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**DESK STUDY FOR THE EVALUATION OF GENDER MAINSTREAMING IN THE
MONTREAL PROTOCOL PROJECTS AND POLICIES**

Background

1. At its 80th meeting, the Executive Committee approved the terms of reference for the desk study of the evaluation of gender mainstreaming in the Montreal Protocol projects and policies (decision 80/9). The desk study aims at contributing to a better gender mainstreaming in the related projects and to encourage Multilateral Fund (MLF) stakeholders to explore a more systematic way to include gender relevance in their activities. The terms of reference for the desk study are contained in Annex I of the present document.
2. The concept of gender mainstreaming was emphasized in 1995 at the Fourth World Conference on Women in Beijing. It was included in the Beijing Platform for Action and subsequently it became an important element of the United Nations (UN) policies and programmes. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies and programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality through women empowerment.¹
3. All UN agencies have a responsibility to adopt a gender perspective and to analyze how gender issues are relevant to their mandate. The four UN implementing agencies (IAs) participating in the implementation of the Montreal Protocol have a gender policy².

¹ United Nations. Report of the Economic and Social Council for 1997. A/52/18 September 1997.

² UNEP Policy and Strategy for Gender Equality and the Environment 2014-17 (P&S) ; World Bank Group gender strategy : gender equality, poverty reduction and inclusive growth, 2015 ; UNDP Gender Equality Strategy 2014-2017; UNIDO's Gender Equality and Empowerment of Women Strategy 2016-2019; UNIDO Guide on Gender Mainstreaming. Montreal Protocol Projects.

Objectives of the desk study

4. The purpose of the desk study is to take stock of efforts to include gender mainstreaming into the activities and projects related to the implementation of the Montreal Protocol, to explore a more systematic approach to include gender mainstreaming in the related policies and projects. The desk study will look at how gender policies of the IAs are taken into account in the MLF activities in both project design and project implementation; whether gender advisers and gender focal points are consulted; whether men and women have equal opportunities to benefit from capacity building activities such as training and workshops and to participate in the decision-making process; how awareness campaigns deal with gender issues; and whether gender-disaggregated data are collected.

Methodology

5. A qualitative analysis was undertaken. The desk study reviewed existing documents such as project proposals, progress reports, final reports of Executive Committee meetings and the project completion reports' (PCRs) lessons learned database and all documents used for the preparation of the Secretariat evaluations since the 69th meeting. A brief questionnaire was sent to the IAs and three out of four IAs answered the questionnaire. Another questionnaire was sent to 125 National Ozone Units (NOUs) that participated in the network meeting in Paris in January 2018 where information about this desk study was shared. The questionnaire was repeatedly sent to NOUs until a sample of 32 responses was collected. Discussions with NOUs were held during the network meeting and with the IAs during the Inter-agency coordination meeting.³ The questionnaires are presented in Annex III of the present document. In this study, only the four IAs were included, not the bilateral agencies, allowing to remain within the conceptual framework of the United Nations and use the same terminology.

6. The scope of a study on gender mainstreaming concerning IAs could encompass two areas: how gender mainstreaming is reflected within the IAs organizational culture (i.e., the way the IA treats its own employees from a gender equality point of view), and how is it applied in the corporate strategic plan, in the activities and projects aimed at having a societal impact. This study focuses on the second domain only.

An overview of the gender mainstreaming at the United Nations

7. Gender issues were taken into consideration at the UN since its creation. The preamble to the United Nations Charter reaffirms "faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small".⁴

8. In 1946, the Economic and Social Council established the Commission for the Status of Women as a specialized, inter-governmental body focused on analyzing and documenting social and economic aspects related to women's life, and on the promotion of gender equality.

9. During the 1970's, when the second wave of feminism acted towards reducing gender-based inequalities in areas such as family, workplace and legislation, the global advocacy on women's equality and rights became stronger. This was also reflected by the declaration of the UN International Women's Year in 1974, the first UN International Conference on Women in 1975, and more over in the ratification of the Convention of the Elimination of all Forms of Discrimination against Women (CEDAW) in 1979, a comprehensive agreement aimed at protecting women rights. In 1992 the United Nations Conference on Environment and Development (UNCED) in the Principle 20 of its Rio Declaration stresses the role of women in environmental management and in achieving sustainable development.

³ The 81st Inter-agency coordination meeting was held 6 – 8 March 2018.

⁴ Preamble of the UN Charter.

