
**Twenty-fourth meeting of the Executive Committee of the Warsaw International
Mechanism for Loss and Damage associated with Climate Change Impacts**

28 April–1 May 2026

**Note by the WIM Executive Committee’s gender focal points for item 12(a) on
Committee’s strategy on gender-responsive approaches and related activities**

About this document

This document provides information on gender mandates relevant to constituted bodies, and gender-related provisions and activities of the Executive Committee.

Annex II contains a draft strategy on gender-responsive approaches and activities, prepared by the Executive Committee’s gender focal points, for consideration and endorsement by the Executive Committee.

I. Background

1. ExCom 23 (September–October 2025) requested the gender focal points (gender FPs) of the Executive Committee of the Warsaw International Mechanism for Loss and Damage associated with Climate Change Impacts (WIM) to develop a draft strategy on gender-responsive approaches and activities (gender strategy) for consideration and endorsement by the Executive Committee.
2. The gender FPs held two virtual meetings and worked intersessionally to prepare the background document and the draft strategy. During this work, the UNFCCC gender team was engaged in an advisory capacity to ensure alignment with the Belém gender action plan for 2026–2034,¹ adopted at COP 30.
3. The developed draft gender strategy and the background document were circulated to Executive Committee members for feedback on 18 February 2026. No proposed changes or objections to the substantive content were received by the indicated deadline of 5 March 2026. The draft gender strategy is presented at ExCom 24 for consideration and endorsement by the Executive Committee.
4. The draft gender strategy, contained in annex II, provides a concise, enabling framework to support the systematic integration of gender across the work of the Executive Committee, while remaining aligned with UNFCCC-wide mandates and respecting the technical role of the thematic expert groups of the Executive Committee. The indicative implementation framework in annex II is intended to support implementation of the gender strategy without creating new obligations.

II. Strategic context

5. The current rolling workplan of the ExCom (2023–2027) takes into account gender, in particular within the scope of the *enhanced Lima work programme on gender and its gender action plan*, in a cross-cutting manner² in the implementation of its 36 listed activities.
6. COP 29 (November 2024) extended the *enhanced Lima work programme on gender*,³ and COP 30 (November 2025) celebrated a significant milestone on gender integration across the broad spectrum of climate action by adopting the *Belém gender action plan* for 2026–2034.⁴ The new gender action plan reinforces expectations for constituted bodies to integrate gender considerations into their work, with a view to enhancing and promoting coordination and coherence in the implementation of the enhanced Lima work programme and its gender action plan.

¹ Decision [7/CP.30](#).

² Para 4(a) of the 2nd five-year rolling workplan of the Executive Committee. Available at: https://unfccc.int/sites/default/files/resource/Second_five-year%20rolling%20workplan_ExCom.pdf.

³ Decision [7/CP.29](#).

⁴ As footnote 1 above.

7. The development of a gender strategy of the Executive Committee presents an opportunity to ensure coherence and complementarity of upcoming activities, including the deliverables of its thematic expert groups, with the implementation of work at the gender-climate change nexus. This also enhances coherence with gender-responsive work under other UNFCCC processes and constituted bodies, through alignment with the enhanced Lima work programme on gender and the Belém gender action plan.

8. Furthermore, the endorsement of a gender strategy of the Executive Committee presents an opportunity to position the Executive Committee as a leading constituted body in operationalizing gender mandates in the specific context of loss and damage, in alignment with the Santiago network engagement strategy (2026–2028)⁵ and the gender-responsive mandate of the Fund for responding to Loss and Damage.⁶

9. A gender strategy of the Executive Committee can also inform the preparation of the Committee’s annual report, by moving beyond reporting the information on gender balance and toward systematic integration of gender-responsive approaches across workstreams and knowledge products under the WIM.

III. Relevant work to date

10. This section provides information on relevant previous and ongoing work, as well as mandates that can inform the operationalization of the gender strategy of the Executive Committee.

