

*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



Monica Gaba Kapadia
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MONTREAL PROTOCOL AND GENDER

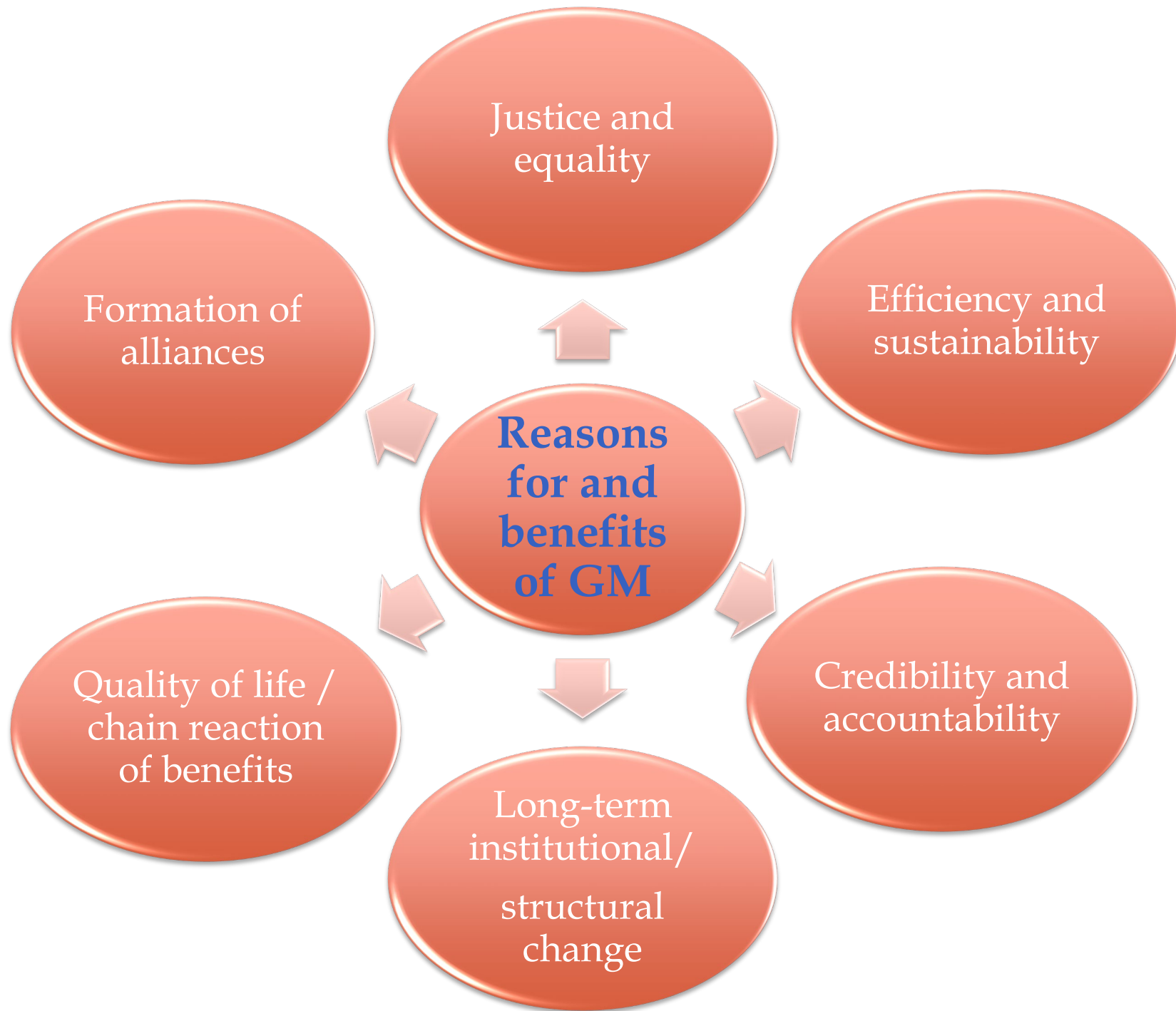
Chemicals and Waste Management
Beyond 2020 Series: Session 4

