

Incorporating Gender Dimensions into National Strategy Setting in Chemicals Management

Annexes – Tools and resources for NIP

Annex 3 Tools and resources for mainstreaming gender into NIPs

Annex 3.1 - Key gender aspects in the implementation of NIPs

Stockholm Convention	Strategic objectives	Key Challenges	Key gender aspects
Key gender aspects of the policy, regulatory and institutional framework for NIP			
Article 3, Article 5, Article 6, Article 10, Article 12, Article 13	Create an enabling legal environment to regulate the production, use, import, and export of POPs	Gaps and loopholes in the existing policies, legislative and regulatory frameworks regulating the production, use, import, and export of POPs	<ul style="list-style-type: none"> ✓ Gender-sensitive wording should be used while developing national legislations such as laws, bills, and decrees which provide the legal foundations for the sound disposal and management of POPs. The focus here should be on providing a legal basis for a gender-sensitive management approach throughout the life cycle of POPs. ✓ The legal teams in charge of drafting and enforcing POPs legislation and regulations should be gender-balanced, to make ensure that the perspectives of women, men, and other social groups are equally brought to the table and reflected in the legal texts ✓ Special quotas should be assigned to the under-represented gender in the decision-making bodies in charge of POPs governance at national and subnational levels ✓ Legislators, regulators, and policymakers should benefit from specific training to unpack how the socio-economic burden of POPs is unevenly distributed among women, men, and vulnerable groups and to walk the gender mainstreaming talk by proposing possible entry points for gender considerations.

			<p>✓ Strengthen the science-policy interface to reassess the existing legislations and address any potential gaps (Teran, Lamon, & Marcomini, 2012). While doing so, scientific data should be sex-disaggregated using gender-sensitive research protocols to enable policymakers to make gender-informed decisions while pursuing legislations at the climate-chemicals nexus</p>
		Lengthy legislative and regulatory processes	<p>✓ To keep up with the pace at which chemicals are developed and incorporated into endless products, the political buy-in for chemicals management in particular POPs should be increased among legislators and regulators, to expedite slow legal processes through dedicated emergency procedures and the use of ICT for citizen participation and transparency. Women, men, representatives of children, and other social groups most at risk from exposure to POPs should be empowered to use such ICT tools.</p>
		Poor enforcement of multisectoral legislations in globalized markets	<p>✓ Issues of jurisdictional reach related to cross-border movements of POPs should be tackled using gender-sensitive international cooperation mechanisms that promote gender equality along supply chains of products containing or contaminated with POPs.</p>
		Silos between legal measures and economic instruments	<p>✓ To provide positive market signals and incentivize behavioral change along the value chain, a mixed package of legal measures and economic instruments could be considered to establish the right balance between the benefits of chemicals and their burden on human health and the environment (SAICM, 2020). Women, men, and vulnerable groups should be empowered through capacity building and information sharing to equally benefit from the socio-economic dividends of such economic measures.</p>
	Foster stakeholder's engagement in NIPs	Poor understanding of the wide spectrum of products and	<p>✓ Throughout stakeholder engagement processes, special attention should be given to the extent possible to reach out to women and men from all relevant categories of stakeholders and vulnerable</p>

		geographies within which POPs are used	social groups to have a good representation of all sectors impacted by POPs.
		Lack of empowerment to move beyond parity in participation	✓ Throughout stakeholder engagement processes, due consideration should be given to creating the enabling space where women, men, children, vulnerable groups, and their representatives feel empowered to bring-in their perspectives and are equally represented in the decision-making processes.
		Weak participation of certain groups of stakeholders	<ul style="list-style-type: none"> ✓ Special attention should be given to engaging with women, men, and vulnerable categories representing not only formal but also informal sectors or subsectors of the economy such as e-waste and the small-scale cleaning industry ✓ Throughout the drafting process of policies and regulations, extensive consultations should be undertaken including with representatives of groups representing social categories most at risk such as women, children, occupational workers from both sexes, etc.
		Complex landscapes of industries, economic sectors, and stakeholders involved in the production, use, and flows of POPs	✓ Establish effective cross-sectoral and gender-sensitive communication channels using local languages, social media, and other tools to reach out to key dissemination platforms such as workers' unions, family health centers, and consumers protection associations
	Promote sustainable and POPs-free development, particularly in the case of SIDS and LDCs	Peculiar environments	✓ Due consideration should be given to technological solutions that are specifically adapted to the needs of SIDS and LDCs. Scientific and Technical teams in charge of developing and deploying such solutions should be gender-balanced while allowing both women and men to be equally represented at entry-level, mid-level, and managerial positions.

		Limited human and technical capacities	<ul style="list-style-type: none"> ✓ Technology transfer should be accompanied by a transfer of capacities by raising awareness and training women and men on the use of technological solutions. Such training should be planned in ways that are compatible with women’s caregiving responsibilities to ensure they equally benefit from training similar to their male counterparts.
		lack of financing	<ul style="list-style-type: none"> ✓ Develop gender-responsive and integrated financing schemes as part of the overall development financing for the SDGs, instead of isolated funding streams for standalone POPs projects, while recognizing the differentiated needs of women, men, and the social groups most affected by POPs. ✓ Train key stakeholders involved in NIPs implementation on the use of gender-sensitive budgeting to make sure women, men, and vulnerable social groups equally benefit from development interventions and that these will not result in exacerbating existing gendered inequalities.
<p>✓ Key gender aspects of the technical and environmental component of NIPs</p>			
Article 5, Article 6, Article 9, Article 10, Article 11, Article 12, Article 13, Article 15, Article 15	Develop and monitor POPs inventories	Lack of technical and institutional capacities	<ul style="list-style-type: none"> ✓ Countries should seek gender balance while hiring consultants and while designating their negotiators. The same applies to the experts assigned to regional centers providing scientific, policy, and operational support to countries to strengthen life-cycle management approaches to tackle the challenge of products and wastes containing POPs including e-waste. ✓ Countries should collect sex and gender-disaggregated data as part of their monitoring efforts, including through the use of gender-sensitive international cooperation mechanisms to monitor long-range and cross border distribution patterns of POPs

