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EXECUTIVE COMMITTEE OF
THE MULTILATERAL FUND FOR THE
IMPLEMENTATION OF THE MONTREAL PROTOCOL
Eighty-third Meeting
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**ELEMENTS OF A POTENTIAL GENDER POLICY FOR
THE MULTILATERAL FUND (DECISION 81/7(e))**

Background

1. At its 81st meeting, the Executive Committee considered the desk study of the evaluation of gender mainstreaming in Montreal Protocol projects and policies,¹ as prepared by the Senior Monitoring and Evaluation Officer.
2. During the discussion, members confirmed the importance of gender mainstreaming in the activities of the Multilateral Fund, and noted *inter alia* that all the implementing agencies had their own gender policies; that there were very few specific references of gender in Fund documents; and that gender mainstreaming was generally not taken into account in the design of projects financed by the Fund. It also noted that the absence of a gender policy for the Fund made it more difficult to apply a gender-sensitive approach to approved projects. This led to the proposal that such a gender policy be prepared, taking into account the existing policies of other organizations, drawing extensively on the experience of the implementing agencies and avoid creating entirely new responsibilities and obligations.²
3. Subsequently, the Executive Committee *inter alia* requested the Secretariat to prepare a discussion document for the 83rd meeting, outlining possible objectives and elements of a potential gender policy for the Multilateral Fund, taking into account the policies of the bilateral and implementing agencies, input received from national ozone units through regional network meetings and other relevant information (decision 81/7(e)).

Actions taken in response to decision 81/7(e)

4. The present document is prepared in response to decision 81/7(e). For the preparation of the document, the Secretariat extracted information contained in the desk study on gender mainstreaming presented at the 81st meeting, and collected additional information through consultations with bilateral and implementing agencies during the Inter-agency coordination meetings (IACM)³. The document also takes

¹ UNEP/OzL.Pro/ExCom/81/9

² Paragraph 40 of UNEP/OzL.Pro/ExCom/81/58

³ 6-8 March 2018, 4-6 September 2018; and 5-7 March 2019.

into account feedback from National Ozone Officers that attended regional network meetings on the elements of and expectation for a potential gender policy of the Multilateral Fund. Annex I to the present document contains information collected by UNEP at regional network meetings on this matter.

5. During the IACM, agencies provided updates on matters related to their gender policies and how they were being applied to Multilateral Fund projects. UNIDO mentioned that it was updating its gender policy guides for funded projects to include clearly defined screening for gender markers according to the UN system-wide action plan, but that the challenge was tracking how these could be implemented due to lack of resources. UNEP indicated that gender issues had been included as an agenda of the Ozone Officers network meetings; UNEP was preparing publications specifically for women in the refrigeration and air-conditioning (RAC) servicing sector, where women are under-represented; and efforts were also being made to ensure equal representation of women technical experts in meetings. UNDP indicated that implementation of its overall gender policy is funded from resources by donors (e.g., GEF) allocated for projects; targeted gender mainstreaming activities under the Multilateral Fund funded projects would require consideration of a similar allocation from the Fund. The World Bank implemented its corporate gender policy through country frameworks, as well as including it in the environmental and social safeguards framework for the institution. The bilateral agencies of Canada, Germany and Japan reported that there was a gender policy at their Government levels; however, there was none that related specifically to projects funded by the Multilateral Fund.

6. During the discussions, bilateral and implementing agencies also emphasized the need to define the objective of a gender policy, describing approaches for harmonizing gender markers across agencies with regard to their use in projects, and methods for reporting and monitoring. Potential additional resources that might be required for implementing such a policy should also be taken into account.

Introduction

7. 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 became an important element of United Nations (UN) policies and programmes. Goal 5 of the United Nations Sustainable Development Goals (SDG) is to achieve gender equality and women's empowerment (GEWE).⁴

8. 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.

9. While gender is a sustainable development goal on its own, it is also a determinant for achieving all other SDGs. Within this framework of increased attention to gender, there is a need to ensure, in the context of project interventions to phase out controlled substances, gender-responsive goals and actions are taken into consideration so that policies and strategies promoting gender equality can be highlighted.