1. Reporting

11. COP 25 (December 2019)⁷ requested all constituted bodies to continue to include in their regular reports information on progress towards integrating a gender perspective into their processes.⁸

12. Accordingly, the Executive Committee has been reporting on how the Committee has integrated gender considerations in its work during each reporting period since its 2020 annual report. The information usually includes:

- (a) Gender balance in the representation of the Executive Committee;
- (b) Inclusive participation and engagement of observers and other stakeholders in the meetings and events it has organized during the reporting period; and
- (c) How the Executive Committee continued integrating a gender perspective into the development of its knowledge products; see annex I for examples.

2. In the context of the Executive Committee’s workplan and the thematic expert groups

13. Under its first five-year rolling workplan, in April 2019, the Executive Committee held a three-hour session for its members to learn the latest on the gender and climate change nexus to consider ways to better integrate gender considerations into the thematic activities and implementation of its rolling workplan. The session was organized in conjunction with ExCom 9 in collaboration with gender experts in the context of the gender action plan.

14. The second five-year rolling workplan takes into account gender as a cross-cutting element in implementing the 36 activities listed under the workplan. In addition, it contains one activity which specifically facilitates the Executive Committee to “[e]ngage those that are at the forefront of climate change, such as **women**, youth, indigenous peoples, local communities and persons with disabilities” (Activity 11).

15. In this context, the Executive Committee has:

⁵ Available at https://assets.santiago-network.org/Common/Documents/SNAB5/FINAL-ADOPTED-SNAB_2025_05_07_Rev.1-Santiago-network-outreach-and-engagement-strategy-2026-2028.pdf.

⁶ Decision [1/CP.28](#) and decision [5/CMA.5](#).

⁷ In the context of the enhanced Lima work programme on gender and its gender action plan; see decision [3/CP.25](#).

⁸ Decision [3/CP.25](#), para. 12.

(a) Invited United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) as an expert member to the expert group on non-economic losses (NELs)⁹ in November 2023; and

(b) Utilized a standing agenda item of its regular meetings, “*How the latest science can inform policymaking relevant to averting, minimizing and addressing loss and damage*”, at ExCom 21 (September 2024), to have focused deliberations on gender considerations. Two expert briefings informed the discussion, one on the intersection of gender, climate and DRR¹⁰ and the other on the loss and damage experiences of women from three regions.¹¹

16. In addition, the Executive Committee has been raising the visibility of gender dimensions of loss and damage by participating in workshops¹² and dialogues under the Lima work programme on gender and its gender action plan, since the first gender dialogue held at SB 48 (April–May 2018). In addition, in line with activity C.1 of priority area C (Coherence) of the gender action plan,¹³ the Executive Committee organized a gender capacity-building session at ExCom 9, in collaboration with the UNFCCC gender team.

3. Gender-specific outcomes from the third review of the WIM

17. CMA 7/COP 30 completed the third review of the WIM. The outcome decision contains the following guidance relevant to advancing gender integration:

(a) The CMA requests the Executive Committee to strengthen its support for fostering the collection and management of data, including **gender- and age-disaggregated data**, for assessing the risk of loss and damage associated with the adverse effects of climate change, including for the monitoring of trends in the differentiated impacts of both extreme and slow onset events (para 17 (g));¹⁴

(b) The CMA requests the Executive Committee [...] to enhance the meaningful involvement of Indigenous Peoples, local communities and local governments, **women**, youth and children, and displaced populations in the development and dissemination of knowledge products (para 33).¹⁵

4. Illustrative entry points for thematic work

18. Without prejudice to thematic expert groups’ current arrangements, possible areas that already align with, or may serve as illustrative entry points for, further integration of gender-responsive approaches include:

- **General entry point (NELs):** Second desired outcome of the current plan of action, “Enhanced engagement in responses to non-economic losses of the most vulnerable and marginalized communities affected by those losses, such as **women**, Indigenous Peoples and local communities, and youth”;
- **Assessment methodologies: Assessment methodologies-related activities** (e.g. TEG-CRM deliverables 1.2–1.3; TFD deliverables 1.2(a) and (b)) that can foster the collection, sharing, management and use of and take into account gender- and age- disaggregated data;
- **Policy integration:** *How-to* series and other knowledge products that will contain information from good practices, approaches and/or guidance for policy integration to incorporate gender-specific risks and differentiated impacts (e.g. TEG-CRM deliverables 1.1; TFD deliverables 1.1, 1.3, 1.5; SOEs activities 2 and 3);

⁹ Also engaged in the same expert group are the Facilitative Working Group of the Local Communities and Indigenous Peoples Platform and the UNFCCC children and youth constituency for bridging youth, Indigenous Peoples and local communities’ perspectives, respectively, into the NELs workstream.