			<ul style="list-style-type: none"> ✓ Countries should plan and conduct gender-sensitive POPs inventories, to better describe, document, and break down the differentiated impacts of POPs by sex and gender ✓ Countries should strengthen and upgrade their POPs monitoring systems to take into consideration the gender aspects by adopting sex and gender-differentiated POPs monitoring mechanisms
		Monitoring of emissions with long-range distribution patterns	<ul style="list-style-type: none"> ✓ Gender-sensitive international cooperation mechanisms should be used to monitor long-range and cross border distribution patterns of POPs
	Identify and promote safer alternatives to POPs	lack of funding	<ul style="list-style-type: none"> ✓ Facilitate access to financing to develop and adopt safer alternatives to POPs taking into consideration the existing inequalities to enable all vulnerable groups such as women, refugees, marginalized communities, and minorities to access productive assets, loans, and financial services.
		Weak institutional capabilities	<ul style="list-style-type: none"> ✓ Use a mix of policy and economic tools to provide market signals and positive stimulus to the public and private sectors for the development of R&D capabilities through Public-Private Partnerships and the adoption of safer alternatives to POPs. While doing so, special attention should be given to empower women in these sectors to access quality education and productive assets, to be equally represented in leadership positions, and break the glass ceilings

		Low political profile of POPs and harmful subsidies	<ul style="list-style-type: none"> ✓ Assess the costs of exposure to POPs to make a stronger case for the promotion of safer alternatives. Cost estimates should be sex-disaggregated to better understand how women, men, and vulnerable social groups are affected, based on which priority actions could be identified. ✓ Build institutional and human capacities to fast-track the adoption curve of safer alternatives to POPs and their deployment at larger scales beyond pilots. Training curricula and ways of teaching should enable women and men who play the roles of caregivers and breadwinners to fully participate and benefit as such.
		Lack of awareness about alternatives	<ul style="list-style-type: none"> ✓ Raise awareness to ensure women, men and vulnerable social groups are aware of the safer alternatives. Context-appropriate approaches should be used such as farmer-fields-schools, volunteer teachers deployed to e-waste sites and textile plants, etc.
	Foster innovations and greener technologies	Poor innovation and R&D infrastructure	<ul style="list-style-type: none"> ✓ Promote research and development to identify and facilitate the use of safer alternatives to POPs. Women and men should be equally empowered to be part of R&D teams working in fields such as green chemistry, agroecology, and biology. To close the gender gap in science scholarships can be provided to the under-represented gender, while women and men hired as scientists or researchers performing the same job, should receive equal wages to close the pay gap, and be encouraged to take managerial and leadership positions despite caregiving and pregnancy-related responsibilities, to break the glass ceiling. ✓ Deploying these technologies should take into consideration the existing gender gaps in access to education and to qualified jobs. As seen in the e-waste and textile industries, women should not be relegated to low-skilled and less-paying jobs but rather empowered to pursue highly qualified jobs in order to

			<p>equally benefit from technology transfers and the socio-economic dividends of the circular economy.</p> <ul style="list-style-type: none"> ✓ For instance, improved cookstoves and air sampling devices can reduce household and outdoor air pollution and monitor the concentrations of atmospheric POPs in urban and remote environments
		Lack of funding	<ul style="list-style-type: none"> ✓ Financing schemes designed to harness innovations and support the development and adoption of greener technologies, as well as policies and incentives promoting start-ups and innovation ecosystems should support and encourage women-led start-ups and local businesses having a gender-balanced workforce, including through specific quotas for women-led start-ups
		Resistance to change	<ul style="list-style-type: none"> ✓ Combining traditional solutions with technological innovations could increase the uptake of innovation and speed up its adoption to shift the tide of exposure to these silent killers. The gender roles assigned to women and men give them different perspectives, hence the importance of equally capturing their inputs and traditional know-how during the process of introducing novel concepts and technological breakthroughs. ✓ Facilitate perception management across sectors and industries using POPs, where these chemicals are perceived as the per default option available. To reduce the dependency on POPs products, more sustainable alternatives should be widely promoted among the general public especially those at the frontlines. For example, DDT can be perceived as the ultimate superior pesticide. By promoting more sustainable forms of agriculture that are less dependent on the use of pesticides, such as through agroecology practices, it will not only reduce exposure to harmful chemicals used in agriculture but it will also strengthen livelihoods and reinforce gender equality. Women

			<p>should be empowered through targeted training and awareness-raising activities to be equally represented throughout the value chains of agroecology and organic products. By providing better agroecology training and inputs to women farmers, instead of supporting the use of agrochemicals, to narrow down the gender gap in agricultural yields. By empowering women, they can become change agents and be part of the solution towards a successful transition to agroecology.</p>
		Lack of awareness about technological alternatives	<p>✓ Raise awareness about POPs-free technologies and innovations among women, men, and vulnerable groups such as occupational workers in the many industries using POPs. Even in cases where men are seen to be more exposed, such as men farmers who directly apply pesticides, awareness-raising activities should not only target men but also women, since the evidence shows that women could be the first to enter fields once pesticides are spread.</p>
	Generate knowledge and disseminate best practices	A significant knowledge gap	<p>✓ Create KM platforms to document worldwide experiences and exchange lessons learned from various interventions working on POPs management. By bridging the knowledge gap, we can bring POPs practitioners together with policymakers and other relevant stakeholders such as gender specialists at national and global levels to capitalize on the growing body of knowledge at the cross-roads of gender mainstreaming and chemicals and waste management</p> <p>✓ Build institutional capacities on gender mainstreaming that is diffused to multiple stakeholders intervening at different stages of the design and implementation of POPs management strategies and action plans</p>

