

COMMUNITIES OF PRACTICE



ENVIRONMENT
and GENDER

SESSION 3: MONTREAL PROTOCOL AND GENDER



Photo: Alfredo Quezada



TODAY'S SPEAKERS



Monica Gaba Kapadia
UNDP



Kasper Koefoed-Hansen
UNDP



Divya Chandran
UNDP



Hannah Strohmeier
UNDP



Rifa Wadood
Sri Lanka



AGENDA

Time	Description	Speaker
8:00 – 8:05	Introduction and Purpose of the Session	Monica Gaba Kapadia
8:05 – 8:25	Overview of the Montreal Protocol	Kasper Koefoed Hansen
8:25 – 8:40	Overview of UNDP's gender policy	Divya Chandran
8:40 – 9:00	Introduction of MLF's policy on gender and suggestions for a gender-sensitive approach	Hannah Strohmeier
9:00 – 9:15	Presentation of gender mainstreaming good practices and lessons learned by Sri Lanka	Rifa Wadood
9:15 – 9:30	Questions & Answers	Hannah Strohmeier



Montreal Protocol

How the Multilateral Fund (MFL) projects are funded

Content



- *The Montreal Protocol (MP)*
- *The Kigali Amendment to phase down HFCs*
- *Programme vs. Projects*
- *How projects are funded*
- *Conclusions*

The Montreal Protocol

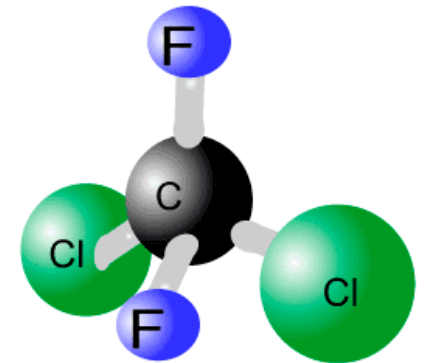


- 1974 Molina and Rowland on how CFCs affect the Ozone Layer
- 1987 Montreal Protocol to protect the ozone layer
- 2007 accelerated HCFC phase-out
- 2016 Kigali Amendment on HFCs