10. Projects funded under the Multilateral Fund are implemented through bilateral and implementing agencies. The four implementing agencies have a robust gender policy consistent with the UN guidelines⁵ and their respective corporate mandate; the bilateral agencies' respective Governments have each an overall gender policy which was not applied specifically to projects funded by the Multilateral Fund as often, bilateral agencies relied on their implementing partners (i.e., the four implementing agencies) to ensure the

⁴ Report of the Economic and Social Council for 1997. A/52/18 September 1997.

⁵ Most UN agencies contribute to the overall UN system reform through the UN country teams (UNCTs), which includes consideration of gender policies and strategies at the country level.

implementation of gender policies during project intervention. In the context of project intervention (from inception to conclusion), each implementing agency is, therefore, responsible for taking into account how gender issues are relevant to their organization’s mandate and consistent with the mandate and an overall policy relating specifically to the Montreal Protocol and its Multilateral Fund.

11. A summary of each implementing agency’s corporate gender policy is presented in Table 1.

Table 1. Corporate gender policies of the implementing agencies

Agency	Gender policies that relate to Multilateral Fund-supported projects ⁶
UNDP	UNDP Gender Equality Strategy (2014-2017) outlines the organization’s commitment to promoting gender equality and women’s empowerment. UNDP applies these to the project appraisal process; uses gender marker tracking systems on results of any gender-related investments; and on the Results Oriented Annual Report (ROAR), which includes a section on gender
UNEP	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
UNIDO	UNIDO Gender Equality and Empowerment of Women Strategy 2016-2019 which resulted in the development of a Guide on Gender Mainstreaming Montreal Protocol Projects, dated 2015, the goal of which is “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”
The World Bank	World Bank Group gender strategy: Gender Equality, Poverty Reduction and Inclusive Growth, 2015. This is applied to all operational levels, including Multilateral Fund-funded projects, and implemented through the Country Partnership Framework, which undertakes gender assessments and reports, disseminates findings and conclusions and identifies gender-responsive actions that are proposed as part of the World Bank’s assistance strategy for the country

12. Based on information gathered during the desk study, gender analysis done by implementing agencies,⁷ and other relevant materials used as reference, there are a number of characteristics that are unique to the activities/projects that phase out controlled substances being implemented under the Montreal Protocol which contribute to challenges in addressing gender equality and supporting women’s empowerment in Multilateral Fund-supported projects. These challenges are summarized below:

- (a) The Montreal Protocol does not include a specific reference to gender in its text, which is often the starting point to mainstreaming gender in its processes, particularly for projects supported by the Multilateral Fund to comply with the Protocol;
- (b) The mandate of the Multilateral Fund is to provide Article 5 countries with technical and financial assistance only to phase out the use of controlled substances at an agreed schedule and, thus, comply with their obligations under the Montreal Protocol;
- (c) While gender issues are not defined simply as women’s issues, women are often underrepresented in the technical areas (e.g., personnel working in manufacturing facilities, technical consultants on projects) relating to phase-out projects in the foam, refrigeration, and air-conditioning sectors, three important areas of intervention for the Montreal Protocol. The reasons for this have a cultural context, including prejudices and stereotypes

⁶ Excerpted from the Desk study of the evaluation of gender mainstreaming in the Montreal Protocol projects and policies (UNEP/OzL.Pro/ExCom/81/9)

⁷ UNDP’s Gender Analysis and Action Plan for Montreal Protocol projects in China, Nigeria and Peru; UNIDO’s Guide on Gender Mainstreaming Montreal Protocol projects.

concerning women working in traditionally male-dominated areas;

- (d) Gender equality issues and potential entry points are currently not explicitly addressed/considered in the Multilateral Fund project cycle. Gender issues are seldom, if ever, taken into account in project design and are not reported as a part of project reporting frameworks. There are limited efforts to engage women in project-related activities either as implementers (e.g., as trainers,) or beneficiaries (e.g., service technicians);
- (e) There is limited gender-related competence among project stakeholders, which results in a lack of understanding regarding concepts such as the importance of gender equality and gender-mainstreaming during project development and implementation; and
- (f) While national policy frameworks are expected to potentially provide the ideal context for gender mainstreaming, cultural and structural barriers may prevent this and reduce its effectiveness.

13. The above-mentioned challenges and constraints would need to be taken into account when considering a potential gender policy for the Multilateral Fund, within the mandate of the Executive Committee.