10. The notions of women empowerment and gender mainstreaming got increased attention after the United Nations Women’s Conference in Beijing in 1995. The Platform of Action, the conference seminal document, was widely disseminated and provided a frame of reference and a vocabulary that activists could use in formulating their issues. The conference also was the place where the shift from the “Women in Development” paradigm changed to the more comprehensive and relational “Gender and Development”, which refocused the attention from women only to women as participants in a power relations context. Furthermore, the Millennium Development Goals (MDG) included Gender equality as Goal 3, “Promote gender equality and empower women” and 15 years later the Sustainable Development Goals (SDG) included gender equality both as a singular goal and as a cross cutting issue.

11. While gender mainstreaming and its conceptual package seem straightforward in organizations dealing with economic and social issues, it can be more complicated in the case of technical organizations as it is not easy to identify gender-related issues in projects dealing with technology or technical standards.

12. Taking this into account, UN agencies with technical profile also became more gender sensitive in their policies and programmes, as “technologies being transferred through the technical cooperation programme have social and economic implications for potential users and beneficiaries. The potential contribution of technical cooperation projects depends on the attitudes of individuals who play a crucial role in the realization of gender mainstreaming. Staff and counterparts may need a specialized assistance to help ensure that both men and women will benefit from programming and project activities. Gender analysis should be part of every technical cooperation project.”⁵

Gender mainstreaming policies in IAs

13. All IAs have a gender policy at the corporate level. The policies emphasize the importance of promoting gender equality and of mainstreaming a gender perspective in the projects and programmes. They recognize gender rights as important human rights and gender equality as a means for achieving social and economic development, as advocated in the SDGs.

14. With an important programmatic work and as a scorekeeper for SDGs, UNDP is a leading agency in the gender domain and was the first UN agency to define the competencies needed to advance gender equality. The more recent UNDP Gender Equality Strategy (2014-2017) outlines the organization’s commitment to promoting gender equality and women’s empowerment. According to this, gender needs to be integrated as a cross-cutting theme in all projects at all stages of the programme/project cycle starting from the design phase, by collecting gender-disaggregated data and formulating gender indicators. UNDP created distinct institutional mechanisms to ensure gender mainstreaming:

- (a) The project appraisal process, in accordance with UNDP’s Programme and Operational Policies and Procedures;
- (b) The gender marker tracking system on investments for gender equality results; and
- (c) The Results Oriented Annual Report (ROAR), which includes a section on gender.

15. UNEP has prepared a Gender Equality and the Environment Policy and Strategy (P&S) 2014-2017 focused on the promotion of social safeguards in the organization’s programmatic and operational areas. The P&S establishes institutional arrangements in compliance with the standards set out in the UN’s System-Wide Action Plan for Gender Equality and the Empowerment of women (UN SWAP). Furthermore, gender equality is the focus of the Safeguard Standard 8 of the UNEP environmental, Social and Economic Sustainability Framework (2015).

⁵ Towards A Gender Mainstreaming Action Plan for The Department of Technical Cooperation. International Atomic Energy Agency. 2006

16. UNIDO has developed a Gender Guide on Gender Mainstreaming Montreal Protocol Projects, dated 2015, which states its goal as “helping UNIDO’s staff involved in Montreal Protocol interventions, but also national and local counterparts, agencies, international and private sector partners and experts to apply a gender perspective in their work and, more specifically, to mainstream gender throughout the project cycle”.⁶ The guide points out how men and women are differently affected, physically and socially by the ODS, due to biological differences and issues related to the division of labour, and draws attention to the participation of women in international meetings and conferences.

17. The guide provides practical tools to include gender issues at various levels of project cycle (i.e., project formulation, implementation, monitoring and evaluation). It suggests a gender analysis and gives examples of gender indicators. Table 1 below presents an aspect of an engendered logical framework for Montreal Protocol projects for technology development and transfer (other categories involve awareness raising/capacity building and global forum).

Table 1. UNIDO’s engendered logical framework for Montreal Protocol projects

Category	Technology development and transfer
Montreal Protocol outputs/activities	Support implementation of zero-ODP, low –GWP technologies in industry to reduce ODS consumption.
Possible GEEW⁷ activities	<ul style="list-style-type: none"> • Request companies to provide UNIDO staff with information on the qualification of their male and female employees to generate baseline data/situational overview (e.g., level of formal education, additional training attended, current position). • Make gender an integral part of any training provided (e.g., through dedicated gender sessions, the presentation of sex-disaggregated data). • Mainstream gender in training and information material/cooperate with gender specialists to include gender considerations in training and information material (e.g., through inclusion of dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of women and men).
Possible GEEW indicators	<ul style="list-style-type: none"> • Access granted to staff files/data base with information on male and female employees’ qualifications (y/n). • Percentage of time dedicated to gender during training. • Gender specialist involved in preparation of training and information material (y/n). • Training/information material is gender sensitive (y/n).
Possible GEEW outputs	<ul style="list-style-type: none"> • Information on male and female employees, including their skill level, is documented and accessible to UNIDO staff. • Training agendas/curricula are adjusted and cover sector-specific gender issues. Policies recognize women and men as key users of energy services and enable them to benefit equally from access to modern energy services and energy efficiency technologies. • Gender-sensitive training and information material is prepared and disseminated.
Possible GEEW outcomes	<ul style="list-style-type: none"> • UNIDO staff have a better overview of gender parity in companies and the educational skill level of male and female workers. • An increased number of male and female workers are gender –sensitized and more aware of sector-specific gender issues.

