

*Chemicals and Waste Management  
Beyond 2020 Series*

COMMUNITIES OF PRACTICE



ENVIRONMENT  
and GENDER



# SESSION 4: MONTREAL PROTOCOL AND GENDER



Photo: Alfredo Quezada



## TODAY'S SPEAKERS



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# MONTREAL PROTOCOL AND GENDER

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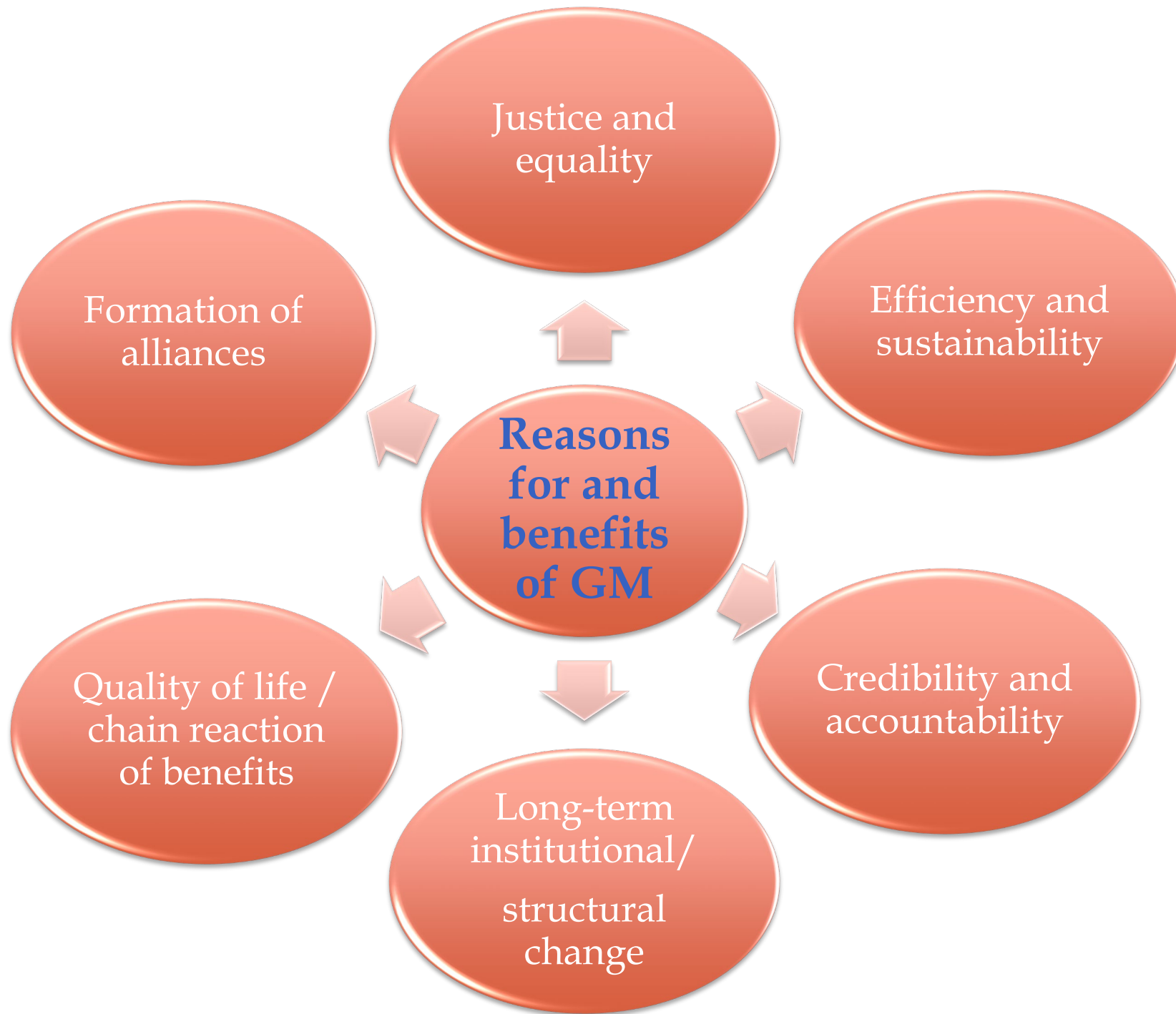
Chemicals and Waste Management  
Beyond 2020 Series: Session 4