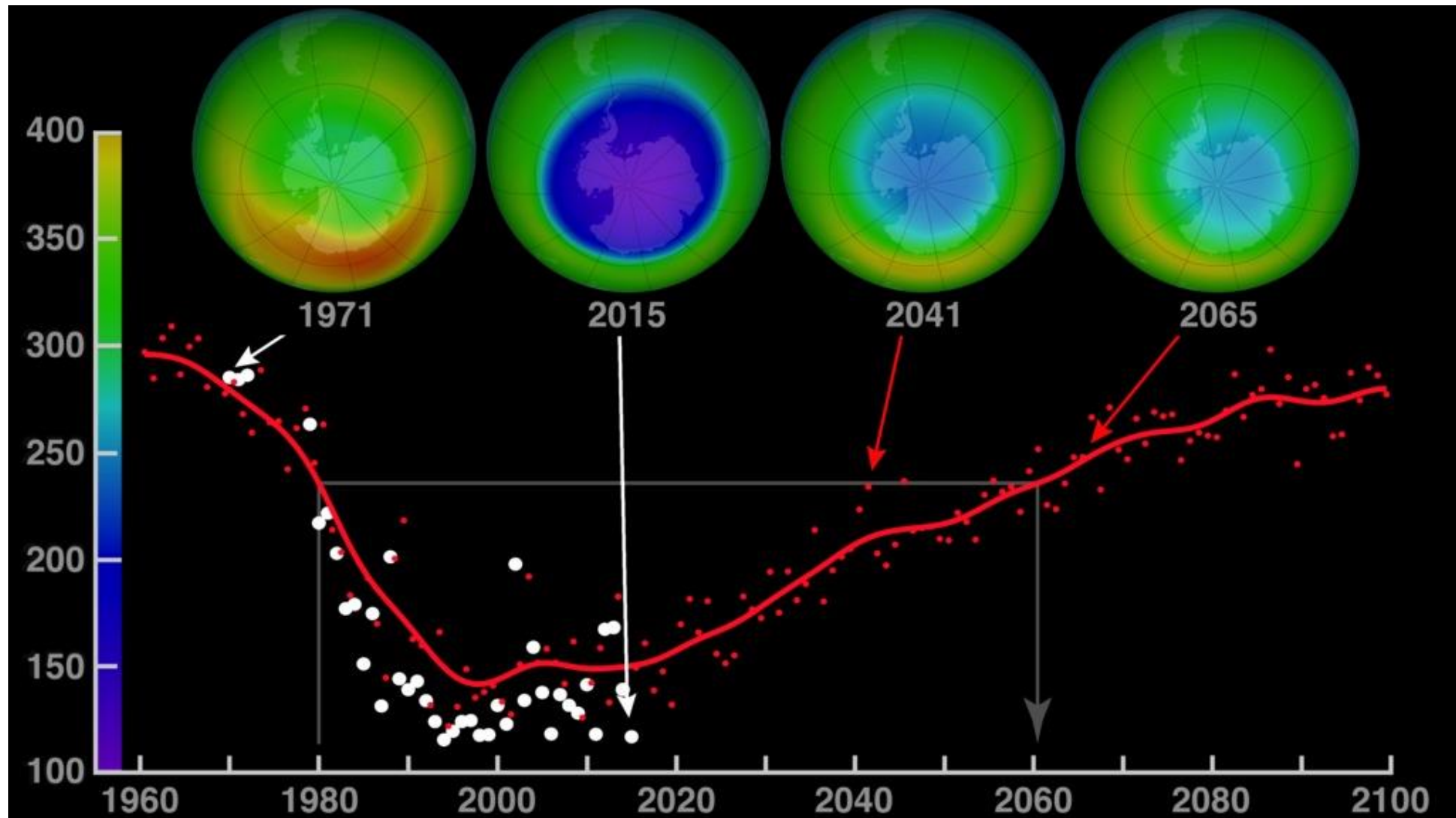


The Montreal Protocol

- Ozone Depleting Substances (ODS) include **chlorofluorocarbons (CFCs)**, **hydrochlorofluorocarbons (HCFCs)**, halons, methyl bromide, carbon tetrachloride, hydrobromofluorocarbons, chlorobromomethane, and methyl chloroform. ODS are generally very stable in the troposphere and only degrade under intense ultraviolet light in the stratosphere.

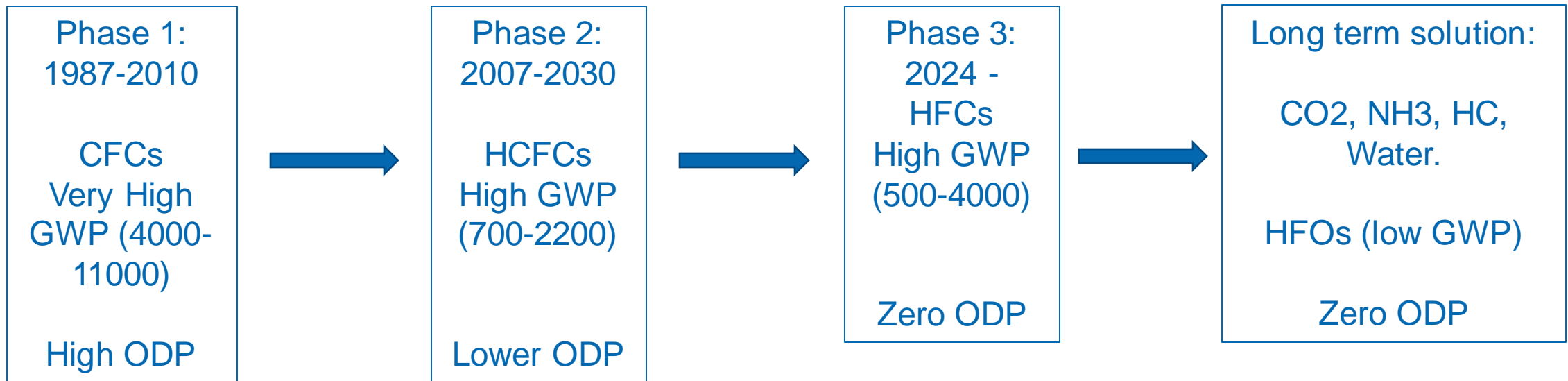


The Montreal Protocol



The Montreal Protocol

- Phases of the Montreal Protocol in the Cooling Sector (AC and Refrigeration).