– Monday, 17 May 2021 –

*Hannah Strohmeier, PhD
UNDP Gender Consultant*

Key gender terms and concepts

Terms & concepts	Some key points to remember
Sex vs. gender	• Sex is assigned at birth, difficult to change, exists throughout history and across cultures • Gender is socially constructed and learned, varies across societies and can change over time
Gender equality	• Refers to equal responsibilities, opportunities, and rights of women and men
Gender mainstreaming (GM)	• A process with the ultimate goal to achieve gender equality



Justice and equality: legal and policy framework for GM

Global/regional/national level	Organizational level
• CEDAW • Beijing Declaration and Platform for Action • SDG 5 • Maputo Protocol • ...	• MLF Gender Policy • UN system-wide accountability mechanisms • Gender Policies/Strategies from implementing agencies • ...

Operational Policy on GM for MLF-supported projects

Genesis: Executive Committee decided at 84th 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.

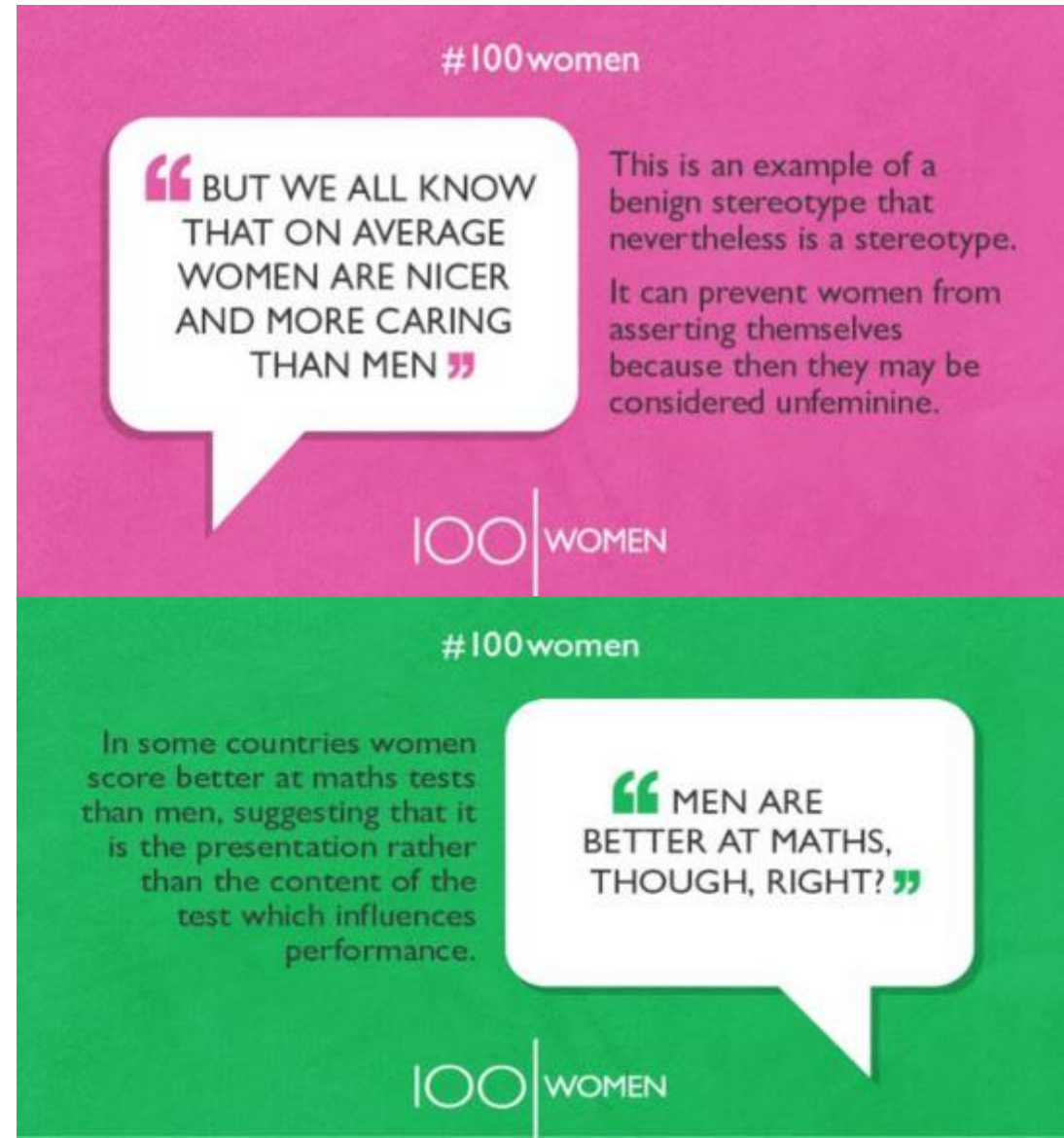
What can you do?