		Poor dissemination of Knowledge	<ul style="list-style-type: none"> ✓ Ensure that technological solutions and alternatives are not only used at the high end but also at the lower end of the value chains where POPs are used such as by providing appropriate exploratory tools to e-waste workers that could reduce their exposure to POPs within recycling facilities.
<p>✓ Key gender aspects of the health component of NIPs</p>			
	Reduce the health burden and the economic footprint resulting from exposure to POPs	Knowledge gap	<ul style="list-style-type: none"> ✓ Invest in gender-sensitive and sex-disaggregated data to understand the interplay between sex/gender, exposure, and impacts. This should include occupational exposure in both formal and informal sectors, as well as an estimation of the economic burden associated with the impacts of POPs including on maternal health and the health of future generations. ✓ Gender task forces should be established to mainstream gender aspects into the research frameworks and protocols
		Lack of awareness	<ul style="list-style-type: none"> ✓ Raise awareness about the scope of exposure among the general public with a specific focus on vulnerable groups such as women of reproductive age, occupational workers, infants, families with low social status, children living in economic hardship, etc. ✓ Women and men should be made aware of the true cumulative cost associated with exposure to POPs. For example, the cost is not just about the wages lost during the few days a farmer fall sick because of pesticide poisoning, which tends to be justified by the compensation in yield increase. It is more about the broader picture including cumulative costs related to sickness, pesticide residues along the food chain, negative externalities on the environment, and the health burden passed on to the future generations.

	Strengthen the science-policy interface applicable to POPs management	Lack of platforms for dialogue	<ul style="list-style-type: none"> ✓ Establish permanent forums where scientists and policymakers can engage each other on the best available knowledge and policies to curb the health burden of POPs. ✓ Enhanced cooperation between researchers and policymakers can strengthen the science-policy interface, address emerging issues as well as knowledge gaps. If sharing knowledge about research protocol, good practices, health, and environmental impacts information can save costs, enhance acceptance and ownership of novel approaches to assess hazards and alternatives, it can also help the global chemicals and waste community shed useful lights and visualize the silent ways in which gendered norms could drive certain population categories and social groups to be disproportionately affected by POPs and end up paying a higher cost.
	Raise awareness and build human and institutional capacities (health professionals)		<ul style="list-style-type: none"> ✓ Raise awareness among the general public about the many ways through which public health could be exposed to POPs and the resulting harmful effects. These effects should be further unpacked using gender lenses to ensure women, men, and vulnerable social groups do fully understand the scope in which they could be exposed and affected.
<p>✓ Key gender aspects for the socio-economic component of NIPs</p>			
Article 10, Article 11, Article 13	Reduce exposure to POPs	Numerous sources of exposure in countless products and multiple sites	<ul style="list-style-type: none"> ✓ Raise awareness about the multiple sources of exposure and products containing POPs. Awareness-raising activities should be gender-inclusive, adapted to local contexts, and should prioritize population categories, social groups, and occupational workers most at-risk including women of reproductive age, children, youth, and elderly working in the informal sector. The focus shouldn't be only on the usual suspects such as pesticides or e-waste, but also textiles,

			cosmetics, cleaning products, children's toys, furniture, and other products containing POPs.
		Lack of alternatives among vulnerable social groups facing poverty and economic hardship	<ul style="list-style-type: none"> ✓ In different economic sectors where occupational workers are exposed to POPs, such as agriculture, e-waste, and textiles, women of reproductive age should be assigned low-risk roles along the value chain to mitigate the health burden on the future generation. ✓ In sectors where child labor might be practiced, such as agriculture and e-waste, a human rights-based approach (arising from international obligations such as the ILO child labor Conventions or guidelines such as the FAO framework on ending child labor in agriculture) should be combined with economic incentives to promote children's education and investments in childcare facilities.
	Enhance resilience to POPs among the most vulnerable social groups	Lower wages especially in the informal sector	<ul style="list-style-type: none"> ✓ Enable women and men to access better inputs and build their technical skills to improve business performance. For instance, providing better agroecology training and inputs such as drought-resistant seeds to women farmers, instead of supporting the use of agrochemicals, can narrow down the gender gap in agricultural yields. The same reasoning could be applied to informal e-waste, where better extractive tools and protective equipment combined with gender-sensitive training could reduce exposure while boosting the performance of e-waste workers.

		Individuals trapped in poverty may not have safer alternatives to provide for themselves their families	<ul style="list-style-type: none"> ✓ Ensure that occupational workers can access social security services. ✓ Facilitate equal access of women and men to financial services and productive assets to boost their livelihoods. ✓ Structure occupational workers in the informal economy into social units such as cooperatives that can provide a set of social services and defend their interests.
	Raise awareness and build capacities (vulnerable groups)	Barriers such as high illiteracy rates and poor access to information	<ul style="list-style-type: none"> ✓ Gender-sensitive and inclusive communication channels should be mainstreamed to decode complex guidelines into simple messages that are context-specific and adapted to the audiences using local languages. For example, in farming communities Farm Forest Schools (FFS) can be used to change the pest management behavior of farmers and empower women to participate in community-level participatory decision-making bodies.
		The huge number of sources of exposure and products containing POPs	<ul style="list-style-type: none"> ✓ Instead of one-size-fits-all advocacy and awareness messages, the content should be tailored to address specific concerns tailored to the increasingly specialized sectors at risk of exposure. The information should be gender-sensitive and should reach the usual unreachable and most vulnerable groups in remote or inaccessible areas using mobile technology and cognitive sciences such as behavioral insights to nudge a change of unsustainable behavior.
	Access financing and promote alternatives to risky behaviors	Poor financial literacy	<ul style="list-style-type: none"> ✓ Provide financial literacy training, to equally empower women and men to benefit from the traditional financing services as well as innovations such as the use of mobile money and digital wallets.