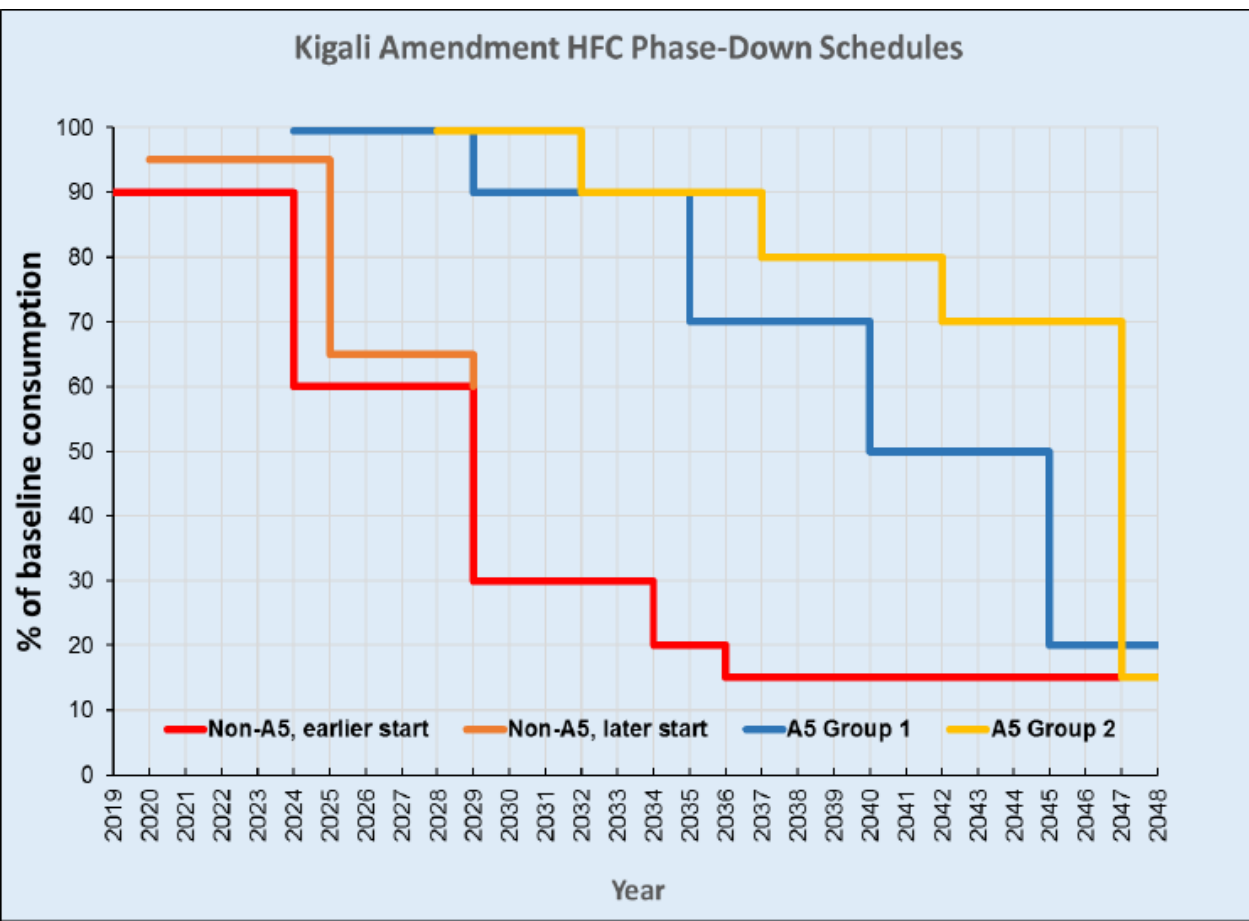
Global Warming Potential = GWP
Ozone Depleting Potential = ODP