Some suggestions for low-cost gender activities

Project cycle	Examples for gender activities
Preparation	• Consider gender in any type of assessment • Work towards gender balance among recruited staff • Designate in-house gender focal points; collaborate with Ministries (and other stakeholders) working on gender
Implementation	• Ensure that project staff have gender competence • Establish data base/expert pool with qualified female candidates • Make gender an integral part of any training provided, including materials and knowledge products • Take affirmative action, e.g., provide training specifically for women
Monitoring & reporting	• Ensure all project reports consider gender and include quantitative and qualitative gender data

...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



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
- UNIDO (2015), Guide on gender mainstreaming: Montreal Protocol Projects
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!





BICENTENARIO
PERÚ 2021

PRODUCE

Ministerio de la Producción

Caso de éxito:

**“INTEGRACIÓN DE LA MUJER EN EL
SECTOR DE REFRIGERACIÓN Y AIRE
ACONDICIONADO EN EL PERÚ”**

Mayo 2021





PROYECTO: “PLAN DE GESTIÓN DE ELIMINACIÓN DE LOS HIDROCLOROFLUOROCARBONOS (HCFC) - PGEH, FASE II PARA EL PERÚ”

- Ing. **VLADEMIR A. LOZANO COTERA**
- **DIRECTOR GENERAL**
- **DIRECCIÓN GENERAL DE ASUNTOS AMBIENTALES DE INDUSTRIA (DGAAMI)**

Proyecto «Plan de Gestión de Eliminación de los HIDROCLOROFLUOROCARBONOS (HCFC) – PGEH Fase II para el Perú»

OBJETIVO:

Apoyar al Perú en el cumplimiento de los compromisos de reducción de los HCFC.

- Para el año 2020: **reducción del 35%**. (Cumplida)
- Para el año 2025: **reducción del 67.5%**.

AGENCIA IMPLEMENTADORA:

PNUD – Brinda asistencia técnica en el desarrollo de un programa de capacitación inclusivo para técnicos en refrigeración y aire acondicionado.

ACCIONES DESARROLLADAS POR PRODUCE

Fortalecimiento de capacidades de actores clave del sector refrigeración, con enfoque de innovación, sostenibilidad e **inclusión**. Empoderamiento de las mujeres en la industria de la refrigeración.



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Proyecto «Plan de Gestión de Eliminación de los HIDROCLOROFLUOROCARBONOS (HCFC) – PGEH Fase II para el Perú»

RESULTADOS:

- 20 técnicas y 2 instructoras capacitadas.
- 1 Taller anual exclusivo para técnicas.
- 3 Técnicas peruanas reconocidas por PNUD (*“Woman in the Refrigeration and Air-conditioning Industry” - 2019*)
- Impacto positivo en ámbitos económico (*Generación de Microempresas*), formativo (*Profesionalización*), y familiar (*Oportunidad en tiempos de Pandemia*).

SOCIOS ESTRATÉGICOS:

- Asociación de Técnicos en Refrigeración.
- Institutos de educación técnica.
- Sector privado (*Empresas de Refrigeración y tomadores de sus servicios*).



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*Empowered lives.
Resilient nations.*

CASO DE ÉXITO: “INTEGRACIÓN DE LA MUJER EN EL SECTOR DE REFRIGERACIÓN Y AIRE ACONDICIONADO EN EL PERÚ”



**IRIS VEGAS VALVERDE
ASOCIACIÓN PERUANA DE REFRIGERACIÓN AIRE
ACONDICIONADO Y VENTILACIÓN - APRAV**



Nombre:	Iris Milagros Vegas Valverde
País :	Perú
Posición:	Mecánico en refrigeración y aire acondicionado.
Sub-sector RAC o área en la cual trabaja :	Técnico de servicio, instalador, entrenador, consultor, fundador y vicepresidente de la Asociación Peruana de Refrigeración, Aire Acondicionado y Ventilación.