– Thursday, 20 May 2021 –

*Hannah Strohmeier, PhD  
UNDP Gender Consultant*

# Key gender terms and concepts

| Terms & concepts          | Some key points to remember   |
|---------------------------|---|
| Sex vs. gender            | <ul style="list-style-type: none"><li>• Sex is assigned at birth, difficult to change, exists throughout history and across cultures</li><li>• Gender is socially constructed and learned, varies across societies and can change over time</li></ul> |
| Gender equality           | <ul style="list-style-type: none"><li>• Refers to equal responsibilities, opportunities, and rights of women and men</li></ul>  |
| Gender mainstreaming (GM) | <ul style="list-style-type: none"><li>• A process with the ultimate goal to achieve gender equality</li></ul>   |



# Justice and equality: legal and policy framework for GM

| Global/regional/national level  | Organizational level   |
|---|--|
| <ul style="list-style-type: none"><li>• CEDAW</li><li>• Beijing Declaration and Platform for Action</li><li>• SDG 5</li><li>• Maputo Protocol</li><li>• ...</li></ul> | <ul style="list-style-type: none"><li>• MLF Gender Policy</li><li>• UN system-wide accountability mechanisms</li><li>• Gender Policies/Strategies from implementing agencies</li><li>• ...</li></ul> |

# Operational Policy on GM for MLF-supported projects

**Genesis:** Executive Committee decided at 84<sup>th</sup> meeting to approve the 'Operational Policy on Gender Mainstreaming for Multilateral Fund-supported Projects'

**Objective:** "This operational policy on gender mainstreaming for Multilateral Fund-supported projects seeks to contribute to the achievement of gender equality and women's empowerment."

**Implementation:** "(...) shared responsibility of the Executive Committee, the Multilateral Fund Secretariat, the bilateral and implementing agencies, and the National Ozone Units of Article 5 countries."

**Note:** "Given that projects funded under the MLF are implemented through bilateral and implementing agencies, which have their own gender policies, this policy is designed to ensure that existing gender policies are implemented systematically in the context of Multilateral Fund-supported projects."

=> MLF Gender Policy complements existing gender policies from implementing agencies and is consistent with these!!!

# Operational Policy on GM for MLF-supported projects

## Three key areas for action:

- 1) Developing tools to facilitate gender mainstreaming in the review/approval process, and reporting, monitoring and evaluation systems of the Multilateral Fund, including the tracking and reporting on activities and results of gender mainstreaming based on the collection of sex-disaggregated data, where possible, and the reporting of any observations made during the project cycle related to gender equality and women's empowerment and/or possible gender impacts or implications;
- 2) Considering and addressing gender equality and women's empowerment systematically in all projects prepared to phase out and phase down controlled substances for Article 5 countries in all phases of the project cycle;
- 3) Delivering capacity building for bilateral and implementing agencies' partners and Article 5 countries to facilitate gender mainstreaming, and effective use of the identified strategic entry points to promote gender equality and women's empowerment in all projects financed by the Multilateral Fund.



# What can you do?

## Some suggestions for low-cost gender activities

| Project cycle          | Examples for gender activities   |
|------------------------|--|
| Preparation            | <ul style="list-style-type: none"><li>• Consider gender in any type of assessment</li><li>• Work towards gender balance among recruited staff</li><li>• Designate in-house gender focal points; collaborate with Ministries (and other stakeholders) working on gender</li></ul>   |
| Implementation         | <ul style="list-style-type: none"><li>• Ensure that project staff have gender competence</li><li>• Establish data base/expert pool with qualified female candidates</li><li>• Make gender an integral part of any training provided, including materials and knowledge products</li><li>• Take affirmative action, e.g., provide training specifically for women</li></ul> |
| Monitoring & reporting | <ul style="list-style-type: none"><li>• Ensure all project reports consider gender and include quantitative and qualitative gender data</li></ul>  |

## ...and some more general (but important) reminders

- In any action/activity, consider the implications for women and men
- Use gender-inclusive language
- Advocate for GM among partners
- Speak up against existing gender stereotypes

#100women

“ BUT WE ALL KNOW THAT ON AVERAGE WOMEN ARE NICER AND MORE CARING THAN MEN ”

This is an example of a benign stereotype that nevertheless is a stereotype. It can prevent women from asserting themselves because then they may be considered unfeminine.