¹⁰ [Gender-based loss and damage from climate change: Defining and meeting the challenges for evidence-based policy.](#)

¹¹ https://unfccc.int/sites/default/files/resource/ExCom%2021st%20meeting_UNW_Final.pdf.

¹² For instance, Workshop on Gender and Climate Change: The impact of the Lima Work Programme on Gender and its Gender Action Plan, held at the 50th sessions of the subsidiary bodies.

¹³ Decision [3/CP.23](#).

¹⁴ Decision [22/CMA.7](#).

¹⁵ As footnote 13 above.

- **Communication, outreach, awareness-raising related activities of all thematic expert groups and the Executive Committee;**
- **Voluntary guidelines for enhancing collection and management of data and information to inform the preparation of biennial transparency reports;**
- **Inclusion of gender-related expertise in thematic expert groups' membership.**

IV. Next steps

19. Under agenda item 12(a), the Executive Committee is invited to:

(a) Consider the draft strategy on gender-responsive approaches and activities, contained in annex II with a view to endorsing it at ExCom 24; and

(b) Provide guidance, if any, to the Executive Committee's gender FPs, for their intersessional work.

Annex I

Examples of how gender nexus is reflected in recent publication by the Executive Committee of the Warsaw International Mechanism for Loss and Damage

[Technical paper on non-economic losses](#), launched at COP 29, highlights the disproportionate impacts of the loss of biodiversity, ecosystem services, territory and habitability, and cultural heritage on women, which exacerbate existing gender inequalities and gender-based violence. Using country-specific examples, the paper showcases strategies and potential approaches for reducing the impacts of such loss on women. Examples include:

Impacts of NELs on women:

- **Exacerbation of social inequalities:** The loss of ecosystems can severely impact women's livelihoods, especially in regions where they depend on natural resources. The Vanuatu example (page 15) highlights that the degradation of coral, seagrass and mangrove ecosystems not only reduces family income but also limits educational opportunities for girls, as families prioritize the oldest sons' schooling when resources are scarce.
- **Increased exposure to gender-based violence and gender-inclusive relief:** Loss of land and resulting displacement often results in heightened security risks for women, as illustrated in an example from Ilchamus communities in Kenya (page 30) where the communities face increased wildlife incursions and conflicts due to land submergence, forcing women and girls to travel further for water and exposing them to gender-based violence. A Pakistan case (page 33) provides an example of how such risks can be managed by establishing safe spaces for displaced women and girls.

Responding to NELs-related vulnerabilities for women:

- **Gender-sensitive policy:** The inclusion of women in policy formulation, planning, and implementation is important to ensure their vulnerabilities are addressed and their perspectives integrated (page 23). Engaging marginalized groups like women in community restoration actions helps tailor solutions to local needs and reduces gender disparities in the face of climate impacts. Financial mechanisms to address NELs need to integrate women's perspectives in order to ensure that poor households have access to insurance schemes and grants and that women and girls have equal decision-making authority on how funds for their community should be used.
- **Empowerment through diversified livelihoods:** A Kenya example (page 20) showcases how livelihood diversification strategies can be promoted to reduce women's dependency on vulnerable ecosystems by positioning women as primary recipients of related capacity-building initiatives, thereby promoting gender equity.

[Report on the types of projects funded by the GCF related to the strategic workstreams of the five-year rolling workplan of the Committee](#), published in November 2024, includes analyses from projects that include gender aspects, such as micro-finance schemes aimed at building the resilience of women to climate change within traditional rain-fed agricultural and pastoral systems in the Sudan.

[Compendium on comprehensive risk management approaches volume 2](#) draws on case studies that relate to the empowerment of women and gender-sensitive approaches in response to existing inequalities and that build the resilience of vulnerable women to the adverse impacts of climate change.