Participación en la capacitación a técnicas en el sector de la refrigeración-Proyecto en el marco del Protocolo de Montreal del Perú

Desde mis inicios pude definir que ser especialista en climatización era mi vocación, desde mi estudios en SENATI y siempre tenía la convicción que la mujer no debería estar exceptuada del este sector por el contrario tenía las mismas capacidades que el hombre y por ello generé espacios dentro de sector para que nuevas colegas se formarían y tuvieran las mismas capacitaciones que los hombres.

Buscando que aportar a las nuevas generaciones de frigoristas desde mi lado se agrupó a mujeres y hombres del sector y se creó **Asociación Peruana de Refrigeración Aire Acondicionado y Ventilacion-Aprav** y de mano del Ministerio de la Producción se coorganizó eventos y capacitaciones desde el 2016 hasta la fecha en Lima y las diferentes ciudades de intervención del Ministerio de la Producción en el marco del Protocolo del Montreal.



Unos de los eventos mas significativos fue organizar en el 2017 el primer taller dirigidos a mujeres como parte de las acciones del proyecto “Plan Nacional para la Eliminación de los Hidroclorofluorocarbonos (HCFC)”, que busca eliminar las sustancias que dañan la capa de ozono, en el Perú ,con la finalidad de fortalecer sus capacidades y su participación en el sector de refrigeración y climatización



Los cambios clave que permitieron la capacitación de mujeres como técnicas especializadas en el Perú

- ✓ El proyecto PGEH del PNUD-PRODUCE busca concientizar que todas y todos sus capacitados debemos de contribuir a la protección de la Capa de la Ozono cual quiero que se su rol en la sociedad .
- ✓ El proyecto PGEH del PNUD-PRODUCE contó con un plan de capacitación con la apertura de ser descentralizado y por ello se logró realizar talleres de capacitaciones en las mas importantes ciudades del país .
- ✓ El proyecto PGEH del PNUD-PRODUCE contó con un plan de capacitación con la apertura de ser descentralizado y por ello se logró realizar talleres de capacitaciones en las mas importantes ciudades del país con inclusión de la mujer como una de las principales actoras.
- ✓ Contribuyó que organizará nuevas redes en los diferentes sectores.
- ✓ Se impulsó a el uso de sustancias amigables con el ambiente y se informó cuales son las alternativas de reemplazo para las transiciones de los cambios en las sustancias HCFC.

¿Que falta Impulsar la inclusión de las mujeres en este sector de la climatización?

Hemos avanzado pero creo que debemos de :

- ✓ Romper estereotipos de origen sociocultural que definen roles y tareas de acuerdo al sexo, en país latinoamericanos esta muy marcado en que debe o no trabajar la mujer.
- ✓ La capacidad de la multiplicidad de roles de la mujer y la adjudicación de la responsabilidad exclusiva en la crianza de los hijos.
- ✓ Ausencia de interés, marginación y baja autoestima femenina derivada de la internalización de los estereotipos y de los preconceptos sobre su idoneidad técnica.
- ✓ Carencia de información adecuada sobre las múltiples alternativas de capacitación.
- ✓ Preconceptos sobre la exigencia de condiciones laborales y esfuerzos físicos inaceptables para la mujer.
- ✓ Restricciones y resistencia empresarial para incorporar mano de obra femenina y desconfianza en su desempeño en las áreas técnicas.

Material Fotográfico-Participación de la Mujer Talleres



GENDER MAINSTREAMING IN MONTREAL PROTOCOL PROJECTS – Experience of Nigeria

Presented By:

The National Ozone Officer, Nigeria

Engr. Idris A.I

At

Webinar on Montreal Protocol & Gender

17th May, 2021

OUTLINE

- Introduction
- MLF Gender policies
- Gender mainstreaming in Montreal Projects
- Nigeria's experience
- Gender Action Plans
- Conclusions

Introduction

- Nigeria, as a Party to the MP is currently implementing stage 2 of the HPMP project.
- Over the years, the HPMP project activities do not explicitly include a fully-developed gender dimension, based on activities mainly targeted at converting industries to the use of ODS free technologies.