100 | WOMEN

#100women

In some countries women score better at maths tests than men, suggesting that it is the presentation rather than the content of the test which influences performance.

“ MEN ARE BETTER AT MATHS, THOUGH, RIGHT? ”

100 | WOMEN

## Useful resources

- UN Women Training Center:  
<https://trainingcentre.unwomen.org/>
- UNDP (2018), Gender analysis and action plan for MP projects in China, Peru, and Nigeria  
[https://www.undp.org/content/undp/en/home/librarypage/environment-energy/ozone\\_and\\_climate/GenderandMontrealProtocol.html](https://www.undp.org/content/undp/en/home/librarypage/environment-energy/ozone_and_climate/GenderandMontrealProtocol.html)
- UNIDO (2015), Guide on gender mainstreaming: Montreal Protocol Projects  
[https://www.unido.org/sites/default/files/2015-02/Gender\\_Guide\\_MP\\_0.pdf](https://www.unido.org/sites/default/files/2015-02/Gender_Guide_MP_0.pdf)

# The way forward

## **Follow-up webinar sessions in fall/winter 2021**

⇒ Focus on UNDP's approach to GM in MP projects

⇒ Addressing remaining and new questions

⇒ ...

**THANK YOU!**





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## **Gender mainstreaming in RAC sector of Uzbekistan**

**«Complete HCFC Phase-out in  
Uzbekistan through Promotion of  
Zero-ODS, Low-GWP, Energy-efficient  
Technologies»**

Isroil Khasanov  
Project Manager  
20 May 2021

## GENERAL INFORMATION



|                                      |   |
|--------------------------------------|---|
| <b>National Implementing Agency:</b> | <b>The State Committee of the Republic of Uzbekistan for Ecology and Environmental Protection (Goscomecology)</b>   |
| <b>Implementation period:</b>        | <b>5 years, May 2019 - May 2024</b>   |
| <b>Total project budget:</b>         | <b>8 646 700 USD</b>  |
| <b>Grant:</b>                        | <b>2 048 040 USD, including:</b> <ul style="list-style-type: none"><li>- GEF: 1 998 040 USD</li><li>- UNDP: 50 000 USD</li></ul>  |
| <b>Co-financing:</b>                 | <b>6 598 660 USD</b> <ul style="list-style-type: none"><li>- Government (Goscomecology, State Customs Committee, Ministry of Health, Ministry of Employment and Labor Relations): 1 887 006 USD</li><li>- Private sector: 4 711 654 USD</li></ul> |

## OBJECTIVE OF THE PROJECT



To accelerate HCFC phase-out to achieve 2020 Montreal Protocol compliance objectives and prepare national capacity to sustainably reduce the servicing tail by 2030.





### About the project

Project aims to accelerate HCFC phase-out to achieve the 2020 compliance objectives set under the Montreal Protocol and sustainably reduce the servicing tail to complete the phase-out.



### Project components

1

National legislation and capacity building of customs and enforcement officers on control of HCFC and ODS alternatives import/export

2

Strengthening the HCFC re-use system and implementation of demonstration projects on HCFC replacement

3

Outreach and Resource Mobilization

4

Gender Mainstreaming, Monitoring & Evaluation

EXPECTED RESULTS

- Activity**
- ✓ determining the level of ODS alternatives consumption
  - ✓ upgrading national legislation on HCFC phase-out and controlling the import and export of HCFCs, as well as ODS alternatives
  - ✓ strengthening the capacity of State Customs Committee specialists on controlling the import and export of ODS, as well as ODS alternatives and equipment containing ODS



- ✓ strengthening HCFC re-use system
- ✓ demonstration of projects on the use of energy-efficient and ozone-safe technologies with zero ODS and low GWP
- ✓ implementation of a pilot monitoring project to reduce HCFC leakage at large facilities
- ✓ implementation of an online training system to increase the knowledge of technicians in the refrigeration and air conditioning sector



- ✓ raising public and consumer awareness on ozone layer on issues
- ✓ resource mobilization to expand the use of advanced technologies in the RAC sector



- ✓ increasing women's participation and role in the RAC sector
- ✓ project monitoring and evaluation



