainstreaming.	Immediate	High	- Staff costs - Subject to available resources	Crosscutting activity with all implementation programmes
e.3. Encourage gender-balanced representation and leadership in GFC's implementation and decision-making processes.	GFC Secretariat Governments IOMC organizations Stakeholders	Balanced gender representation in nominations for GFC meetings and workshops.  Gender balance reached in the selection of co-chairs and facilitators for intersessional groups and subsidiary bodies.	List of participants include gender-balanced delegations.  Meeting reports.  Information on the GEF website.	Immediate	High	- Staff costs - Cost neutral	Crosscutting activity with all implementation programmes
e.4. Raise awareness on gender-responsive chemical policies, gender-specific chemical risks and sustainable solutions, including through communication campaigns, educational, public participation, among others.	GFC Secretariat Stakeholders Children and youth groups Indigenous groups NGOs Partnerships	Numbers of awareness campaigns organized.  Number of communication materials and tools developed and disseminated.  Number of vulnerable populations sensitised.  A section developed on GFC website focusing on gender.  Events, briefings and information sessions incorporate gender perspective	Communication materials and tools available on the GFC website and relevant media channels.	Short to medium term	Medium	- Staff costs - Subject to available resources	Crosscutting activity with all implementation programmes
e.5. Promote engagement, cooperation and coordination with MEAs, IGOs and existing partnerships such as the Gender and Chemicals Partnership.	GFC Secretariat MEAs IGOs Partnerships	Numbers of joint activities organized with relevant initiatives and partnerships.	Meeting reports. Progress reports.	Ongoing coordination	High	- Staff costs - Subject to available resources	Crosscutting activity with all implementation programmes
e.6. Support fundraising for dedicated mechanisms that prioritize gender equality and gender-responsive initiatives related to chemicals and waste management	GFC Secretariat	Number of consultations held.  Number of initiatives promoted and supported.  Number of activities funded.	Reports available on the GFC website.	Ongoing	Medium	- Staff costs - Subject to available resources	Crosscutting activity with all implementation programmes