

Incorporating Gender Dimensions into National Strategy Setting in Chemicals Management

Annexes – Generic, process-oriented tools

Annex 1 - Generic tools for gender dimension of developing national planning and policy strategy documents in chemicals management

(Note: This section contains tools for Section B of the Guide which are applicable to both NAPs and NIPs)

Tools for mainstreaming gender into the development of NAPs/NIPs

Annex 1.1 Key gender aspects in conducting Context Analysis

Area of focus	Key gender aspects
Legal, Cultural and Societal Context issues	<ul style="list-style-type: none">✓ Determine the legal status of women and men in the country✓ Determine if the legislation is gender neutral, blind or responsive✓ Identify how policies, laws and regulations have affected gender context✓ Examine the predominant norms and values for different social groups✓ Examine the treatment and considerations towards indigenous communities and map impact of ethnicity, region, class and other markers of identity✓ Identify historical/current gender issues associated with the chemicals sector (mining, agriculture, health etc.)✓ Impact of ethnicity, region, class and other relevant markers of identity✓ Examine how conflict in the community impacts gender issues✓ Identify barriers that impede women or men's engagement in the chemicals management related sector
Environmental and Health Protection Context Issues	<ul style="list-style-type: none">✓ Identify barriers that impede women or men's engagement in the chemicals management related sector✓ Examine impact of the living and working environment and existing stressors over women and men✓ Examine how policies, laws and regulations related to environment and health protection against chemical's related pollution affects gender context✓ Examine how the lack of policies, laws and regulations related to environment and health protection against chemical's related pollution affects gender context
Labour and Roles	<ul style="list-style-type: none">✓ Examine division of labour among women and men including household and caregiver roles✓ Study the employment demographics of the sector and map women's and men's roles

Resources and Access	<p>Examine women and men's access to resources such as:</p> <ul style="list-style-type: none"> ✓ Control of land as a productive asset through formal or informal structures ✓ Education, technical knowledge and skills ✓ Credit and financial services ✓ Technology and environmental sound techniques ✓ Control and benefits from resources
Decision Making	<ul style="list-style-type: none"> ✓ Examine if and how women are represented in associations, producer organisations and cooperatives ✓ Examine women's ownership and management of organisations and enterprises ✓ Analyse who makes decisions at household, community, corporate and public spaces ✓ Examine the participation of women and men in political and community spheres ✓ Examine what structures exist at community, local and national level to represent women ✓ Determine if there is a consultative decision-making culture
Political Economy Analysis	<ul style="list-style-type: none"> ✓ Ensure engagement and participation of different stakeholder groups ✓ Examine how power affects the position of different stakeholders and ability to act ✓ Examine social, political and economic factors and effect on motivation and behaviour of women and men ✓ Establish how women and men might be supported to drive social, political and economic change

Annex 1.2 - Key Gender Aspects in Project Design

Area of focus	Key gender aspects
Project Design	<ul style="list-style-type: none"> ✓ Use the gender context analysis to inform project design ✓ Identify the gender-related barriers and opportunities relevant to project success ✓ Predict potential impacts of the project design on gender relations and gender equality ✓ Determine the level of financial resources required for gender sensitive/responsive design, implementation, monitoring and evaluation activities ✓ Ensure mainstreaming of gender in all the TORs for subsequent activities within the project ✓ Ensure strong stakeholder engagement in design and analysis including women groups and government departments responsible for women and gender issues ✓ Refer to human rights frameworks or other industry guidelines to guide project design in ensuring women rights
Purpose and Goal	<ul style="list-style-type: none"> ✓ Where possible impact and outcome and output statements should mention gender explicitly ✓ Ensure purpose and goal reduces inequality and gives women equal rights to resources, ownership and control