18. The World Bank applies its updated (2015) gender strategy to all operational levels, including MLF funded projects. It is implemented through the Country Partnership Frameworks, which undertakes gender

⁶ Guide on Gender Mainstreaming Montreal Protocol Project, 2015, Vienna.

⁷ Gender Equality and the Empowerment of Women (GEEW).

assessments and report, disseminates the findings and conclusions and identifies gender-responsive actions that are proposed as part of the World Bank's assistance strategy for the country. These actions are discussed with various partners and integrated within the World Bank's funded projects. At the project preparation stage, an environmental and social impact assessment/environmental and social environmental plan is prepared when specific gender issues and challenges are identified. As it is a rather new approach, it is planned to be applied in MLF projects in the near future.

Application of a gender-sensitive approach in the IAs' MLF funded projects

19. MLF-related documents from the last five years were searched for information on gender issues. These include projects documents, IAs work programmes and progress reports, evaluation reports and related documents, final reports of Executive Committee meetings from the 69th meeting onwards and the PCR lessons learned database. Only three specific mentions of gender were found, two of them in UNIDO projects documents and one in a final report of the Executive Committee.⁸

20. The questionnaire that was sent to the IAs yielded information about gender-related achievements and challenges as described below:

21. Gender-sensitive activities took place in several MLF funded projects implemented by UNDP. For example, in Peru, the NOU conducted a women-only workshop on RAC good practices and handling of natural refrigerants.

22. In El Salvador, the NOU, with the assistance of UNDP, strengthened the administrative capacity of women to run small and medium-sized enterprises by organizing specialized training. Moreover, given the importance of this issue, UNDP is in the process of conducting gender analyses in a few projects funded by the MLF in order to draw out the specific linkages to gender in different sectors.

23. UNIDO presents new project design documents to the gender focal point for a gender sensitive review. This ensures that each project addresses gender issues accordingly (e.g., by engaging gender specialists in the mainstreaming process at development and implementation phases, by targeting settings for women's participation in activities and by ensuring that gender-disaggregated data are collected and/or analyzed). Furthermore, UNIDO uses a gender marker, a tool that enables the organization to track and monitor the allocation of financial resources to GEEW activities and therefore, the level of integration of gender-related activities into UNIDO projects and programmes. This process, however, does not take place with the MLF projects as it does not have a gender policy nor a gender focal point. Nevertheless, some MLF-related activities did include a gender approach. For instance, in June 2017, UNIDO's Environment Department has organized an expert meeting on "Opportunities, challenges and key actions for the phase-down of HFCs, with a special chapter on Africa", with a session addressing women in refrigeration.

24. As part of a project to eliminate the use of methyl bromide, implemented by UNIDO in several states in Mexico, 1,700 people were trained, among which 700 were women. Women are a crucial part of the grafting process, especially for "the cut"⁹; a delicate procedure that requires specially trained staff. In Mexico, most of those employed in this role are women, predominantly under the age of 30, with an average of two or three children. Being a trained grafter opens up more opportunities, allowing women to send their children to higher education, purchase a house, or even start their own business. Currently enterprises in the states of Baja California, Baja California Sur, Colima, and Sonora adopted this technique while empowering female agribusiness workers in Mexico.

⁸ UNIDO's project documents mentioning gender were: a workshop in Vietnam where "gender policies and other public issues" and a gender mainstreaming training for UNIDO staff. The Executive Committee final report mentions the "United Nations rules and regulations on gender representation" related to recruitment.

⁹ Of the several phases in the process, the cut is where one plant's stem is connected to another plant's rootstock.