		Unbanked social groups	<ul style="list-style-type: none"> ✓ Promote gender-responsive micro-financing alternatives to serve social groups, especially women, that are usually unserved by traditional financing systems such as farmers in remote geographies, informal e-waste workers, or textile workers hired on short contracts.
		Gender-sensitive budgeting	<ul style="list-style-type: none"> ✓ Apply gender-sensitive budgeting in NIPs implementation to make sure women, men, and vulnerable social groups equally benefit from NIPs interventions and that these will not result in exacerbating existing gendered inequalities.

Annex 3.2- Mapping of sex and gender-disaggregated data needs to mainstream gender consideration into the implementation of NIPs

Datasets	Data category	Sex and Gender sensitive data	Rational
Datasets related to policy, regulation, and institutional frameworks	<ul style="list-style-type: none"> ✓ Data related to human rights-based legal instruments related to gender equality, children's rights, and sustainable development 	<ul style="list-style-type: none"> ✓ Mapping of human rights-based obligations to gender equality including those international agreements, national and subnational policies, and regulatory frameworks recognizing gender considerations related to human health, environment, and sustainable development 	<ul style="list-style-type: none"> ✓ Based on datasets specific to each national context, in line with the applicable international agreements related to gender equality, children's rights, and sustainable development, legal frameworks governing the management of POPs should recognize the context-specific ways in which exposure and susceptibility patterns within-population sub-categories are influenced by sex and gender, and enforce a gender-responsive management approach throughout the life cycle of POPs.
	<ul style="list-style-type: none"> ✓ Data related to POPs regulations 	<ul style="list-style-type: none"> ✓ Gender-sensitive mapping of regulations at national and subnational levels recognizing the interplay between sex, gender and the impacts associated with exposure to chemicals, in particular to POPs 	

	<ul style="list-style-type: none"> ✓ Data related to the science policy-interface 	<ul style="list-style-type: none"> ✓ Risk-profiling of women and men from occupations, social groups, and population sub-categories most exposed to POPs ✓ Gender-sensitive assessment of the Development costs (health, environmental, economic, and social costs) associated with exposure to POPs 	<ul style="list-style-type: none"> ✓ Legislators and policymakers should take stock of the best available scientific knowledge to understand the differentiated risk-profiles of women, men, and social groups most at risk, and factor in the cost of inaction which could derail or reverse development gains to inform decision making for gender-responsive governance of POPs.
	<ul style="list-style-type: none"> ✓ Data related to gender-sensitive representation in POPs related governance bodies at sub-national, national and global levels 	<ul style="list-style-type: none"> ✓ Benchmarks assessing the proportion of seats held by women and men in POPs-related governance bodies at sub-national, national and global levels 	<ul style="list-style-type: none"> ✓ Based on these benchmarks, special quotas could be assigned according to international and regional good practices to the under-represented gender in the decision-making bodies governing the management of POPs, as well as the legal and regulatory teams in charge of drafting and enforcing POPs legislation and regulations. This will ensure that the perspectives of women, men, and other social groups are equally reflected in the legal texts and enforced.
	<ul style="list-style-type: none"> ✓ Data related to human and institutional capacities to mainstream gender into the governance schemes of POPs 	<ul style="list-style-type: none"> ✓ Assessment of gender-related Knowledge, Attitudes and Practice among legislators, regulators, and policymakers in charge of POPs management ✓ Roles assigned to gender focal points within key institutions in charge of the management POPs at subnational and national levels 	<ul style="list-style-type: none"> ✓ A baseline should be established by running KAP-like assessments to identify the current knowledge (what is known?), attitudes (what is thought?), and practices (what is done?), with regards to the unevenly distributed socio-economic burden of POPs among women, men, and vulnerable groups. Designated gender focal points could explain ways in which relevant entry points can be used to mainstream gender within schemes governing POPs.

	<ul style="list-style-type: none"> ✓ Data showing the gender-based distribution of key stakeholders that will be engaged during NIPs implementation 	<ul style="list-style-type: none"> ✓ Gender-sensitive mapping of stakeholder groups at national and local levels representing women, children, occupational workers, and vulnerable social categories across the wide spectrum of economic sectors, occupations, and sub-population groups most impacted by POPs 	<ul style="list-style-type: none"> ✓ Such mapping should include both formal and informal sectors. It will improve the understanding of the wide spectrum of products and geographies within which POPs are used and consequently ensure that critical stakeholders are not overlooked and effectively engaged and consulted during the implementation of NIPs. ✓ Are all stakeholders engaged in pesticide POPs management represented in the development and enforcement of legal frameworks? What is the percentage of women covered by the NIPs stakeholder's engagement plan? What is the percentage of women-led and women owner enterprises? What is the % of women-involving organizations such as farmers' unions? What is the % of organizations representing children working in agriculture? What is the percentage of women and men working in subsistence and family agriculture?
	<ul style="list-style-type: none"> ✓ Data related to stakeholder's empowerment 	<ul style="list-style-type: none"> ✓ Targets (expressed in percentages) set for stakeholder groups at national and local levels representing women, children, occupational workers, and vulnerable social categories groups targeted by capacity building and awareness-raising interventions 	<ul style="list-style-type: none"> ✓ Depending on contexts, certain groups of stakeholders may be overlooked. Findings from the stakeholders mapping should be used to set gender-sensitive targets among the groups engaged through awareness-raising and capacity building activities (general public, textile workers, farmers unions, e-waste workers, cleaning workers, consumer's rights associations, children's groups, etc.).
	<ul style="list-style-type: none"> ✓ Data to inform the selection and 	<ul style="list-style-type: none"> ✓ Assessment of the capacity of women and children groups' representatives to 	<ul style="list-style-type: none"> ✓ Participation is not only about parity by bringing women, men, and other social groups