The Kigali Amendment

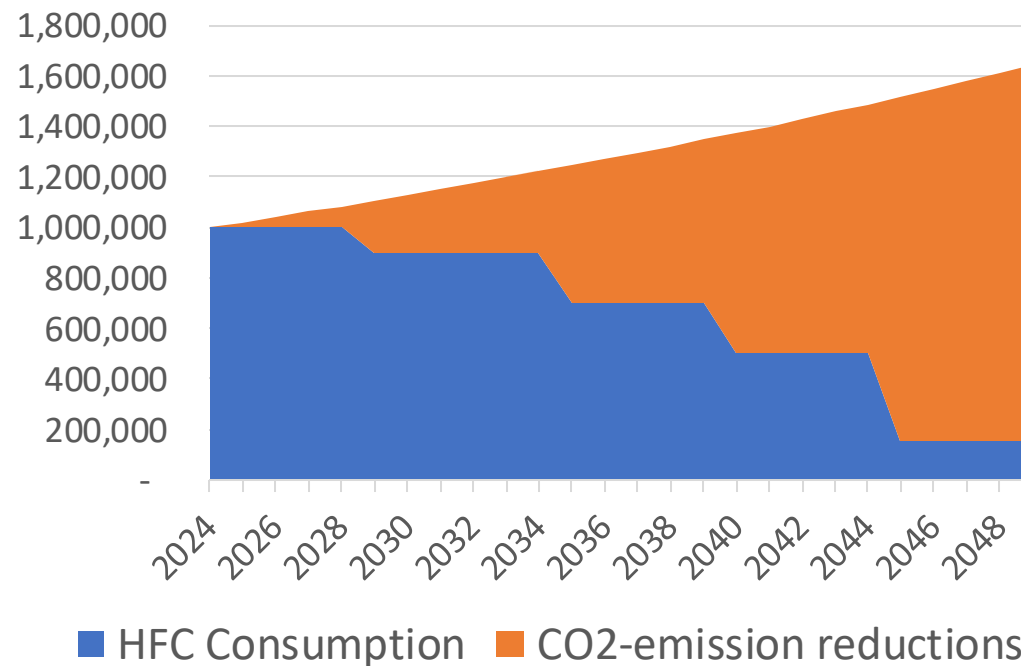
- The Kigali Amendment to phase down HFCs was adopted in 2016 in Kigali, Rwanda and entered into force on January 1st, 2019.
- Climate Agreements as HFCs do not harm the ozone layer.



Kigali Amendment and Climate Benefits



HFC growth and avoided emissions of CO2-eq



Programme vs. Projects



- Permanent Programme for all Developing Countries.
- Funding is based on Compliance with MP targets.

- Institutional Strengthening projects
- Phase Out Management Plans (reduction targets)
- Industrial Reconversion / investment projects
- Enabling Activities
- Demonstration Projects

Eligible activities



- Kigali Implementation Plans:
- Technical Assistance*

Categories	Target
Policy development and implementation	Government institutions
Training of customs officers and prevention of illegal trade of HFCs	Customs departments, customs officers, enforcement officers from other government departments, importers
Training of technicians on safe handling, good practices and safety in respect of alternatives, including training equipment	Technicians, technical institutes, refrigeration associations
Certification programmes	Technicians, refrigeration associations, government institutions
Acquisition of refrigerant testing equipment for the refrigeration and air-conditioning sector	Training institutions
Distribution of servicing tools	Refrigeration technicians
Recycling and recovery of HFCs	Refrigeration technicians, refrigerant importers and distributors, end-users
Public awareness activities	Refrigeration technicians, importers and distributors, end-users

- Investment Projects: incremental cost (CAPEX and OPEX) and Technical Assistance.
- **No funding allocated for Gender mainstreaming!**

*Source: <http://www.multilateralfund.org/89/Agenda%20item%207c%20Analysis%20of%20the%20level%20and%20modalitie/1/8908.pdf>, Annex 1.



Key Gender Terms and Concepts

Terms & concepts	Some key points to remember
Sex vs. gender	<ul style="list-style-type: none">• Assigned at birth, biologically defined• Gender = socially constructed roles, behaviours, expressions and identities, varies across societies and can change over time
Gender equality	<ul style="list-style-type: none">• Equal rights, responsibilities and opportunities of women, men, girls and boys• Equality does not imply sameness
Gender mainstreaming (GM)	<ul style="list-style-type: none">• A process with the ultimate goal to achieve gender equality

Integrated Approaches For Gender Mainstreaming

1. Address gender equality in all sectors and policy areas

2. Institutionalize attention to gender equality within organizations

3. Give attention to gender equality from the initial stages, using gender analysis

4. Focus on gender equality results through transformative change in policies, processes, and outcomes

5. Broaden and strengthen women's equal participation in decision-making and leadership roles

Gender Equality Strategy 2022 - 2025

Twin-track approach to gender equality and women's empowerment



For more information, please visit:
www.sparkblue.org/GenderEqualityStrategyPortal

Keep in mind

Gender Marker

- Accountability tool that allows UNDP to track its financial allocations and expenditures contributing to gender equality and women's empowerment

Quality Standards for Programming

- Programming principles: Leave No One Behind, Human Rights, Gender Equality and Women's Empowerment, Sustainability and Resilience and Accountability.