25. The World Bank recently assessed the, polyurethane foam projects in stage I of the HCFC phase-out management plan (HPMP) in China to provide lessons learned and possible gender gap information in the context of closing production lines and relocating foam enterprises during which workers' retrenchment or relocation occurred. In this cases, it may happen that improper compensation schemes may create discrimination among men and women as well as diminished livelihoods and incomes, particularly for vulnerable groups such as women and elderly employees that may face challenges to find alternative jobs. The assessment, however, concluded that no such thing happened as the employees participated in discussions and negotiations and received the same compensation package. In Jordan, during the ODS phase-out plan and CFC conversions, it was found that the process of transition to non-ODS technologies yielded more qualified jobs supported by higher level of training on workplace safety, in which participated both men and women. A finding was that enterprises employ women in both administrative and technical departments.

Challenges in applying a gender-sensitive approach

26. The IAs identified a series of challenges in applying a gender sensitive approach to MLF funded projects. Some are inherent to the structure of the MLF such as the absence of a specific policy to promoting gender issues. Another challenge addresses the limited information on the extent of actual or possible gender issues within the wide range of activities within an MLF project. In addition, the scarcity of dedicated resources makes the gender impact of MLF projects unaccounted for, even if the MLF projects may have some important gender dimensions such as the creation of job opportunities for both men and women; the training of farmers exposed to toxic chemicals to better handle such unhealthy conditions; and the introduction of better occupational practices for both men and women.

27. Other challenges stem from external factors, such as stakeholders' limited awareness of gender issues and insufficient knowledge of how to effectively mainstream gender in respective policies and plans. In addition, the low availability of qualified women in science and technology hampers the recruitment of female experts for the implementation of the projects as well as among the beneficiaries.

Gender mainstreaming in the field

28. The NOUs are the pivotal institutional instruments in the implementation of MLF funded projects. They are the link between the IAs, governments and private enterprises and have an important role of coordination among various stakeholders and in disseminating information through awareness campaigns.

29. Thirty-two NOUs answered the questionnaire for this desk study expressing their opinions on gender mainstreaming in the MLF projects, giving examples and making recommendations. In some cases, the respondents adopted a rather normative approach to gender mainstreaming, meaning that they perceived the situation as it should be, not necessarily as it really is. In some instances, a lack of knowledge of gender terminology and concepts led to confusion.

30. To the question on whether gender mainstreaming is taken into account in project design and in the project cycle, twenty respondents answered no, while others stressed that women are invited to participate in the meetings; that gender balance and female participation in project activities are taken into consideration; and that equal opportunity is given to both men and women to participate in training. An evidence often mentioned is that women are leading the NOU or are present in the NOU's staff. One respondent mentions that specific priorities have been taken into account to address gender inequalities in every component of the project in stage II of the HPMP.

31. When asked whether the NOU is in touch with gender advisers and gender focal points of the IAs, the majority of respondents answered no. Six respondents stressed that in their lead ministry there is a gender specialist who can be consulted if needed.

32. When asked about policies aimed at helping women to be represented in the decision-making in the implementation of MLF projects, some respondents answered positively. They asserted that their country has a national strategy for promoting women in leadership positions or that gender equality is written in the Constitution. Nevertheless, some respondents stated that “the policies are not well known, and not really implemented” or simply that there are no gender policies related to the implementation of MLF projects.

33. According to a majority of respondents, men and women have equal opportunities to benefit from capacity building activities and they are encouraged to participate in training. Nevertheless, because of the male-oriented character of the refrigeration sector, more men than women are involved. Therefore, while, in principle, opportunities are open to all, participation is skewed towards men. In most of the countries in the sample, invitation to participate in capacity building activities is made with no gender differentiation. According to one respondent, the HPMP has the main priority to address gender inequalities, which matches the Government’s initiative to identify gender gaps in industry and apply gender equity measures to correct them. It is worth noting that women are more represented as custom officers, importers and brokers, and that small refrigeration workshops are often family businesses where women are also involved, especially in purchasing refrigerant gases and refrigeration tools. Similarly, they are end-users of household appliances and decision-makers in their purchasing.

34. A respondent mentioned how, in one training, the few women from an industrial school participating in a basic training became motivated and are now working in some major refrigeration enterprise. The NOU also recruited an international woman expert in refrigeration, who was, to date, the best expert they ever had, demonstrating that prejudice against women working in the sector had no support. Hence the need to incorporate women in workshops, training and to implement gender targeted awareness campaigns as the respondents unanimously asserted that no such campaigns had taken place.

Gender-disaggregated data

35. The importance of gender-disaggregated data in tracking improvements in gender equality is not challenged. Both categories of respondents, IAs and NOUs, indicated that such data are either not collected or the findings are not reported. One IA collects gender-disaggregated data regularly since 2016, while two other do not collect such data within the framework of the MLF. They do, however collect the data requested by their national gender strategies, but as reporting for the MLF does not include gender issues, all this valuable information is not provided. According to the NOUs, in most cases, projects do not collect gender-disaggregated data and therefore there are no gender statistics on activities related to the MLF projects. Only five respondents claimed having such data, mainly referring to participation in training, but none at the sector level involving all existing activities.