- ✓ Implemented comprehensive national legislation
- ✓ Strengthened customs and enforcement officers capacity
- ✓ Reduced consumption of HCFCs in RAC equipment, including in assembly/manufacture sector
- ✓ Strengthened HCFC re-use system
- ✓ Implemented demonstration projects on HCFC replacement with zero-ODS/low-GWP alternatives
- ✓ Continued Public Awareness activities with emphasis on gender
- ✓ Piloted resource mobilization to RAC sector



### Partners of the project

State committee of the Republic of Uzbekistan on ecology and environmental protection

State Customs Committee of the Republic of Uzbekistan

Ministry for Support of Mahalla and Family of the Republic of Uzbekistan

Ministry of employment and labor relations of the Republic of Uzbekistan

"Uzstandart" Agency Of The Republic Of Uzbekistan

Public and private users of hydrochlorofluorocarbons



### List of abbreviations

HCFC - Hydrochlorofluorocarbon  
GEF - Global Environment Facility

RAC - Refrigeration and Air-Conditioning  
ODS - Ozone Depleting Substance

ODP - Ozone Depleting Potential  
GWP - Global Warming Potential

## Background

According to the initial small-scale study (2018):

- among one hundred (100) RAC public and private enterprises, only 15 (2%) of 749 employees were women.
- total number of women engineers and women technicians was equal to 2
- total number of women working as supporting staff members in those servicing companies (as secretaries, office managers, accountants) was 9 (25%) out of 36.
- only in four (4) enterprises women occupy higher level management positions.



## Foundation



Conducted a comprehensive survey online to identify barriers to strengthen women's role in RAC sector



### Main barriers:

- Stereotype “this work is not for women and girls”
- Requirement of rough physical strength
- Most of their time will be spent on work, not family
- Women are not interested in technical sphere
- Women cannot handle technical profession
- not good to work among men



## Foundation

Comprehensive survey on gender mainstreaming to RAC sector to identify barriers hindering women to work in RAC sector

Inclusion of gender mainstreaming into the National Programme of the Republic of Uzbekistan on complete ODS phase-out with relevant Roadmap and gender mainstreaming

Roadmap for inclusion of gender mainstreaming into the project activities/components



## Implementation



### Capacity development

- Capacity development of decision-makers
- Capacity development of environmental officers: Specialists of State Committee for Ecology and State Customs Committee

**“ЯГОНА ДАРЧА” ТАМОЙИЛИНИ ЖОРИЙ ЭТИЛИШИ НАТИЖАСИДА ДАВЛАТ ОРГАНЛАРИ:**

- Ташқи савдо процедураларига алоқадор давлат органларини ягона тизимга боғлаш;
- Маълумотлар мунтазам равишда тўпланиб, тизимлаштирилиб бориши натижасида хавфни бошқариш жараёнини такомиллаштириш;
- Бюджетга божлар ва бошқа тўловларнинг тез ва аниқ тўланишини такомиллаштириш;
- Тариф ставкалари ва бошқа норматив-ҳуқуқий талабларга оид маълумотларнинг мунтазам равишда янгиланган туриши натижасида ташқи савдо иштирокчилари томонидан йўл қўйиладиган ҳатоликларни камайиши;
- “Ягона дарча” тамойили орқали маълумот аламуҳини ва ҳужжатларни келишиш (тасдиқлаш), инсон ва молиявий ресурсларни иқтисод қилиш имкониятларига эга бўладилар.



# Implementation

## Capacity development

Four RAC training centers are established in different regions of Uzbekistan

Online training program for refrigeration technicians is launched at [www.e-learning.o3.uz](http://www.e-learning.o3.uz)

Online and offline trainings and workshops are conducted on regular basis



# Implementation



Regular media coverage

Start-up contest to attract women to the RAC sector

Scholarship for Master's degree for two female students to study RAC

Public awareness

Online contest for woman and man certified at e-learning.o3.uz training platform

Promotion of success stories with woman technician at national TV channels and social media platforms

# OZONE FOR LIFE



WORLD  
OZONE DAY

Thank you!