Goal and objectives

14. In deciding on an appropriate policy framework to provide the mandate and support to ensure the mainstreaming of gender within the implementation of Fund-supported projects, it is important to clearly define the objectives of a gender policy: what it is intended to achieve, including approaches for harmonizing gender markers across agencies with regard to their use in projects, and methods for reporting and monitoring.

15. The goal of the potential gender policy for the Multilateral Fund would be to enhance support for the efforts of bilateral and implementing agencies, to ensure the inclusion of gender issues in the preparation and implementation of projects, consistent with their organization's gender policies, in a sustainable manner, to:

- (a) Define the scope and methodology of the actions to be taken to mainstream gender and promote a gender-sensitive approach to be applied throughout the identification, design, implementation, monitoring and evaluation of Fund-supported projects vis-à-vis the existing gender policies of each bilateral and implementing agency;
- (b) Establish indicators that will allow the inclusion of gender perspectives from project preparation to project implementation; and
- (c) Develop monitoring and reporting mechanisms on gender, including specific measurable targets.

Key elements of a gender policy for the Multilateral Fund

16. Taking into account the challenges and constraints faced, it is important to define the objectives for a gender mainstreaming policy, developing approaches for harmonizing gender markers across bilateral and implementing agencies with regard to their use in projects, and methods for reporting and monitoring. For example, undertaking gender analysis in the initial project identification and planning stages would gather information useful to set realistic priorities and targets; improved collection of sex-disaggregated data and improved coordination between project stakeholders, would create the basis for activities that

would promote stakeholder engagement facilitating the inclusion of women in decision-making processes, gender-responsive monitoring and evaluation.

17. The key elements that would need to be taken into account for a gender policy for the Multilateral Fund, building from the existing policies from the implementing agencies, may include the following:

- (a) Baseline assessment (i.e., collection of sex-aggregated data) of what is currently being done to address gender equality issues in Montreal Protocol projects, and what main challenges and opportunities are, including the identification of entry points;
- (b) Project/programme design should include targeted activities/elements in order to overcome gender-specific barriers and constraints, including minimum standards/indicators; and
- (c) Strengthening the project review process to encourage implementation of the corporate gender policies.

18. The possible contents and structure of a potential gender policy, noting the key elements identified above, is summarized in Table 2.

Table 2. Key elements for a gender mainstreaming policy for Multilateral Fund projects

Element	Description
Introduction	Presents the mandate of the Multilateral Fund, a summary of constraints, why it is important to implement the gender mainstreaming policy in Multilateral Fund-funded projects, and defines to whom this policy applies
Purpose and Objective	Promote gender mainstreaming [or the inclusion of gender equality and women’s empowerment] in the preparation and implementation of projects funded by the Multilateral Fund, consistent with the gender policies of the implementing agencies
Guiding principles	<ol style="list-style-type: none"> 1. Ensure that gender issues and approaches are included in the design and implementation of project proposals 2. Identify strategic entry points to promote gender mainstreaming in all projects 3. Enhancing the Multilateral Fund’s reporting and monitoring systems to include tracking and reporting results of gender mainstreaming activities
Possible Actions	<p><i>Including gender in the design and implementation of projects</i></p> <ol style="list-style-type: none"> 1. Update/revise guides for project preparation of individual and multi-year projects and submission of tranches, and other relevant guides prepared by the Fund Secretariat to include gender considerations 2. Include a section with gender-specific targets in multi-year agreements <p><i>Capacity building</i></p> <ol style="list-style-type: none"> 1. Include gender mainstreaming in agendas of the network meetings for national ozone officers 2. Encourage bilateral and implementing agencies to involve gender advisers and gender focal points in the design and implementation of projects 3. Inviting Article 5 countries to consider incorporating their national gender policies into project proposals submitted under the Multilateral Fund 4. Develop a guide on the policy on gender mainstreaming when adopted by the Executive Committee <p><i>Improving reporting and monitoring systems to track and report on gender issues</i></p> <ol style="list-style-type: none"> 1. Update reporting formats by including specific quantitative indicators on gender mainstreaming according to the type of project (e.g., institutional strengthening, investment project, technical assistance/training programme) 2. Include a new measureable performance indicator for bilateral and implementing agencies related to gender mainstreaming

Element	Description
Effectiveness	The policy on gender mainstreaming would immediately applied to all new project proposals when adopted; for all on-going projects, the policy would become effective six months after it has been adopted

Recommendation

19. The Executive Committee may wish to:

- (a) Note the Elements for a potential gender policy for the Multilateral Fund contained in document UNEP/OzL.Pro/ExCom/83/45;
- (b) Encourage bilateral and implementing agencies to apply their corporate gender policies in the preparation and implementation of projects funded by the Multilateral Fund; and
- (c) Request the Secretariat, in consultation with bilateral and implementing agencies, to prepare a document for consideration at the 84th meeting, presenting a draft policy on gender mainstreaming for Multilateral Fund-supported projects and how such policy could be operationalized.