	<p>empowerment of stakeholders engaged during NIPs implementation</p>	<p>participate in consultations, decision making, and leadership roles</p>	<p>in equal numbers to be involved in the implementation of NIPs, these groups may not speak up and their perspectives may not be incorporated. Hence the need to provide an enabling space where women, men, children, vulnerable groups, and their representatives feel empowered to bring-in their perspectives and are equally represented in the decision-making processes, and leadership positions during the implementation of NIPs.</p> <p>✓ Are women and men engaged in NIPs implementation able to effectively voice their viewpoints and engage in discussions? What are the barriers hindering their effective participation? Are there empowerment activities benefiting the under-represented gender to make their voices heard?</p>
	<p>✓ Data to inform the design and implementation of POPs-free sustainable development strategies, in particular of SIDS and LDCs</p>	<p>✓ Gender-sensitive assessment of technical and scientific capacities at subnational and national levels to implement tailored technology-based solutions that are specifically adapted to the scale and needs, in particular of SIDS and LDCs</p>	<p>✓ NIP interventions related to technology transfer and deployment of technological solutions that are adapted, in particular to SIDS and LDCs, should equally benefit women and men in terms of capacity building, and in terms of employment opportunities by empowering both women and men to be equally qualified for skilled jobs, and represented at entry-level, midlevel and managerial positions.</p>
	<p>✓ Data related to financing POPs-free development interventions, in</p>	<p>✓ Analysis of development expenditure, in particular of SIDS and LDCs</p>	<p>✓ By examining development expenditures, in particular to SIDS and LDCs, interventions directly working towards POPs-free alternatives or contributing to it can be adjusted and re-prioritized to effectively</p>

	particular of SIDS and LDCs		address the needs and priorities of women, men, children, and vulnerable social groups. Giving the funding gap in development finance, gender-sensitive budgeting can help policymakers optimize resource allocation to maximize synergies while advancing gender equality.
Datasets related to technical and environmental aspects	<ul style="list-style-type: none"> ✓ Data related to POPs monitoring and inventories 	<ul style="list-style-type: none"> ✓ Gender-sensitive rosters of technical experts and consultants at subnational, national, and regional levels ✓ Gender-sensitive assessment of POPs chemicals use or exposure ✓ Gender-specific assessment of products containing POPs in use and their related wastes <p>Sex and gender-disaggregated monitoring data related to POPs</p>	<ul style="list-style-type: none"> ✓ To inventory and monitor POPs, countries should seek gender balance in hiring experts and consultants. The same applies to the experts assigned to regional centers providing scientific, technical, and operational support to countries to strengthen life-cycle management and to promote the transfer of technology.
	<ul style="list-style-type: none"> ✓ Data related to technical alternatives, innovations, and technological solutions 	<ul style="list-style-type: none"> ✓ Gender-sensitive assessment of capacity needs to design, adapt or implement innovations, technological solutions alternatives to POPs ✓ Gender-sensitive assessment of alternatives to POPs 	<ul style="list-style-type: none"> ✓ Technology transfer should be accompanied by a transfer of capacities by raising awareness and training women and men on the use of technological solutions. By assessing the capacity needs of women and men, training can be adapted and planned in ways that are compatible with women's caregiving responsibilities to ensure they equally benefit from training similar to their men counterparts.

	<ul style="list-style-type: none"> ✓ Data related to R&D capabilities 	<ul style="list-style-type: none"> ✓ Benchmarks about the proportion of women and men in R&D sectors offering safer alternatives to POPs 	<ul style="list-style-type: none"> ✓ Special attention should be given to empower women and men in R&D to identify and facilitate the use of safer alternatives to POPs. Women and men should be equally empowered to be part of R&D teams working in fields such as green chemistry, agroecology, and biology. To close the gender gap in science scholarships can be provided to the under-represented gender, while women and men hired as scientists or researchers performing the same job, should receive equal wages to close the pay gap, and be encouraged to take managerial and leadership positions despite caregiving and pregnancy-related responsibilities, to break the glass ceiling.
		<ul style="list-style-type: none"> ✓ Gender-sensitive assessments of barriers confronting women's progression in the workplace 	<ul style="list-style-type: none"> ✓ Deploying these technologies should take into consideration the existing gender gaps in access to education and qualified jobs. As seen in the e-waste and textile industries, women should not be relegated to low-skilled and less-paying jobs but rather empowered to pursue highly qualified jobs to equally benefit from technology transfers and the socio-economic dividends of the circular economy. Women should be equally represented not only at entry and mid-levels but also in leadership positions.
	<ul style="list-style-type: none"> ✓ Data related to financial barriers slowing the adoption of alternatives 	<ul style="list-style-type: none"> ✓ Gender-responsive assessment of financial barriers hindering the adoption of safer and greener alternatives to POPs 	<ul style="list-style-type: none"> ✓ To ensure a large adoption of safer alternatives, countries should facilitate access to financing taking into consideration the existing inequalities to enable all vulnerable

			groups such as women, refugees, marginalized communities, and minorities access productive assets, loans, and financial services needed to transition to detoxified and more sustainable production and consumption pathways. Financing schemes designed to harness innovations and support the development and adoption of greener technologies, as well as policies and incentives promoting start-ups and innovation ecosystems should support and encourage women-led start-ups and local businesses having a gender-balanced workforce.
✓ Data related to awareness levels about alternatives	✓ Gender-sensitive surveys to assess awareness levels about safer alternatives	✓ Context-appropriate approaches should be used such as farmer-fields-schools targeting farmers, and peer-to-peer volunteers deployed to e-waste sites, to raise awareness among women, men, children, and vulnerable social groups and accelerate the curve of adoption of safer alternatives to POPs. Even in cases where men are seen to be more exposed, such as men farmers who directly apply pesticides, awareness-raising activities should not only target men but also women, research shows that women could be the first to enter the fields once pesticides are spread, or to be exposed by washing the cloth of male workers.	
✓ Data related to resistance and perception management	✓ Gender-responsive assessment of perceptions and resistance to change	✓ Combining traditional solutions with technological innovations could increase the uptake of innovation and speed up its adoption to shift the tide of exposure to POPs. The	