Project Planning / Activities	<ul style="list-style-type: none"> ✓ Ensure gender balanced project leadership and decision making ✓ Align the project with national or regional gender protocols, or use them as benchmarks ✓ Ensure there is gender expertise to support implementation of activities ✓ Adopt and strengthen sound policies and legislation for the promotion of gender equality and empowerment of women and girls at all levels ✓ Build capacity on gender issues amongst partners and beneficiaries ✓ Develop and integrate mechanisms to ensure gender balanced representation and participation in project activities by women and men. ✓ Integrate gender action plans into the activities ✓ Capture voices of women and men, and develop a gender sensitive communications plan
Selection of Beneficiaries or Implementation Areas	<ul style="list-style-type: none"> ✓ Ensure gender equity in beneficiary selection to mitigate existing gender inequalities ✓ Select beneficiaries that provide an opportunity to address different gender dimensions associated with chemicals management ✓ Promote meaningful participation of different stakeholder groups, especially women, by fostering conditions that allow for open and unhindered expression of views.
Results Framework	<ul style="list-style-type: none"> ✓ Elaborate outputs and outcome statements with gender specific language and content ✓ Develop gender-specific targets or performance indicators that track gender results and impact
Gender Assessment	<ul style="list-style-type: none"> ✓ Apply available tools for assessment if women and men have been incorporated into the project design. Use tools such as the Continuum Tool (discussed in Element B2) ✓ Apply the UNEP Gender Marker (discussed in Element B8)

Annex 1.3 - Key gender Aspects in Stakeholder Mapping and Involvement

Area of focus	Key gender aspects
Government Institutions	<ul style="list-style-type: none"> ✓ Identify government ministries responsible for women and gender issues ✓ Identify gender champions in relevant government institutions ✓ Engage the human rights commission and other judiciary support on women issues ✓ Promote balanced gender composition of law enforcement interacting with supply chain actors ✓ Identify regional and international institutions safeguarding women rights and equalities
Stakeholders in the Value Chain	<ul style="list-style-type: none"> ✓ Identify key actors involved in the chemicals sector and its value chains ✓ Examine stakeholders gendered incentives, abilities and opportunities ✓ Identify the roles different genders play along the value chain(s) ✓ Examine how women and men are affected throughout the chemicals sector value chain(s) ✓ Identify ways to include more women in consultative processes ✓ Conduct sex-segregated consultations to identify gender differences in chemicals sector pollution perceptions, needs and interests, barriers, opportunities and priorities

Stakeholders Providing Services	<ul style="list-style-type: none"> ✓ Identify civil society and women support groups working on gender issues ✓ Identify private sector actors providing services to women and men in the value chain
Impacted Communities	<ul style="list-style-type: none"> ✓ Identify what gender impacts have occurred amongst communities such as: <ul style="list-style-type: none"> ○ Indigenous communities ○ Vulnerable populations ○ Downstream communities ○ Women, youth and children ○ Migrant communities
Academia, research entities and NGOs	<ul style="list-style-type: none"> ✓ Identify NGOs, CBOs, and VIOs and other CSOs working on gender aspects. ✓ Identify researchers and academia working on gender issues ✓ Identify civil society influencers to support gender advocacy and outreach ✓ Ensure stakeholder engagement mechanisms are inclusive of academic institutions working on gender and civil society groups engaged in gender-sensitive advocacy

Annex 1.4 - Key Gender Aspects in Consultations

Area of focus	Key gender aspects
Stakeholders	<ul style="list-style-type: none"> ✓ Engage different actors along the value chain irrespective of status of formality (as formality can be divided along gender lines) ✓ Ensure different and diverse voices in line with gender roles, access and decision making. Include impacted groups such as indigenous groups, youth and children to reflect on gendered impacts ✓ Include women from the communities, decision makers and policymakers ✓ Engage women representative bodies, associations and women groups ✓ Identify and work with women and men champions ✓ Engage other actors working on gender dimensions in chemicals management including civil society, international development and the private sector ✓ Explore opportunities for women empowerment and participation through private sector participation