Annex I

GENDER MAINSTREAMING DISCUSSIONS IN REGIONAL NETWORK MEETINGS (INFORMATION PROVIDED BY UNEP⁸)

ANGLOPHONE AFRICA NETWORK MEETING OF OZONE OFFICERS, PARIS, FRANCE, FEBRUARY 2019

A presentation was prepared, and discussions held on Gender Mainstreaming with the national ozone officers of the English-speaking African Network. The meeting was informed about the discussions that had taken place at the 81st meeting of the Executive Committee on gender mainstreaming in the Montreal Protocol projects and policies and about Decision 81/7, and to sought their input with regard to a potential gender policy for the Multilateral Fund. The Secretariat would prepare a discussion document for the 83rd meeting, outlining possible objectives and elements of a potential gender policy for the Multilateral Fund, taking into account the policies of the bilateral and implementing agencies, input received from the NOUs and other relevant information.

Inputs and suggestion on how to incorporate the gender dimension into Montreal Protocol projects and policies:

- There is need for creating stakeholders' awareness, training and capacity building on gender mainstreaming
- Promoting and motivating women to participate, with increased interest, in science and technology courses including Refrigeration and air-conditioning fields, e.g. The "Women in Refrigeration" initiative on promoting the education of women in refrigeration
- Promoting participation of women in all national workshops related to the Montreal protocol, including capacity building activities, technical workshops
- There should be gender statistics on activities related to the Multilateral Fund projects
- On the Implementing Agencies' level, there should be collaboration between Implementing Agencies and gender advisers or focal points during the project preparation stage

EUROPE AND CENTRAL ASIA MEETING OF OZONE OFFICERS, ANTALYA, TURKEY, OCTOBER 2018

The Senior Monitoring and Evaluation Officer is conducting a desk study on the evaluation of gender mainstreaming in the Montreal Protocol projects and policies (Decision 81/7) and the Executive Committee invited bilateral and implementing agencies to take into account the information in the desk study for the evaluation of gender mainstreaming in Montreal Protocol projects and policies, and to apply their own institutions' gender policies to the projects and activities approved under the Multilateral Fund, when relevant. UNEP was requested to inform Montreal Protocol officer, through regional network meetings, about the discussions that had taken place on gender mainstreaming and about Decision 81/7, and to seek their input with regard to a potential gender policy for the Multilateral Fund. The Secretariat would prepare a discussion document for the 83rd meeting, outlining possible objectives and elements of a potential gender policy for the Multilateral Fund, taking into account the policies of the bilateral and implementing agencies, input received from the NOUs and other relevant information.

Previously, UNDP had included gender related sessions in the agendas of their project meetings for countries with economies in transition (GEF-funded) and gender related presentations were also delivered

⁸ 12 April 2019.

during the thematic meetings of the ECA network in Chisinau and in Belgrade in November 2016. After a short review of the terminology used to describe the gender sensitivity of projects, ranging from gender blind and gender neutral to gender sensitive, responsive, transformative and gender mainstreaming, the participants discussed how to categorize Montreal Protocol projects and how to incorporate the gender dimension in future project submissions.

Relevant documents were included in meeting USB which was distributed during the last meeting day, including:

- UNEnv Gender equality and the environment – policy and strategy English 2015
- UNEnv Global gender and environment outlook 2016 English
- UNWomen WB UNDP UNEnv Cost of the gender gap in agricultural productivity English
- FAO UNDP UNEnv Guidance note on gender sensitive REDD 2013 English
- UNEnv Gender plan of action 2007 English)
- UNIDO Guide on gender mainstreaming - Montreal Protocol projects 2015 English

UNDP informed on their ongoing study by a gender specialist reviewing the status of gender mainstreaming in the foam, refrigeration and air-conditioning and servicing sectors in three regions (not ECA). It was agreed that the report and recommendations of the study shall be shared with the network countries and that UNDP / UNEP will arrange a webinar to inform about the results of the study. It was also agreed to include a training session for Montreal Protocol officers in the forthcoming ECA meeting to be conducted by a gender expert.