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# **EXPERIENCES OF SRI LANKA ON MAINSTREAMING GENDER IN THE MONTREAL PROTOCOL**

**20.05.2021**

**Sugath Dharmakeerthi**  
**Director**  
**Air Resource Management and National Ozone Unit**  
**Ministry of Environment**  
**Sri Lanka**

# SRI LANKA - EXISTING POLICY/LAW

## INTRODUCTION

- Equal opportunity under law
  - Article 14(g) of the Constitution of Sri Lanka ensure the freedom for all to engage in any occupation, Profession, Trade, Business or Enterprises
- Consistent with SDG 5 – Achieve gender equality and empower women and girls
- Cultural Barriers (Influence of Eastern culture has impeded certain employments for women.)

## GENDER BALANCE AT THE NATIONAL LEVEL DECISION MAKING PROCESS

- Government policy formulation process
  - The public sector of the government of Sri Lanka exhibits a very good gender balance (Female >50%),
  - Equal opportunities are ensured by law
  - Gender balance in the University education is very good (Both students and lecturers)
- Private sector business entities
  - Fairly balance gender representation at the high positions (CEOs, Managers, Engineers etc)
  - Equal opportunities are given

# GENDER MAINSTREAMING AND THE MONTREAL PROTOCOL

- Gender mainstreaming addresses the gender inequalities that are at the core of project, policy or process, and leads to more gender-responsive actions. It is not just about adding women in development activities.
- For Montreal Protocol also, gender mainstreaming is crucial in ensuring that projects and activities take account of needs, roles and expectations of both women and men in inclusive manner
- As we know, RAC servicing sector is dominated by male technicians due to nature of work and more due to perception in many countries where only male technicians are considered suitable for repair and servicing work
- Montreal protocol gender policy is encouraging countries to work towards addressing gaps that exist in RAC sector through MP projects

# GROUND SITUATION

- Refrigeration and Air Conditioning (RAC) Industry is highly Male Dominant
- Culturally the society perceive that service and maintenance of RAC is a male job
- Female Students very rarely choose to follow RAC courses in the vocational education
- Informal sector technicians in the RAC sector are mostly males (So far we have not found females)
- Gender balance at the general education system is highly satisfactory (Eg. Schools, Communities, Government offices, Private sector institutions)
- As oppose to RAC sector, gender balance in relation to MeBr sector is satisfactory (Pre shipment quarantine purposes)

# STEPS TAKEN BY THE GOVERNMENT (NOU) TO PROMOTE GENDER BALANCE IN RAC SECTOR

While gender balance is well maintained at decision making level in Sri Lanka, efforts are made by NOU to ensure gender balance in RAC activities (capacity building, training, awareness) in order to ensure providing equal opportunity to all. Some such actions are:

- Women participation in the Vocational Education and the RAC industry is encouraged (NOU tries to exhibit the experiences of other countries and the high remuneration)
- Encourage women participation in the RAC sector by introducing ‘Ozone Friends’ National Badge to the Girl Guides of Sri Lanka
- Pay particular attention on women participation when the Safety Standards are developed especially for handling of flammable/toxic Refrigerants during maintenance and repairs (this considers needs of both men and women which may differ)
- Gender Management Plan is an overarching strategy of the HPMP Stage II and HFC Phase-down Management Plan
- Increasing the role of women in technology sector in line with the National Development Goals.

# **GENDER MAINSTREAMING IN IMPLEMENTATION OF HPMP II**

During HPMP II, gender considerations and actions on gender mainstreaming will be assessed and a proper Gender Management Plan will be implemented: The following actions are expected to be carried out in HPMP II:

- To collect data to produce gender-disaggregated indicators
- To Create opportunities and building equity for women to join RAC job market
- To support the government to achieve the gender mainstreaming targets set in the National Development Goals by implementing the activities proposed under HPMP II
- To ensure gender balance in the recruitment of staff for HPMP II
- To assure that the consultants and project personnel have the required gender competence to reflect on progress and challenges related to gender
- To discuss gender issues during the thematic workshops to share experiences and lessons learned on gender mainstreaming
- To shape up the trainings and other interventions taking into considerations specific needs for men and women.
- To monitor and evaluate gender results



**THANK YOU**



# Q&A

SHARE YOUR QUESTIONS AND  
COMMENTS WITH THE PANELISTS





THANK YOU

STAY TUNED FOR OUR NEXT SESSION  
IN JUNE ON WASTE MANAGEMENT