			<p>gender roles assigned to women and men give them different perspectives, hence the importance of equally capturing their inputs and traditional know-how during the process of introducing novel concepts and technological breakthroughs.</p> <ul style="list-style-type: none"> ✓ Across sectors and industries using POPs, some chemicals can be perceived as the per default option. To reduce the dependency on POPs products, more sustainable alternatives should be widely promoted among the general public especially those at the frontlines. For example, DDT can be perceived as the ultimate superior pesticide. By promoting more sustainable forms of agriculture that are less dependent on the use of pesticides, such as through agroecology practices, it will not only reduce exposure to harmful chemicals used in agriculture but it will also strengthen livelihoods and reinforce gender equality. Women should be empowered through targeted training and awareness-raising activities to be equally represented throughout the value chains of agroecology and organic products. By providing better agroecology training and inputs to women farmers, instead of supporting the use of agrochemicals, to narrow down the gender gap in agricultural yields. By empowering women, they can become change agents and be part of the
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			<p>solution towards a successful transition to agroecology.</p>
	<ul style="list-style-type: none"> ✓ Datasets related to knowledge management, south-south, and triangular cooperation 	<ul style="list-style-type: none"> ✓ Gender-sensitive benchmarks of best practices and experiences 	<ul style="list-style-type: none"> ✓ Countries can set up joint KM platforms through the regional centers to document regional and worldwide experiences and exchange lessons learned from various POPs related interventions. By bridging the knowledge gap, and by bringing POPs practitioners together with policymakers and gender specialists at national and global levels, countries can capitalize on the growing body of knowledge at the cross-roads of gender mainstreaming, chemicals and waste management, and sustainable development.
	<ul style="list-style-type: none"> ✓ Data related to knowledge dissemination 	<ul style="list-style-type: none"> ✓ Gender-sensitive assessment of outreach and dissemination of knowledge ✓ Gender-sensitive of knowledge gaps in gender mainstreaming to inform technical and capacity-building training 	<ul style="list-style-type: none"> ✓ To disseminate knowledge, due consideration should be given to building institutional capacities on gender mainstreaming that is diffuse to multiple stakeholders intervening at different stages of NIPs implementation. Countries should also ensure that technological solutions and alternatives are not only used at the high end but also at the lower end of the value chains where POPs are used such as by providing appropriate exploratory tools to e-waste workers that could reduce their exposure to POPs within informal recycling facilities.
<p>Datasets related to health aspects</p>	<ul style="list-style-type: none"> ✓ Data related to the effects and health burden associated 	<ul style="list-style-type: none"> ✓ Gender-sensitive mapping of health impact assessment studies explaining ways in which sex and gender could 	<ul style="list-style-type: none"> ✓ Countries should establish gender task forces to mainstream gender aspects into research frameworks and protocols, and close the

	<p>with exposure to POPs</p>	<p>differentiate the toxicological footprint of POPs on human health</p> <ul style="list-style-type: none"> ✓ Assessment of plausible relationships between gender-specific disease and occupational exposures to POPs ✓ Assessment of gender-specific routes of exposure 	<p>gender data gap in environmental health research. Investments should be made in gender-sensitive and sex-disaggregated data to understand the interplay between sex/gender, exposure, and health impacts affecting women, men, children, and sub-population categories most at risk. Such findings of environmental health research can enhance the understanding of plausible ways in which biology and behaviors (sex and gender aspects) could influence susceptibility and exposure to POPs. Assessments should include occupational exposure in both formal and informal sectors, as well as a cost estimation of the health burden associated with the impacts of POPs including on maternal health and the health of future generations. For example, what is the number of pesticide poisoning cases reported among women and men? and what is the real cost of exposure among women counting the burden on maternal, infants, and children's health? What are the possible implications of gender stereotypes within the toy industry on exposure patterns in gendered toys labeled for girls and boys?</p>
	<ul style="list-style-type: none"> ✓ Data related to awareness-raising 	<ul style="list-style-type: none"> ✓ Gender-sensitive assessment of Knowledge, Attitudes, and Practices related to the effects and health burden of POPs among occupational workers and social categories most at risk 	<ul style="list-style-type: none"> ✓ A baseline should be established by running KAP-like assessments to identify the current knowledge (what is known?) with regards to the plausible ways in which biology and behaviors (sex and gender aspects) could influence susceptibility and exposure to POPs,

			and the attitudes (what is thought?) and practices (what is done?) among subpopulation groups most at risk.
		<ul style="list-style-type: none"> ✓ Gender-sensitive assessment of the financial and social costs associated with exposure to POPs 	<ul style="list-style-type: none"> ✓ Women and men should be made aware of the true cumulative cost associated with exposure to POPs. For example, the cost is not just about the wages lost during the few days a farmer fall sick because of pesticide poisoning, which tends to be justified by the compensation in yield increase. It is more about the broader picture including cumulative costs related to sickness, pesticide residues along the food chain, negative externalities on the environment, and the health burden passed on to the future generations. Awareness-raising activities can target the general public with a specific focus on vulnerable groups such as women of reproductive age, occupational workers, infants, families with low social status, children living in economic hardship, etc.
	<ul style="list-style-type: none"> ✓ Data about the science-policy interface 	<ul style="list-style-type: none"> ✓ Gender-sensitive assessment of the science-policy interface applicable to environmental health research ✓ Assessment of gender-specific responses to POPs exposure 	<ul style="list-style-type: none"> ✓ Countries should consider meaningful ways to establish permanent forums where scientists and policymakers can engage each other on the best available knowledge and policies to curb the health and environmental burden of POPs. Enhanced cooperation between researchers and policymakers can strengthen the science-policy interface, address emerging issues as well as knowledge gaps. If sharing knowledge about research protocol, good