Strengths, weaknesses, opportunities and threats (SWOT) analysis

36. A SWOT¹⁰ analysis is a tool that helps identifying the main assets and challenges in an organization or in implementing an action or process, like gender mainstreaming. In this case classifying the information provided by the IAs and NOUs helps differentiate among internal strengths and weaknesses as compared to external opportunities and threats in applying a gender perspective in the MLF projects. Based on the information contained in the questionnaires received from the IAs and the NOUs, the Senior Monitoring and Evaluation Officer undertook a SWOT analysis with the results shown below:

¹⁰ The SWOT analysis is a strategic planning technique used to identify the strengths (characteristics of the project that give it an advantage over others), weaknesses (characteristics of the project that place it at a disadvantage relative to others), opportunities (elements in the environment that the project could exploit to its advantage), and threats (elements in the environment that could cause trouble for the project), related to project planning.

Strengths

37. Several factors could be considered as strengths in implementing gender mainstreaming, *inter alia*:
- (a) Among UN agencies gender equality is an acknowledged goal and the importance of achieving it is not challenged;
 - (b) All IAs have formulated gender mainstreaming policies. There are gender advisers or focal points on gender at the agency level;
 - (c) One IA has developed a guide for gender mainstreaming, along with indicators that can be adapted in all MLF projects; and
 - (d) There is interest in gender issues at the field level, among NOU staff directly involved in project implementation.

Weaknesses

- (a) Gender issues are seldom taken into account in project design;
- (b) Resource-wise, projects have no gender-sensitive budgeting;
- (c) While IAs have their own gender policy, this is not adapted to the specificity of MLF projects;
- (d) The MLF has no gender policy;
- (e) There is no gender training for project staff or for including gender into project design;
- (f) There is little or no collaboration with gender focal points or gender advisers of the IAs;
- (g) No gender-disaggregated data are collected on project implementation and therefore little information is available on women and men participation in projects; and
- (h) Gender is not included in the mandatory reporting.

Opportunities

- (a) There is an acknowledgment of the importance of gender issues at the governments level and many governments have a gender department with competent staff. In addition, many countries have a national gender equality policy; and
- (b) Experience shows that women can be motivated to be interested in technical areas, which were until now reserved to men and they are more responsive to participate in specialized training.

Threats

- (a) Persistence of prejudices and stereotypes concerning women working in a traditionally male area;
- (b) Scarcity of resources (financial, human) for gender-related activities;
- (c) Lack of motivation of women to join non-traditional work sectors; and

- (d) Lack of understanding of concepts such as gender equality and gender-mainstreaming among the stakeholders.

Conclusions and recommendations

38. The full list of original suggestions and recommendations from the NOUs can be found in Annex II of this document.

39. To better promote gender sensitive activities in MLF funded projects, some IAs consider that there is a need for more information, additional research and knowledge on “inter-linkages between gender and the largely technical activities undertaken under the Montreal Protocol” and on various “gender gaps and inequalities” in MLF activities. In addition, dedicated financial resources, policies and an Executive Committee decision stating that gender-associated activities are eligible in the cost of project budgets are deemed necessary.

40. Respondents from NOUs indicated that there is a need for training, awareness raising, capacity building and gender mainstreaming, as one of the criteria for developing any MLF project. There is also a need for situation analyses to show the women’s place in the sector and the challenges in involving them further in project implementation. Efforts should be made to motivate women to participate, with increased interest, in technical activities and it is important to ensure that women and men have equal opportunities to participate in projects.

41. The following recommendations are based on the six key elements for promotion of gender equality and women's empowerment of the UN System-Wide Policy on Gender Equality and the Empowerment of Women (2006) and can be applied to the present desk study:

(a) *Strengthening accountability for gender equality*

42. IAs should be encouraged to apply their gender mainstreaming policies in place in their organizations into the MLF projects. The MLF should be encouraged to prepare a gender policy and to strengthen the cooperation with the IAs in this area. Relevant discussions could take place during the Inter-agency cooperation meeting as well as during the Executive Committee meeting, on how gender issues could be better taken into account in the projects.

(b) *Enhancing results-based management for gender equality*

43. UNIDO’s guide on Gender Mainstreaming Montreal Protocol Projects could be used as a model for applying gender mainstreaming in the MLF projects as it provides appropriate indicators that allow measuring the project results in gender mainstreaming.