Social and Environmental Standards

- Integral component of UNDP's quality assurance and risk management approach to programming

COP CHAT

Session 3: Montreal Protocol and Gender

- Tuesday, 10 May 2022 -

*Hannah Strohmeier, PhD
UNDP Gender Consultant*

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;
- 1) 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;
- 1) 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?

Suggestions for low-cost gender activities

Project cycle	Examples for gender activities
Preparation	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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
Monitoring & reporting	<ul style="list-style-type: none">• Ensure all project reports consider gender and include quantitative and qualitative gender data

What can you do?

Suggestions for gender activities that require a budget

Project cycle	Examples for gender activities
Preparation	<ul style="list-style-type: none">• Hire gender expert to:<ul style="list-style-type: none">• Undertake a gender assessment• Mainstreaming gender into project document• Ensure active collaboration with stakeholders working on gender
Implementation	<ul style="list-style-type: none">• Take affirmative action, e.g.:<ul style="list-style-type: none">• Technical trainings specifically for women• Trainings on leadership/career building for women• Mentoring services from women for women• Hire gender expert to oversee implementation and provide advice based on need (retainer contract)
Monitoring & reporting	<ul style="list-style-type: none">• Hire gender expert to evaluate progress from a gender perspective (i.e., undertake a gender evaluation)

...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
- UNIDO (2015), Guide on gender mainstreaming: Montreal Protocol Projects
https://www.unido.org/sites/default/files/2015-02/Gender_Guide_MP_0.pdf

THANK YOU!