In order to provide input for the desk study on gender mainstreaming in Montreal Protocol projects and policies, the network countries will send information on how gender mainstreaming is currently handled in their respective countries and suggest ideas on how to incorporate the gender dimension into Montreal Protocol projects and policies to UNEP / OzonAction for compilation. The Montreal Protocol officers welcomed the “Women in Refrigeration” initiative and enquired about the status of the IIR initiative on promoting the education of women in refrigeration.

LATIN AMERICA NETWORK MEETING OF OZONE OFFICERS, PARIS, FRANCE, FEBRUARY 2019

The participants debated the issue of gender mainstreaming basically in the refrigeration and air conditioning services sector. Some countries expressed their concern about obtaining additional funding to understand the national reality given that it is not common to find female staff in this field while other cases showed that they already had some progress, such as: Nicaragua, Peru, Uruguay and Venezuela.

Among the activities that have been developed in those countries are the following:

- Specific courses for technical women in refrigeration and for teachers
- Prioritization of deliveries of tools and equipment for good practices
- Cooperation with the Ministry of Social Development to attract more women to work in the sector
- Refrigerant management courses for women who administrate the service workshops

As a result of the experiences of a participant who had participated in training courses on gender policy in climate change, it was agreed that the perspective of gender equity at the national level and the proposal of the United Nations should be understood in order to be able to develop actions appropriate to the circumstances of the different countries.

CARIBBEAN NETWORK MEETING OF OZONE OFFICERS, PARIS, FRANCE, FEBRUARY 2019

The Regional Network Coordinator presented a summary of the conclusions and recommendations of the desk study as contained in document 8109 and made available the UNIDO ‘Guide on Gender Mainstreaming in Montreal Protocol Projects’ to network members; this topic will continue to be included in network meetings as per recommendation of the desk study.

SOUTHEAST ASIA NETWORK MEETING OF OZONE OFFICERS, PARIS, FRANCE, FEBRUARY 2019

The discussion on gender mainstreaming was included in the agenda of the Parallel SEA Network Meeting in February 2019, Paris, France. The summaries of discussion were:

- On-going activities under the Multilateral Funds on desk study for the evaluation of gender mainstreaming in the Montreal Protocol Projects and policies
- Report by countries on how gender mainstreaming has been considered during the implementation of the Montreal Protocol as part of country presentation, which include:
 - **Meetings/workshops/seminars:** Giving priority to female technicians/officers and encouraging female to join RAC training workshop/enforcement training workshops
 - **Representing in Organization/Association:** Some countries have accredited female trainers as master trainer for certification programme. Women are encouraged to participate in process of decision making and implementation. Some countries also provided equal opportunity for men and women in making decision to select members of ODS Steering Committee
 - **Awareness** NOU expressed they will encourage more women to be part of RAC awareness activities. In doing so, women are able to gauge their prospects of diving into the RAC sector
- The countries were advised to mainstreaming the gender issue into its daily operation of the National Ozone Unit and all the activities related with the Montreal Protocol

PACIFIC ISLAND COUNTRIES NETWORK MEETING OF OZONE OFFICERS, BANGKOK, THAILAND, SEPTEMBER 2018

First Discussion on Gender Mainstreaming: The discussion on gender mainstreaming was included in the agenda of the Network Meeting of PIC Network held in September 2018, Bangkok, Thailand. The summaries of discussion were:

- On-going activities under the Multilateral Funds on desk study for the evaluation of gender mainstreaming in the Montreal Protocol Projects and policies
- Invitation for application of UNEP’s global initiative (in collaboration with UN Women) on Women in RAC Sector to encourage and inspire women to consider careers in the sector and support women to follow a career path in this fast growing and important sector
- The followings were discussed as approaches for encouraging woman in RAC sector:
 - Liaising with local technical institution in promoting RAC courses to women
 - Incentive programmes such as exploring and promoting scholarships for women
 - Involvement of women as participants in meetings and consultations
 - Changing mindsets and spreading the message to woman through effective communication strategy including the use of social media