MLF Gender Policies

- The 80th Executive Committee meeting approved the terms of reference for the desk study of the evaluation of gender mainstreaming in the Montreal Protocol projects and policies.
- The Multilateral Fund has also adopted new policies related to gender mainstreaming within the projects it supports. See in particular the guidance available on:
<http://www.multilateralfund.org/84/English/1/8473.pdf> and Decision [84/92](#)
- In 2019, the 84th Executive Committee meeting approved the draft gender policy and encouraged all Implementing Agencies and Bilateral Agencies to incorporate gender issues in Montreal Protocol projects .

NIGERIA'S EXPERIENCE

1. Gender Analysis of Montreal Protocol Projects- Foam component of HPMP 1

- In 2018, as part of a global assignment, UNDP engaged an International Consultant to conduct a gender analyses of the foam component of Stage 1 of Nigeria's HPMP. The Consultant was also to find out possible options for integrating gender in to Nigeria's MP projects.
- During the mission, the Gender Consultant met with the Ministry's Gender Office, Ministry of Women Affairs and Representatives from Nigeria's RAC association based in Abuja.
- The consultant also met with representatives from two stage 1 HPMP Project Beneficiaries in Lagos (Vitapur Nig. Ltd & Komaj Ltd) and also a foam company Lange & Grant.
- The document can be found here:
https://www.undp.org/content/undp/en/home/librarypage/environment-energy/ozone_and_climate/GenderandMontrealProtocol.html.

- **Some of the Findings from the studies include:**

- Men dominate the foam and refrigeration and air-conditioning sectors, too.
- Amongst others, some interviewees considered men to have greater interest and higher intellect with regards to technical areas. Women on the other hand were perceived as easily distractible and turning off when it comes to science.
- The employment ratio in the beneficiary companies visited confirms the dominance of men in the sector.
- The one female engineer working in Vitapur showed high levels of motivation and commitment to her work. However, she perceived the combination of productive and reproductive work as a challenge.

2. Gender Analysis Of MP Projects- Servicing Sector

Under stage 2 of the HPMP for Nigeria, another Gender Analysis was conducted but this time for the RAC servicing sector.

Findings of the Gender Analysis

Some of the findings include:

- No attention has been paid to ensure that gender is mainstreamed into MP project activities;
- Men dominate the foam and refrigeration and air-conditioning sectors in Nigeria;
- The female gender has been underrepresented in HPMP activities due to traditional cultural and belief;
- Science, Technology, Engineering and Mathematics (STEM) occupations are largely considered as men's domains;
- Fear of gender abuse of women by men;
- Gender is hardly emphasized in ozone related projects;
- Gender trainings not carried out by MP stakeholders;

Gender Action Plan

The following recommendations were made to address the above-mentioned findings;

- The necessary policy framework should be put in place to promote Gender in RAC and other related sectors.
- Establishment of a Database for Female Engineers/Technicians;
- Engagement with the Formal Education Sector through Ministries of Education, Universities, etc.;
- Organization of Gender Trainings for HPMP Project Stakeholders;
- Collaborations with relevant Stakeholders to promote women in RAC sector;
- Gender Mainstreaming into HPMP Project activities;
- Advocacy and Awareness Raising;
- Development of Internal Gender Policies/Strategies for HPMP Enterprises;
- Set-up of Networks/Online Platforms for Women Technicians
- Incentives/ scholarship should be provided for the best females in RAC institutions to encourage them in their RAC practices.

Some Photos during the Gender survey visit



Photos cont.



Conclusion

- Nigeria has two Women represented in the “Women in RAC Publication by UNEP-Ozone Action”. However, we now have more than 15 women actively involved in RAC sector activities.
- With Gender issues incorporated in to Stage II of the HPMP project and implementation of the Gender Action Plans, it is expected that Gender Equality and Women’s Empowerment (GEWE) in Nigeria’s HPMP Projects shall be enhanced and there will be increased participation of women in consultation meetings. It will also address gender inequalities in terms of access to clean production, finance, and decision-making when applicable.

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