

Gender road map of the Minamata Convention on Mercury

SECRETARIAT	PARTIES, CONFERENCE OF THE PARTIES, AND OTHER STAKEHOLDERS	PROGRAMMES AND PROJECTS
HIGHEST PRIORITY		
<ul style="list-style-type: none"> • Recruit/appoint a gender focal point • Establish a secretariat-based gender working group 	<ul style="list-style-type: none"> • Organize capacity-building/training workshops for parties' representatives, particularly women, on gender mainstreaming principles, United Nations and related mandates, and content-based understanding of gender and mercury • Provide initiatives for capacity-building in leadership, negotiation and facilitation of negotiation for women delegates, including through webinars and in-session training to enhance women's participation in the Minamata Convention process • Liaise with UN-Women for training events 	<ul style="list-style-type: none"> • Strengthen inclusion of gender, particularly women and girls, in national action plans
<p>Initiate decision-making on the process/actors/timeline to develop a gender action plan</p>	<ul style="list-style-type: none"> • Establish expectations for gender parity in all Conference of the Parties' and parties' activities • Establish and sustain a gender inclusive governance structure, focused on strengthening representation and leadership from women. 	<ul style="list-style-type: none"> • Develop gender mainstreaming toolkits for project principals and developers
<ul style="list-style-type: none"> • Maintain/extend "enlightened leadership" and support for gender processes at a high level of visibility • Join the International Gender Champions network 	<ul style="list-style-type: none"> • Actively solicit and encourage gender-based observer groups, particularly for women and children, participation in meetings of the Conference of the Parties • Create a gender caucus to support the adoption and implementation of a gender action plan 	<ul style="list-style-type: none"> • Prioritize gender-disaggregated and age-disaggregated data collection as a "basic knowledge" activity across all projects
<ul style="list-style-type: none"> • Create a media plan around the appointment of a gender focal point and planning for the gender action plan • Leverage external media events • Develop a media plan for ongoing efforts on public engagement/awareness 	<ul style="list-style-type: none"> • Establish gender side events at meetings of the Conference of the Parties 	<ul style="list-style-type: none"> • Deliver specific community-level awareness raising for women and children on the importance of the risks from mercury exposure.
<ul style="list-style-type: none"> • Develop codes of conduct and anti-discrimination policies for the secretariat and parties participating in events organized by the secretariat 	<ul style="list-style-type: none"> • Cultivate a network of party "allies" and champions to support the adoption and implementation of the gender action plan 	
<ul style="list-style-type: none"> • Organize capacity-building training events/workshops for secretariat staff on: gender 	<ul style="list-style-type: none"> • Expand the engaged constituency base by building alliances with non-governmental organizations and 	

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<p>mainstreaming principles, United Nations and related mandates and content-based understanding of gender and mercury</p> <ul style="list-style-type: none"> • Provide initiatives for capacity-building in leadership, negotiation and facilitation of negotiation for women delegates, including through webinars and in-session training to enhance women's participation in the Minamata Convention process • Liaise with UN-Women for training events 	<p>civil society actors engaged in chemicals and waste and mercury-specific activities and advocacy, women's and young people's groups, academics and researchers</p> <ul style="list-style-type: none"> • Encourage/become goodwill ambassadors 	
<ul style="list-style-type: none"> • Incorporate gender activities, particularly those aimed at women, into workplans, main strategic planning documents and budget plans • Identify and proactively seek to fill knowledge gaps on gender and mercury, including on gender-disaggregated and age-disaggregated data 	<ul style="list-style-type: none"> • Forge alliances with academics and researchers to extend the engaged constituency and develop joint research activities • Identify and proactively seek to fill knowledge gaps on gender and mercury, including on gender-disaggregated and age-disaggregated data • Secure even modest funding to support targeted research • Establish a research database on gender and mercury, including gender-disaggregated and age-disaggregated data • Prioritize gender-disaggregated data collection as a "basic knowledge" activity 	<ul style="list-style-type: none"> • Identify and proactively seek to fill knowledge gaps on gender and mercury, including on gender-disaggregated and age-disaggregated data
	<ul style="list-style-type: none"> • Require gender reporting in parties' national reports under article 21 of the Convention. 	
HIGH PRIORITY		
<ul style="list-style-type: none"> • Develop a "targeted funding" plan for gender activities, particularly those for women. • Identify and provide travel funds as a means of supporting the equal participation of women in all national delegations at sessions, as well as funds to support the participation of grass-roots local and indigenous peoples' communities from developing countries, the least developed countries and small island developing States and encourage Parties and relevant organizations to 	<ul style="list-style-type: none"> • Develop a "targeted funding" plan for gender activities in connection with meetings of the Conference of the Parties and to support full, equal and meaningful participation by all genders, particularly women, at meetings of the Conference of the Parties • Identify and provide travel funds as a means of supporting the equal participation of women in all national delegations at sessions, as well as funds to support the participation of grass-roots local and indigenous peoples' communities from developing countries, the least developed countries and small island 	<ul style="list-style-type: none"> • Solicit dedicated funding for gender inclusion in projects and for capacity-building of project principals, particularly those aimed at women. • Identify and provide travel funds as a means of supporting the equal participation of women in all national delegations at sessions, as well as funds to support the participation of grass-roots local and indigenous peoples' communities from

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share information on travel funding.	developing States and encourage Parties and relevant organizations to share information on travel funding.	developing countries, the least developed countries and small island developing States and encourage Parties and relevant organizations to share information on travel funding.
<ul style="list-style-type: none"> • Encourage gender focal points to liaise with their multilateral environmental agreement peers • Create and sustain a gender focal point network 	<ul style="list-style-type: none"> • Prepare and circulate accessible documentation/briefs/primers 	<ul style="list-style-type: none"> • Make gender-disaggregated and age-disaggregated data a visible category in the secretariat project database (website)
<ul style="list-style-type: none"> • Review all secretariat documents and reporting protocols for gender inclusivity visibility (and gender-neutral language) • Replace, where appropriate, ‘vulnerable populations/groups’ with wording such as ‘people who may be vulnerable, including women and children’ • Remove references to ‘Women of child-bearing age’ and replace with, when medically relevant, ‘pregnant people and breast-feeding women’ • Replace ‘men, women, girls’ and boys’ with ‘all genders, particularly women and children’ 	<ul style="list-style-type: none"> • Encourage all organizations represented at meetings of the Conference of the Parties to have explicit policy on gender equality • Replace, where appropriate, ‘vulnerable populations/groups’ with wording such as ‘people who may be vulnerable, including women and children’ • Remove references to ‘Women of child-bearing age’ and replace with, when medically relevant, ‘pregnant people and breast-feeding women’ • Replace ‘men, women, girls’ and boys’ with ‘all genders, particularly women and children’ 	
<ul style="list-style-type: none"> • Review and integrate in all public-facing materials a gender dimension as necessary • Update the website to integrate a stronger gender dimension and reflect gender efforts 	<ul style="list-style-type: none"> • Celebrate and publicize allies and champions for their achievements in implementing the gender action plan • Establish an award/recognition programme for parties’ achievements in implementing the gender action plan 	
NORMALIZE WITHIN WORKPLAN		
<ul style="list-style-type: none"> • Monitor and maintain gender parity and equal pay for staff and consultants • Track and make public gender data for participation in meetings of the Conference of the Parties and related events. • Prepare a periodic review of the implementation of the gender action plan 	<ul style="list-style-type: none"> • Report on the implementation of the gender action plan as needed in national reports on the implementation of the Convention. 	<ul style="list-style-type: none"> • Make gender-related projects, particularly those focused on women and children, visible on the secretariat website