(c) *Establishing oversight through monitoring, evaluation and reporting*

44. The collection of gender-disaggregated data on gender issues should be implemented. Monitoring and regular reporting on gender-related activities and achievement should be made mandatory for all agencies. An evaluation report on the status of the gender mainstreaming in the MLF projects should be prepared every two or three years.

(d) *Allocating sufficient human and financial resources*

45. A gender sensitive budgeting for the projects should be prepared. Enhanced collaboration and the involvement of gender advisers and gender focal points in the design of projects, in surveys and other data collection instruments, should be supported.

(e) Developing and/or strengthening staff capacity and competency in gender mainstreaming

46. Training and awareness campaign, including gender issues, should be made available to IAs and NOUs' staff at all levels.

(f) Ensuring coherence/coordination and knowledge/information management at the global, regional and national level

47. Gender issues need to be discussed during network meetings. Lessons learned and experiences should be shared and disseminated widely, as well as guidelines and informational material.

Recommendation

48. The Executive Committee may wish:

- (a) To take note of the desk study on gender mainstreaming in the Montreal Protocol projects and policies contained in document UNEP/OzL.Pro/ExCom/81/9;
- (b) To invite bilateral and implementing agencies to apply, when appropriate, the findings and recommendations of the evaluation on gender mainstreaming in the Montreal Protocol projects and policies, in all Montreal Protocol-related activities; and
- (c) To request the Senior Monitoring and Evaluation Officer to provide a similar report after three years' time.

Annex I

TERMS OF REFERENCE FOR THE DESK STUDY ON GENDER MAINSTREAMING IN THE MONTREAL PROTOCOL PROJECTS AND POLICIES

Introduction and rationale for the desk study

1. The concept of gender mainstreaming¹ was emphasized in 1995 at the Fourth World Conference on Women in Beijing. It was included in the Beijing Platform for Action and became an important element of the United Nations (UN) policies and programmes.²
2. All UN agencies have a responsibility to adopt a gender perspective and analyze how gender issues are relevant to their mandate. The implementing agencies (IAs) of the Multilateral Fund (MLF) have a gender policy³, and one agency has prepared a guide for gender mainstreaming into the MLF projects in 2015.⁴ During the Inter-agency coordination meeting⁵, bilateral and IAs mentioned gender oriented activities including training and workshops. The Kigali Amendment is an opportunity to include gender mainstreaming in the policies and projects of the MLF.
3. The desk study can identify up-to-date information and knowledge products on the linkages of gender and the largely technical activities undertaken under the MLF, including issues germane to the broader environment sector, such as women's representation in decision-making and participation in education and training, are relevant to the implementation of the MLF projects.

Objectives of the desk study

4. To contribute to a more pro-active approach to gender mainstreaming and to explore a more systematic way to include gender relevance in the MLF funded activities the study will examine how a gender perspective is applied in the projects funded by the MLF; and analyze the gender policies of the bilateral and IAs agencies and how they were incorporated into the projects and activities. Based on a sample of countries, it will inquire how gender policies of the IAs are taken into account in MLF activities. It will try to answer the following questions:
 - (a) How gender mainstreaming is included in the policies and projects of the IAs? Is it taken into account in project design and in the project cycle?
 - (b) Are there gender advisers and gender focal points in the agencies, and if yes, how are they involved in mainstreaming gender in projects related to the MLF? Are they regularly consulted? Do they participate in project preparation?
 - (c) What activities are undertaken by the IAs to implement their policies to mainstream gender in their projects under the MLF?
 - (d) Are existing policies helping women to be represented in the decision-making process on issues related to the implementation of projects funded by the MLF?

¹ The process of assessing the implications for women and men of any planned action, including legislation, policies and programmes, in all areas and at all levels.

² United Nations. Report of the Economic and Social Council for 1997. A/52/ 18 September 1997.

³ UNEP: Policy and Strategy for Gender Equality and the Environment. 2014-2017 (P&S); World Bank Group: Gender Strategy: Gender Equality, Poverty Reduction and Inclusive Growth. 2015; UNDP: Gender Equality Strategy 2014-2017; UNIDO: Gender Equality and Empowerment of Women Strategy. 2016-2019.

⁴ UNIDO: Guide on Gender Mainstreaming. Montreal Protocol Projects.

⁵ Montreal, 5 – 7 September 2017.

- (e) Are actions undertaken to provide men and women equal opportunities to benefit from capacity building activities? Are they equally encouraged to participate in trainings and workshops provided by vocational schools and enterprises?
- (f) Are there gender statistics on women participation in the activities related to the MLF?
- (g) Are there gender sensitive awareness campaigns?
- (h) Are there policies that address the issue of gender balance?
- (i) Do IAs promote that project and policies acknowledge gender differences (e.g., men and women are differently affected by toxic substances and are there protective measures recommended)?