- Liaising with other women in the same trade either in country, region or internationally e.g. <https://www.womeninhvacr.org/>
- Research on possible partnerships to promote RAC career for women
- Countries were encouraged to consider gender balance issue during the development of projects and reporting of activities, including indicating number of female participants of meetings and trainings. It was also agreed that the gender issue need to be reflected in the regional PIC HPMP Stage II

Follow-up Discussion on Gender Mainstreaming: The follow-up discussion on gender mainstreaming was included in the agenda of the Parallel PIC Network Meeting in February 2019, Paris, France. The summaries of discussion were:

- Report by countries on how gender mainstreaming has been considered during the implementation of the Montreal Protocol as part of country presentation, which include:
 - **Meetings/workshops/seminars:** Some NOUs reported that they encouraged more women participants in meetings/workshops/seminars e.g. RAC training on Good Service Practices, enforcement training. NOU explored partnering opportunities with local women NGO and school to help influence more women to undertake the RAC courses
 - **Representing in Organization/Association:** There were women representing organization and workplace in the RAC Association and ODS National Steering Committee. One country assigned a woman female RAC trainer as the Secretary of the RAC Association
 - **Awareness & Decision Making:** NOU outreached to different local women group to educate on different refrigerant and the emerging technology, with the believe that at the end of the day it is the woman in the household who will most likely make the final decision on refrigeration or air-conditioner to be best procured
- Finally, PICs were requested to start collecting and reporting disaggregated data on male and female participants when reporting progress of project implementations

SOUTH ASIA NETWORK MEETING OF OZONE OFFICERS, PARIS, FRANCE, FEBRUARY 2019

The discussion on gender mainstreaming was included in the agenda of the Parallel SA Network Meeting in February 2019, Paris, France. Some of the main items discussed were:

- The parties present acknowledged that more effort is required for Gender Mainstreaming in Montreal Protocol projects in the South Asia Network
- Parties would try to get more stories from South Asia in the “Women in RAC” initiative of UNEP OzonAction
- Some of the reporting formats on project activities could also start reporting gender disaggregated data on meeting participants and outreach activities
- Future SA network meetings to have specific discussions on how to strategize gender mainstreaming and outreach for Montreal Protocol projects

WEST ASIA NETWORK MEETING OF OZONE OFFICERS, PARIS, FRANCE, 2018

The issue of women in RAC sector was raised in the plenary of the 1st inter regional network meeting last year and based that, the network reflected briefly on how to meet with challenge and what can be done to promote for enhanced engagement of women in the servicing sector. Accordingly, Kuwait took the challenge and facilitated for interested women.

Kuwait undertook efforts made at the national level to promote women in the RAC sector and as a result several women have received training on RAC good practices and one received a certificate according to F-gas regulation. The latter was shared during the plenary of the 2nd Inter-Regional Meeting in Paris on 18 February 2019, and several other women in the region showed interest to follow the same path.

West Asia notes that it has a sort of gender balance throughout the region when it comes to the NOU structures.

ADDITIONAL INFORMATION

Women in the Refrigeration and Air Conditioning Industry: Personal Experiences and Achievements (Expected completion date: June 2019)

Refrigeration and air-conditioning is crucial for our health, nutrition, comfort and well-being. From prevention of food wastage to preservation of vaccines, from air-conditioning in hospitals to our homes, we increasingly rely on the advances that refrigeration has brought us. However, all around the world the sector has always been a largely male-dominated work environment. The fast-growing sector can offer a wide variety of interesting and fulfilling careers for women as well as men. UNEP OzonAction, in cooperation with UN Women, has compiled a booklet to raise awareness of the opportunities available to women and to highlight the particular experiences and examples of women working in the sector and to recognise their successes. Being aware of these experiences and the opportunities available can encourage and inspire other women to consider similar careers and support girls to seek to follow a career path in this fast growing and important sector.

The booklet brings together short 'stories' about women working in the refrigeration and air-conditioning (RAC) sector, explaining their motivations, training and education, the challenges they may have faced, their experience and day to day details of their working lives. All the submissions were reviewed and translated, as required. All accepted submissions, from more than 100 women from all over the globe have been compiled into an official publication, which has already cleared UNEP's internal review mechanism. The document is currently undergoing professional editing for consistency and language. The design and layout is underway. Once finalised, the booklet will be outreach to a broad range of stakeholders in the Montreal Protocol and RAC community.