Photo: Alfredo Quezada



Mainstreaming Gender in the Montreal Protocol

Sri Lankan Experience

A W M Rifa Wadood

Director

Air Resource Management and National Ozone Unit

Ministry of Environment

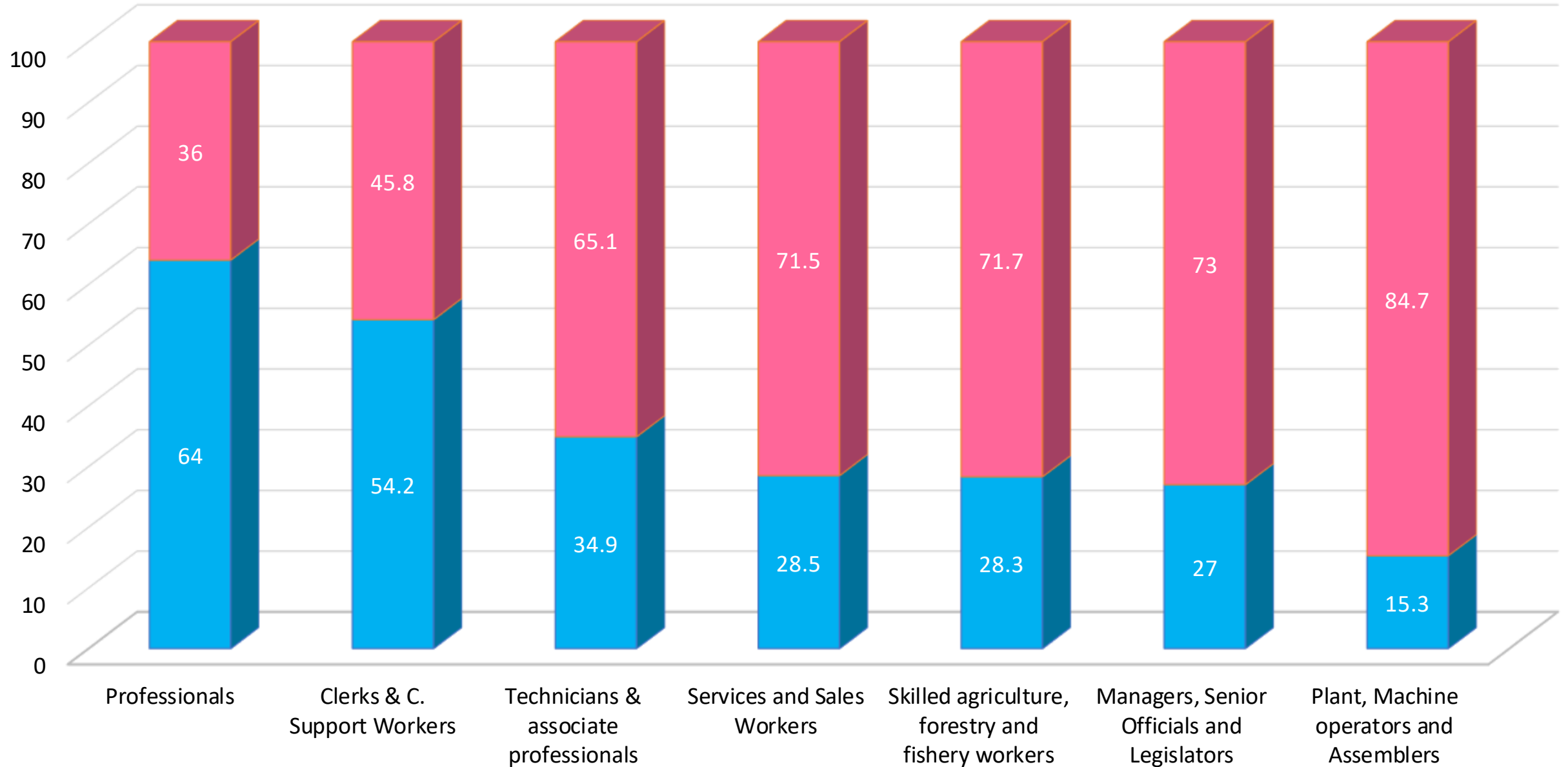
Sri Lanka

Sri Lanka - Existing Policy/Law

- Equal opportunity under law
 - Article 14(g) of the Constitution ensures “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