Methodology

5. The desk study will undertake a review of existing documents: policies papers, project proposals, progress reports and project completion reports. An electronic survey will be prepared targeting a sample of countries where a variety of projects are implemented and interviews will be carried out by telephone with the bilateral and IAs and NOUs. A report will be prepared and presented to the 81st meeting of the Executive Committee with conclusions on systematic way(s) to include gender relevance in the MLF funded activities, where relevant.

Annex II

LIST OF SUGGESTIONS¹ FROM THE NATIONAL OZONE UNITS ON HOW TO ENHANCE GENDER MAINSTREAMING IN MULTILATERAL FUND FUNDED PROJECTS

- Ce qu'il faut faire à mon avis c'est d'appliquer la question (g). Augmenter les campagnes de sensibilisation sur le genre. Dans les projets, imposer des sous activités sur la prise en compte du genre. Ceci va motive les filles à aborder ces secteurs finances par le Fonds Multilatéral
- Awareness raising and Capacity building
- Gender mainstreaming should be one of the criteria for developing any MLF funded projects
- I think it is a lot talked about, but I haven't seen so far in UN projects concrete indicators nor concrete policies. I am not expert in this field, but gender policies should be somehow very concrete and results should be visible and measurable.
- I do not think that this is the focus of the MLF projects and I do not think this is an important matter to help the Country to achieve its targets and compliance with the Montreal Protocol.
- This should be one point to be highlight within the project. But it shall take into account specific case of different countries. MLF may provide scholarship for ladies to be trained in this area, or incentive to support ladies.
- We encourage more women to participate in the MLF-fund project; however, thus depend on the situation of the country and how many percent of women are working in this sector as well as the culture of the countries should be also respected.
- Under investment projects is not easy to include the gender equality, because more of them depend on the counterpart's personnel scheme, and the projects usually consider only machines or production processes (some of them automated). Consequently, under other activities, participants are those people who are interested in, without any special invitation to men or women.
- As technicians mentioned during BRP training courses, the RAC sector is made up of male technicians due to the need of physical strength to make repairing and maintenance of equipment, in consequence, the female working force within the sector end up working mostly in the sale area.
- According to that, on a first stage, the MLF could encourage hiring female experts or increasing female participation in NOU activities. That could be a part of the report's evaluation, where the MLF highlights these initiatives.
- The first necessary element to advance in the implementation of policies with the gender perspective is to recognize the need to make diagnoses that show the place that women occupy in different activities that are related with Protocol of Montreal and know what the causes and consequences are for the which emerge unequal relationships, which deepen the vulnerability of many women in the world, where unfortunately inequality and poverty are mixed thus determining a critical state of the feminine question. An evaluation is vital explicit of where they are and why are the inequalities.

¹ The suggestions were extracted, as is, in their original languages, from the questionnaires received from the NOUs.

- We recommend include the health component, to make visible the main differentiated risks that present men and women due to ODS/HFC exposure. Of particular importance are the characteristics of these chemicals and effects for both women and men and for the process of reproduction.
- Consideramos oportuno incrementar los procesos de motivación sobre todo al sector femenino para despertar el interés en temas más técnicos. En nuestro país el porcentaje de mujeres con estudios superiores y permanencia en el sistema educativo es precisamente de mujeres pero no hay mucho interés de las mismas por las áreas técnicas o ingenierías.
- Open window to fund awareness campaigns from MLF to promote gender equality and to encourage women to participate in the activities related to the MLF.
- Adopt an Executive Committee decision stated that the MLF –funded projects should indicate gender statistics on women participation in the activities in the progress and final report of each project.
- Adopt an Executive Committee/MOP decision request TEAP to prepare document for policies helping women to be represented in the decision-making process on issues related to the implementation of projects funded by the MLF.
- Analyze cultural reasons that influence women not to consider technical training that involves some physical effort. In the country, there are very few women who perform mechanical or electrical work, although technical schools and universities are open in equal conditions for both genders.
- It will be a bottom-up process that would involve shifts in institutional culture as part of organizational change involving the policy processes, mechanisms and actors. However, this needs to take private companies and small micro-enterprises into account. Gender budgeting is another area that can be tapped into to promote gender mainstreaming in terms of the impact made by gender hierarchies
- Create equal opportunities and participations. Skilling women in professions.
- Some projects area might be suitable to promote the gender equality, but for the technology conversion projects, the chance to promote gender quality is limited due to the majority of workers are men. More possibility to involve women is in awareness raising activities. As a matter of fact, it is commonly hard to find women in the manufacturing industries and servicing sector (as technician
- The IAs should be mandated to submit project proposals on behalf of countries that are designed to ensure both males and females equally benefit from the activities. Strategies should be included in project design that ensure both men and women equally benefit. Include funding in projects that will support public awareness campaigns that target women and encourage them to participate in capacity building and other activities
- ODS Regulations should incorporate Gender Rule to promote gender equality in the MLF – funded projects. During the design of the MLF funded projects, a clause/condition should be inserted in the project documents indicating that gender equality must be considered in the implementation of the approved projects. Endorsement letters from countries seeking for approval of MLF funded projects should indicate commitment that gender equality shall be observed
- The RAC sector has some specific problems for broad participation of women in my country. We have a couple of woman within the country who have a technical education in the refrigeration.