Annex II

Draft strategy on gender-responsive approaches and activities of the Executive Committee of the Warsaw International Mechanism for Loss and Damage

Strategic objective

To systematically integrate gender considerations into the Executive Committee's governance, planning, knowledge products, and coordination modalities, strengthening gender-responsive approaches across thematic and operational work.

The strategy supports a consistent and coherent approach to gender integration across the Executive Committee's thematic expert groups by:

- Encouraging consideration of gender dimensions in the planning, implementation and monitoring of plans of action;
- Promoting the identification of appropriate entry points for gender-responsive analysis in technical papers, guidance materials and other knowledge products;
- Supporting reflection of gender considerations, where relevant, across the lifecycle of the Executive Committee activities and in the development of its knowledge products; and
- Systematically engaging gender expertise within each thematic expert group to support context-specific and technically sound integration of gender considerations.

The strategy may be periodically reviewed and refined, taking into account lessons learned, evolving UNFCCC guidance and feedback from thematic expert groups and stakeholders, with a view to continuously strengthening gender responsiveness across the Executive Committee's work.

Indicative implementation framework

<i>Strategic Area</i>	<i>Indicative Actions</i>	<i>Responsible Actors</i>	<i>Milestones</i>
Strategic integration	Integrate gender considerations, where relevant, into Committee's workplans, annual priorities, and meeting agendas	Executive Committee members, led by Committee's gender focal points	2027–2028: Initial integration into workplans and priorities 2028–2029: Consolidation and refinement based on experience
Expert group plans of action (PoAs)	Systematically identify gender entry points during the development, review, updating and implementation of thematic PoAs	Thematic expert groups, including thematic champions	2027: Guidance applied to new and revised PoAs 2028 onward: Continued application and review during PoA updates
Knowledge products	Incorporate gender-responsive analysis into technical papers, guidance notes, and other knowledge products, as appropriate	Thematic expert groups, technical drafters, secretariat	2027 onward: Guidance applied across the full product lifecycle, from concept to publication
Evidence and data	Promote the use of gender- and age-disaggregated data and relevant qualitative evidence, where available, to inform analysis and recommendations	Thematic expert groups, secretariat	2027–2028: Increased awareness and uptake 2028 onward: More consistent application across outputs
Capacity and expertise	Facilitate access to gender expertise through collaboration, partnerships, and knowledge exchange (e.g. briefings, expert inputs)	Executive Committee members, secretariat, Committee's gender focal points, national	As needed 2027 onward: A dedicated 'gender' session for members in 2027

<i>Strategic Area</i>	<i>Indicative Actions</i>	<i>Responsible Actors</i>	<i>Milestones</i>
Institutional coherence	Coordinate, where appropriate, with the Santiago network and the Fund for responding to Loss and Damage (FRLD) on gender-related work and approaches	gender and climate change focal points Executive Committee Co-Chairs, Committee's gender focal points, designated focal points for Santiago network and FRLD, secretariat	Periodic during 2027–2029, aligned with joint activities and coordination windows
Review and learning	Take stock of implementation experiences, identify good practices and gaps, and document lessons learned	Executive Committee members, led by Committee's gender focal points	End–2028: Mid-term reflection 2029: End-of-period review to inform the next strategy cycle

Annex III

Links to useful reference materials

UNFCCC resources

Gender action plan

- [The Belém Gender Action Plan: A launchpad accelerating ambitious, effective, and inclusive climate action | UNFCCC](#)

Executive Committee

- [Gender-based loss and damage from climate change: Defining and meeting the challenges for evidence-based policy](#) (Presentation from ExCom 21 – September 2024)
- [Gender-Responsive Approaches to Loss and Damage Examples from UN-Women's Work](#) (Presentation from ExCom 21 – September 2024)
- [202404231048---2024-03-28_WIM_ExCom_Submission_Gender_Action_Plan.pdf](#) (ExCom's submission on gender in 2024, responding to FCCC/SBI/2023/L.17, para. 2)

Santiago network

- [FINAL ADOPTED - SNAB/2025/05/07/Rev.1 - Santiago network outreach and engagement strategy 2026-2028.docx](#)

External example

- [CBD-GenderPlanofAction-EN-WEB.pdf](#) –the example of “Possible Actions” to guide how gender could be considered and integrated across WIM ExCom thematic groups