			practices, health, and environmental impacts information can save costs, enhance acceptance and ownership of novel approaches to assess hazards and alternatives, it can also help the global chemicals and waste community shed useful lights and visualize the silent ways in which gendered norms could drive certain population categories and social groups to be disproportionately affected by POPs and end up paying a higher cost.
Datasets related to socio-economic aspects	<ul style="list-style-type: none"> ✓ Data related to exposure and awareness among social groups most at risk 	<ul style="list-style-type: none"> ✓ Mapping of gender roles assigned to women, men, youth, elderly, and vulnerable social groups (such as single mothers, refugees, minorities, displaced persons...) in key economic sectors most exposed to POPs including agriculture, waste recycling, textiles, cosmetics, toys, and other industries ✓ Gender-sensitive assessment of exposure patterns among women, men, youth, elderly, and vulnerable social groups exposed to both primary and secondary sources of POPs including through food residues, imported clothes, and climate change-driven exposure due to long-range transport of POPs 	<ul style="list-style-type: none"> ✓ Based on the mapping of gender roles and exposure patterns, awareness-raising activities should be gender-inclusive, adapted to local contexts, and should prioritize population categories, social groups, and occupational workers most at-risk including women of reproductive age, children, youth, and elderly working in the informal sector. The focus shouldn't be only on the usual suspects such as pesticides or e-waste, but also to raise awareness about the multiple sources of exposure and products containing POPs in textiles, cosmetics, cleaning products, children's toys, furniture, and other sources.
		<ul style="list-style-type: none"> ✓ Risk-profiling of women and men from occupations, social groups, and 	<ul style="list-style-type: none"> ✓ Based on the risk profiles, across different economic sectors where occupational workers

		population sub-categories most exposed to POPs	are exposed to POPs, such as agriculture, e-waste, and textiles, women of reproductive age should be assigned low-risk roles along the value chain to mitigate the health burden on the future generation.
✓	Data related to livelihoods among social groups most at risk	✓ Gender-sensitive assessment of the livelihoods of women and men from occupations, social groups, and population sub-categories most exposed to POPs	<p>✓ Efforts should be made to empower women and men to access better inputs and build their technical skills to improve their livelihoods as well as business performance. For instance, providing better agroecology training and inputs such as drought-resistant seeds to women farmers, instead of supporting the use of agrochemicals, can narrow down the gender gap in agricultural yields. The same reasoning could be applied to informal e-waste, where better extractive tools and protective equipment combined with gender-sensitive training could reduce exposure while boosting the performance of e-waste workers. In contexts where child labor might be practiced, such as agriculture and e-waste, a human rights-based approach (arising from international obligations such as the ILO child labor Conventions or guidelines such as the FAO framework on ending child labor in agriculture) should be combined with economic incentives to promote children's education and investments in childcare facilities.</p> <p>✓ In line with local and national SDG targets, efforts should be also made to ensure that</p>

			occupational workers exposed to POPs can access social security services, and facilitate equal access of women and men to financial services and productive assets to boost their livelihoods. Occupational workers in the informal economy could be organized into social units such as cooperatives that can provide a set of social services and defend their interests.
	<ul style="list-style-type: none"> ✓ Data related to supporting the transition to safer alternatives 	<ul style="list-style-type: none"> ✓ Gender-sensitive assessment of the barriers slowing the transition towards safer and greener alternatives to POPs 	<ul style="list-style-type: none"> ✓ To address capacity gaps, as well as upfront and recurrent financial costs associated with the adoption of POPs free alternatives, countries should consider meaningful ways to provide financial literacy training, to equally empower women and men to benefit from traditional financing services. For example, promoting gender-responsive micro-financing alternatives to serve social groups, especially women groups, that are usually unserved by traditional financing systems such as farmers in remote geographies, informal e-waste workers, or textile workers hired on short contracts. Other examples include introducing financial innovations such as the use of mobile money and digital wallets into vulnerable communities.
		<ul style="list-style-type: none"> ✓ Gender-sensitive assessment of the economic and social costs associated with exposure to POPs 	<ul style="list-style-type: none"> ✓ Countries should compare the cost of inaction under a business as usual scenario and the incremental benefits arising from POPs-free or less harmful alternatives. The economic valuation of the triple burden associated with

			POPs on health, the environment, and the economy, can be used in advocacy efforts to inform decision making and accelerate a transition towards safer and greener alternatives.
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Annex 5 – Resources related to Management of POPs

5.1. Voices of women and men

Person	Title	Source	Year	Content-Type	Geographic focus
<i>Lu, female e-waste worker in Guiyu</i>	China: The electronic wastebasket of the world	CNN	2013	Article	China
<i>Wong, a 20-year-old male e-waste worker</i>	China: The electronic wastebasket of the world	CNN	2013	Article	China
<i>Zhou, the head of the group of rice farmers in Guiyu (Male)</i>	China: The electronic wastebasket of the world	CNN	2013	Article	China
<i>Naomi Namara Karekaho, a development communicator and educator with Uganda's National Environment Management Authority.</i>	East Africa Nations Are Fighting E-Waste With New Responsible Policies & Plans	Green Queen	2020	Article	Uganda,
<i>Mary-Ann Del Mundo-Lantin breastfeeding mother,</i>	Monitoring Mother Earth by Monitoring Mothers' Milk	IPEN	2009	Study	Philippines
<i>Joshua Wowo, men Papua New Guinea'</i>	The local hero protecting Papua New Guinea from DDT	GEF	2020	Article	Papua New Guinea
<i>Madhuben, a traditional female waste recycler in Manechowk</i>	Promoting women's Participation in e-waste Recycling GIZ Gender	GIZ	2016	Report	India