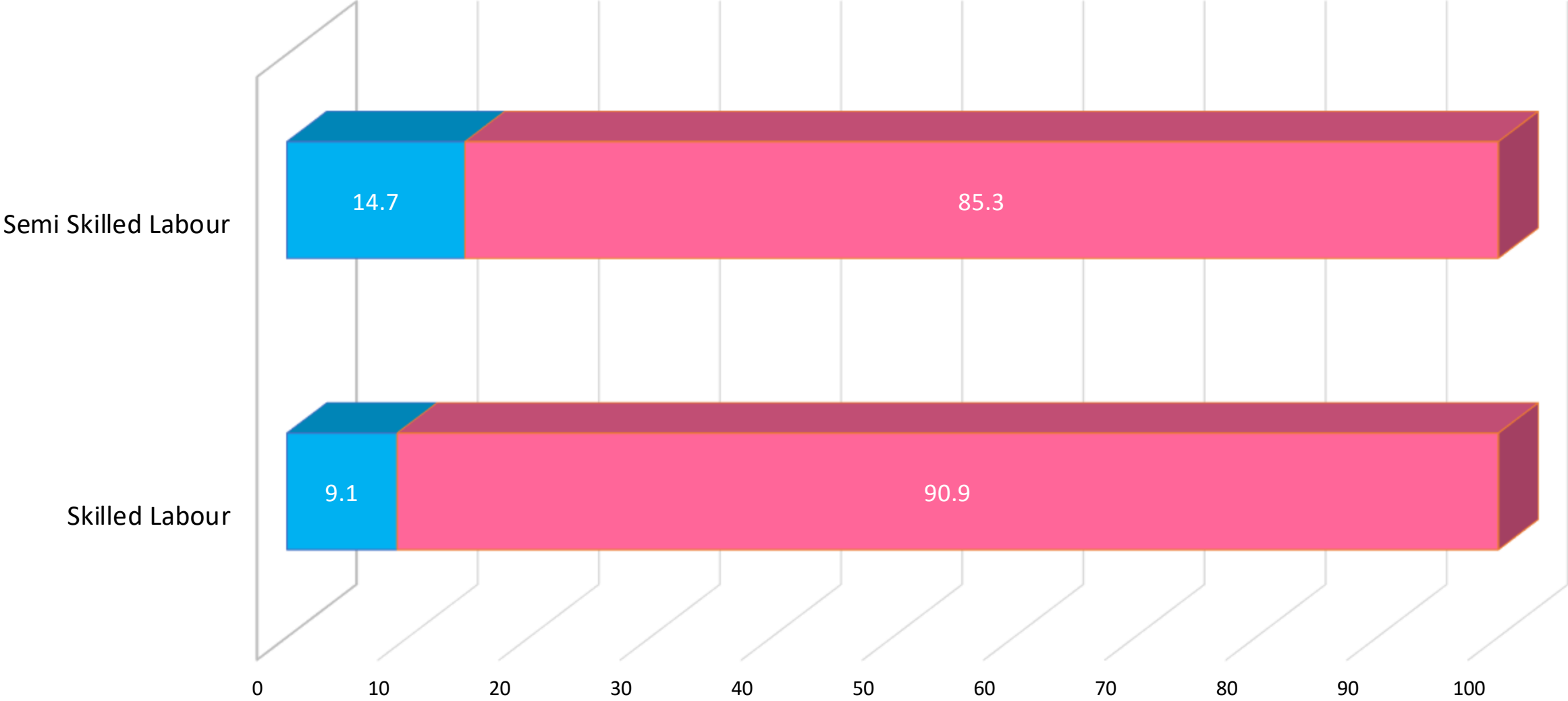
Occupational Segregation

Female % Male %



Occupational Segregation – Foreign Employment

Female % Male %



Current Gender Status in RAC Sector

- Ozone Science General Awareness – Not less than 50% female participation
- National Competition Participants - More than 50% female participants
- Less engagement in
 - Technical Workshops: Male – 1907; Female -13 (2017 to 2022) (0.677%)
 - Recognition of Prior Learning Programme – 0/36 (2021)
 - Capacity Building Programmes

Other Aspects

- Decision making roles
 - National Ozone Unit
 - Stakeholder institutions
- Access to opportunities
 - Women benefitting from capacity building and training programmes
 - Work environments of industries providing opportunities for women

Challenges in RAC Sector

- Occupational Segregation
 - Vertical and Horizontal
 - Perpetuated by customary or cultural prescriptions
 - Job appropriateness for each gender
 - Principle on women's domestic role
 - Perception of conflicting domestic responsibilities
 - Expectation for women to be more productive than men to compensate for higher costs

Initiatives by National Ozone Unit

Awareness Raising for End-users

- More than 50% of women participants
- Change the contents based on needs and perspectives



'Ozone Friends' Badge for Girl Guides/Girl Scouts



- Girl Guides Association
 - More than a century-old
 - Aimed at empowering young girls with the motto of 'Be prepared'
 - Engagement of different groups of young girls
 - Butterflies (Age 5-8)
 - Little Friends (8-12)
 - Guides (12-16)
 - Rangers (15-23)
 - Differently abled (any age)
- Collaboration
 - To introduce ozone science to young girls
 - To engage young girls in raising ozone protection awareness
 - To introduce career options in the cooling / air conditioning and refrigeration sector

The Process

- Each girl guide member has the option to achieve 'Ozone Friends' National Badge
- Needs to follow the curriculum according to her group and conduct activities mentioned in the curriculum to fulfill the requirements of achieving the badge
- Needs to maintain a logbook too
- Upon satisfaction, eligible for the badge
- 'Ozone Friends' Badges awarded annually at National Ozone Day Celebrations

'Ozone Friends' : Agenda for 2022



Coffee Table Book

- Reflecting the thoughts of young girls on protecting the Ozone Layer
- A book of selected entries from 'Ozone Friends' Badge design competition



Lessons Learnt

- Need for wider awareness understanding gender perspectives
- Need of understanding gendered division of labour in each sector associated with ODSs and the cooling sector
- **Capacity building for decision makers and Ozone Officers required to sensitize gender rather considering it as a reporting mandate**

Gender mainstreaming in HPMP II

During HPMP II, gender considerations and actions on gender mainstreaming are assessed and a proper Gender Management Plan is implemented with following intended actions:

- Create opportunities and building equity for women to join RAC job market
- Support the government to achieve the gender mainstreaming targets by implementing the activities proposed under HPMP II
- Ensure gender balance in the recruitment of staff for HPMP II
- Assure that the consultants and project personnel have the required gender competence to reflect on progress and challenges related to gender

Gender mainstreaming in HPMP II ...

- Discuss gender issues during the thematic workshops to share experiences and lessons learnt on gender mainstreaming
- Shape up the trainings and other interventions taking into considerations specific needs for men and women
- Quota Distribution:
 - Maximum of 5 Points for engaging women in their businesses at decision making and technical levels
 - Maximum of 5 Points for gender-sensitive arrangements for their employees

Thank you





Q&A

SHARE YOUR QUESTIONS AND
COMMENTS WITH OUR PANELISTS



THANK YOU