Process	<ul style="list-style-type: none"> ✓ Identify gender specific project risks associated with traditional/cultural roles and practices ✓ Establish culturally appropriate engagement methods (including on the grievance mechanism if relevant) for each stakeholder group with consideration for culture and gender, based on the gender context ✓ Ensure the stakeholder consultation process is ongoing and iterative throughout the project cycle, starting as early as possible ✓ Develop Terms of Reference that are specific on gender mainstreaming to guide the consultation teams ✓ Ensure there is gender expertise in the consultation team to unpack perspectives ✓ Support dedicated community consultation and capturing the voices of a wide range of community members to allow for the views of affected people on various aspects ✓ Triangulate community responses in parallel with analysis of the views of other stakeholders ✓ Provide access for women and men to raise grievances/provide feedback that may not otherwise be captured ✓ Empower both women and men to engage in project developments and build relationships ✓ Aim for balance between women and men amongst stakeholder participants ✓ Take into consideration the constraints of women and men to attend consultation in terms of time, place and roles ✓ Pay attention to potential participation barriers and ensure both men and women are comfortable speaking in each other's presence ✓ Ensure use of local languages, translation and accessibility of materials
Output	<ul style="list-style-type: none"> ✓ Understand the gender context of the sector and the impact of the sector from local to regional level ✓ Capture stakeholder voices (women and men) ✓ Identify gaps and challenges and associated gender dimensions ✓ Define priorities and perspectives based on gender ✓ Identify gender champions amongst stakeholders and roles for implementation ✓ Understand the interplay of power, interest and influence and gender

Annex 1.5 - Key gender aspects in data collection

Area of focus	Key gender aspects
Planning	<ul style="list-style-type: none"> ✓ Define the role of sex and gender-disaggregated data collection in actions planning ✓ Define what is the reliable, impartial data on the type and extent of men's and women's separate contributions ✓ Identify communities for data collection drawn from gender context analysis ✓ Identify categories of women and men in selected communities potentially impacted by the chemicals sector ✓ Plan to collect data on women's roles, participation and livelihood needs ✓ Plan to collect data that helps understand the link between gender and child labour ✓ Combine mixed and all female focus group discussions (FGDs) with participants to better grasp potential gender specific feedback and bring out possible differences in opinions ✓ Consider women and men's roles and their availability in planning for data collection

	<ul style="list-style-type: none"> ✓ Allocate adequate time for data collection to be able to get information on gender relations
Data Collection	<ul style="list-style-type: none"> ✓ Design data collection instruments to interrogate gender specific impacts, gaps and opportunities ✓ Collect data through women actors in the value chain and build their capacity for data collection ✓ Refer to Ministries of Gender/Women/Social Affairs, UN Agencies and NGOs as important sources of primary and secondary data ✓ Include gender expertise within team members to ensure gender perspectives are included ✓ Consider gender representation amongst informants to encourage openness as women are comfortable speaking to other women ✓ Collect data from the actors along the value chain including formal and informal actors ✓ Work with members of the community to understand gendered social norms for effectiveness ✓ Cover different stakeholder groups in data collection to understand the gendered impacts amongst different groups
Type of Data	<ul style="list-style-type: none"> ✓ Use secondary data and existing databases to examine gaps and inequalities between women and men ✓ Use sex and gender-disaggregated secondary data from reliable sources ✓ Use a mix of qualitative and quantitative data ✓ Seasonal and migration data should be collected at multiple points in time to accommodate migration patterns and often gendered seasonal participation driven by the seasonal needs of women ✓ Collect data on access to and control of communication methods by women and men ✓ Collect financial needs data by gender ✓ Include issues around masculinity to understand that perspective from men ✓ Integrate voices and life stories help to unpack evidence from quantitative data

Annex 1.6 - Key Gender Aspects in Data validation

Area of focus	Key gender aspects
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Stakeholders	<ul style="list-style-type: none"> ✓ Engage women and men who were part of the consultation including those with interest and influence ✓ Involve communities impacted by chemicals management, with participation of both women and men ✓ Involve women and men engaged along the chemicals value chain ✓ Engage actors with interest to fund and support gender themes in chemicals management ✓ Include civil society organisations working on gender issues ✓ Involve policy makers responsible for women and gender issues
Process	<ul style="list-style-type: none"> ✓ Use participatory methods to encourage participation and feedback. Reach out to different groups to avoid gender biased participation due to social norms or other identified markers ✓ Allocate adequate time for the process to allow for different voices. Plan for time and place that suits both women and men's roles at work and home ✓ Include gender expertise in the validation team to capture the voices of women and men ✓ Support the illiterate members to contribute without being ashamed ✓ Embrace feedback regardless of gender and social status of participants