They are involved to the arrangement of trainings and review of ODS consumption. Some women participate very actively in International Ozone Day celebration every year and other public awareness activities. We assume the future broad involvement of women to the HFC phase-down projects mainly in the building sector (as experts on introduction of green technologies and certification of buildings) and educational programs in HVRAC sector. In addition, the gender equality requirements could be applied in the projects on prevention of illegal trade of ODS.

- Provide funding of special trainings and awareness activities/materials specifically for women. This could be done by including and highlighting these special activities for women in the SSFA or project document.
- It is suggested that gender quality in the MLF-funded projects can be promoted through encouraging more female trainers to be trained and work for the project. Gender statistics should be recorded in any meeting, conference as well as training workshop. And lastly policy should be set to encourage women in the decision making process, i.e. “at least, one woman should be seated as a chair/co-chair in a technical meeting”.
- Equal involvement at the inception phase of the project as well as at the very onset of project activities. The decision-making process should be gender-sensitive and this aspect should be taken into consideration from very early on. During the implementation phase if there a need, aspects should be re-assessed and acceptable actions/changes should be taken/made
- Women are encouraged to participate in trainings and workshops provided by MLF –funded projects in order to building capacities. Building capacity of women could help to represent in the decision-making process on issues related to the implementation of projects funded by the MLF. There should be criteria in gender mainstreaming taken into account in project design, preparation, approval stage of MLF-funded project
- I believe that this is country specific. Since MLF projects are coordinated according to Country’s laws and policies. The countries must integrate gender equality in their policies to allow projects such as those funded by MLF to incorporate gender equality principles in its
- If need a media campaign encouraging women to join the RAC sector
- Just to give attention and encourage women by giving them the benefit attraction in this new field for them
- Yes, it is normal to do the gender promotion in projects funded by the MLF. The capacity is the same for woman and man
- We do not see or have an issue with gender inequality. Under the MLF funded projects appointments and functions are based sole on capability.
- More awareness in the RAC sector – for Vanuatu, I know of only one woman having had training so far in this area.
- Gender equality should be one of items mentioned during project development and implementation
- Gender equality is already there since the UN does not promote discrimination based on gender. What is need, is to encourage female participation in MLF activities.

Annex III

QUESTIONNAIRES SENT TO IMPLEMENTING AGENCIES AND NATIONAL OZONE UNITS

Questionnaire sent to IAs

1. How is the gender policy of your agency applied to the projects funded by the Multilateral Fund? Kindly give some examples.
2. What are the challenges encountered in adopting a gender sensitive approach in the MLF projects?
3. What do you think it needs to be done to promote gender equality in the MLF –funded projects?
4. Do you regularly collect gender sensitive statistics in the MLF projects?
5. What improvement would you suggest to the existing policy, taken into account the specificity of the MLF projects?

Questionnaire sent to NOUs

1. Is gender mainstreaming taken into account in project design and in the project cycle? (Y/N). If yes, please explain how?
2. Are you in touch with gender advisers and gender focal points from agencies who can be regularly consulted? (Y/N).
3. Are there policies helping women to be represented in the decision-making process on issues related to the implementation of projects funded by the MLF? (Y/N). If yes, please describe.
4. Do MLF-funded projects relate to actions to provide men and women equal opportunities to benefit from capacity building activities? (Y/N). If yes, please describe.
5. Are men and women equally encouraged to participate in trainings and workshops provided by vocational schools and enterprises? (Y/N).
6. Are there gender statistics on women participation in the activities related to the MLF? (Y/N)
7. Are there gender sensitive awareness campaigns related to MLF-funded project? (Y/N) If yes, please describe.
8. What do you think it needs to be done to promote gender equality in the MLF –funded projects?