Annex 1.7 - Key Gender Aspects in Priority Setting

Area of focus	Key gender aspects
Priority Setting of NIPs and NAPs	<ul style="list-style-type: none"> ✓ Develop multi-dimensional impact assessments based on the feedback loop featuring the complex interactions between sex, gender, exposure, vulnerabilities, and adaptive capacities to identify optimized solutions for enhanced resilience and tackle the social, economic, and ecological outcomes resulting from the exposure to mercury and POPs ✓ Assess not only costs related to chemicals-related poisoning and sickness but also costs related to maternal health and the costs associated with the invisible health burden passed on to the future generations ✓ Prioritize interventions in areas where the cost of inaction is higher ✓ Prioritize interventions benefiting those social groups most at risk including women, children, and vulnerable subpopulation categories such as refugees and people living below the poverty line.

Annex 1.8 - Key Gender Aspects in Resource Allocation

Area of focus	Key gender aspects
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Planning	<ul style="list-style-type: none"> ✓ Build on context analysis to identify priorities for gender mainstreaming and resource allocation ✓ Assess if resource allocation supports gender equality or exacerbates inequality ✓ Allocate sufficient financial resources to support all the gender activities and arrangements, address gender gaps and biases ✓ Allocate resources to address gender capacity gaps amongst institutions and stakeholders ✓ Evaluate the need for resources for policy and regulatory reviews ✓ Allocate resources for M&E
Activities	<ul style="list-style-type: none"> ✓ Allocate resources for activities that improve women's status and diversification of their activities ✓ Allocate resources to provide day care support for women who have their children while working ✓ Budget for equitable participation of women in meetings, considering their home care roles ✓ Incorporate resource allocation for gender expertise in teams
Access and influence	<ul style="list-style-type: none"> ✓ Allocate financial and human resources to enable women and men to access productive assets and services: <ul style="list-style-type: none"> ○ Fair markets ○ Finances ○ Technical skills and technology ○ Education and training ✓ Budget for resources to allow women and men to mobilize into interest groups ✓ Mainstream women advocacy efforts ✓ Create opportunities for influencing women's mobilisation and collective action locally, nationally and regionally

Annex 1.9 - Key Gender Aspects in Monitoring and Evaluation of NIPs and NAPs projects

Area of focus	Key gender aspects
Developing M&E plan	<ul style="list-style-type: none"> ✓ Set gender specific targets and indicators ✓ Utilise UNEP Gender marker to assess gender mainstreaming in result framework Mainstream women advocacy efforts ✓ Practise gender-sensitive monitoring consisting of collecting and analysing information to answer questions such as: <ul style="list-style-type: none"> ○ How the money is spent and who benefits? ○ What is the gender-specific allocation of financial project resources? ○ What are the contributions to the project of male and female stakeholders? ○ Which activities are undertaken by male and female participants? ○ What are the results? Which groups benefit from the results (gender disaggregated data of groups specified by age, income groups, rural/urban area or other project relevant classifications)? ○ How is the quality of the process? Are both men and women participating on an equal basis? ○ Is capacity building enhancing gender equality? ○ Is budget allocation responding to practical and strategic gender needs and the interests of women and men?

- What is the preliminary response of men/boys and women/girls to the project?
- Are there any unexpected or adverse responses by men/boys or women/girls to the project activities?
- Is remedial action needed to promote gender equality and women's rights?

Annex 1.10 - Key Gender Aspects in Knowledge Management

Knowledge Management	Key gender aspects
	<ul style="list-style-type: none">✓ Develop KM platforms that connect a wide spectrum of stakeholders and covers the numerous industries, economic sectors, and value chains using chemicals and communities being impacted by chemicals.✓ Develop communities of practices to disseminate state of the art tools for gender mainstreaming into chemicals management such as gender-sensitive budgeting guidelines for NIPs and NAPs, gender-sensitive research protocols for environmental health assessments, gender-informed costs of inaction, etc.✓ Facilitate context-specific learning platforms on gender and chemicals using ICTs for a broader reach and lower costs using webinars, broadcasts, online caravans, etc.