<i>Charina Davin, Female dismantlers participating to UNIDO training</i>	informal women workers organize and learn to safely recycle e-waste in Manila	UNIDO		Article	Philippines
<i>Fatou Drame, president of the Yene women association</i>	Gender dimensions of hazardous chemicals	BRS Gender and Chemicals	2018	Documentary	Nigeria
<i>Saibu Ganiat Arike, Ikeja Nigeria, Female Electronic technician</i>	Gender dimensions of hazardous chemicals	BRS Gender and Chemicals	2018	Documentary	Nigeria
<i>Williams Ngwakwe (Male), President of FADAMA, association of farmers in Nigeria</i>	Gender dimensions of hazardous chemicals	BRS Gender and Chemicals	2018	Documentary	Nigeria
<i>Dr. Anna Lennquist, Senior Toxicologist at ChemSec</i>	Legacy chemicals can hinder women from getting pregnant	ChemSec – the International Chemical Secretariat	2020	Article	USA
<i>Video following four sisters who all developed breast cancer, despite having no genetic markers for the illness.</i>	Did DDT play a role in my family's cancers?	Grist	2020	Documentary	USA
<i>Collection of stories of 25 women from five countries who are involved in an inspiring, ongoing campaign to eliminate use of chemical pesticides and promote agroecology in the Mekong Region.</i>	"Stories from the field: Women working towards a non-toxic environment"	Towards a Non-toxic Southeast Asia programm	2016	booklet	Asia
<i>Dandu Bhulaxmi, 56 year-old female farmer from Thimmapur village in Telangana</i>	Success story: meet Dandu Bhulaxmi	Tanager, an ACDI/VOCA affiliate	2019	article	India
<i>Marlen Sanchez, female farm management team, Colombia</i>	Phasing Out Highly Hazardous Pesticides is Possible; farmers experiences in growing coffee without Endosulfan	FAO		leaflet	Colombia

<i>Wudinesh Koricho (Female), a certified organic cotton farmer in Shelle Mella, Ethiopia</i>	A hero in sustainable cotton – Wudinesh Koricho	PESTICIDE ACTION NETWORK UK	2018	Article and video	Ethiopia
<i>Karen Kerr Stone, Lieutenant san Francisco fire department</i>	Hot toxic seat	HBO	2013	Video documentary	USA
<i>Mr Alfonso Gómez, La Palmera (200ha) estate manager, Colombia</i>	Phasing out Highly Hazardous Pesticides is possible! Farmer experiences in growing coffee without endosulfan	FAO	2014	Leaflet	Colombia
<i>Mr Bernardo López, farmer Nicaragua</i>	Phasing out Highly Hazardous Pesticides is possible! Farmer experiences in growing coffee without endosulfan	FAO	2015	Leaflet	Nicaragua
<i>Joana De America, the secretary of the association of E-waste Dismantelers in Longos</i>	Informal women workers safely recycle e-waste in the Philippines	GEF	2020	video	Philippines

Annex 5.2. Case studies

Organization/Autor	Title	Country	Type of POPs
Women Engage for a Common Future	<u>Gender Dimensions of Hazardous Chemicals and Waste policies under the Basel, Rotterdam and Stockholm Conventions</u>	Indonesia and Nigeria	UP-POPs /Industrial POPs/ POPs pesticide /E-waste
Environmental Human Rights Care and Gender Organization (Envirocare)	A gender strategy on the sound management of chemicals in Tanzania	Tanzania	POPs
IPEN	<u>Stories from the Field Newsletter July - December 2017 A Focus on Women and Chemicals</u>	Cameroon	Articles/products containing POPs
UNIDO	<u>Empowering women in waste management "Stop Open Burning in Cambodia" campaign</u>	Cambodia	UP-POPs
UNIDO	<u>informal women workers organize and learn to safely recycle e-waste in Manila</u>	Philippines	E-waste
BAN	<u>Exporting Harm: The High-Tech Trashing of Asia</u>	Asia	E-waste
Greenpeace	<u>Poisoning the poor Electronic waste in Ghana</u>	Ghana	E-waste
Belay T. Mengistie, Arthur P. J. Mol & Peter Oosterveer	<u>Pesticide use practices among smallholder vegetable farmers in Ethiopian Central Rift Valley</u>	Ethiopia	Pesticides
Beyene Negatu, Hans Kromhout, YalemTshay Mekonnen, Roel Vermeulen	<u>Use of Chemical Pesticides in Ethiopia: A Cross-Sectional Comparative Study on Knowledge, Attitude and Practice of</u>	Ethiopia	Pesticides

	<u>Farmers and Farm Workers in Three Farming Systems</u>		
Laura Zselezcky, Maria Elisa Christie, Joyce Haleegoah	<u>Embodied Livelihoods and Tomato Farmers' Gendered Experience of Pesticides in Tuobodom, Ghana</u>	Ghana	Pesticides
Nozomi Kawarazuka, Elias Damtew, Sarah Mayanja, Vanya Slavchevska Béla Teeken, Anne Rietveld, Joshua Sikhu Okonya	<u>A Gender Perspective on Pest and Disease Management from the Cases of Roots, Tubers and Bananas in Asia and Sub-Saharan Africa</u>	Asia and Sub-Saharan Africa	Pesticides
GIZ	<u>Promoting women's Participation in e-waste Recycling GIZ Gender</u>	India	E-waste
IIED's Sustainable Markets Group	<u>Clean and inclusive? Recycling e-waste in China and India</u>	India and china	E-waste
Basel Convention Coordinating Centre for the African Region in Nigeria	<u>Gender and e-waste management In Africa</u>	Ghana and Nigeria	E-waste
Women's Environment and Development Organization	<u>Women, Pesticides and Sustainable Agriculture</u>		Pesticides
Wenyu Wang , Jianjun Jin , Rui He , Haozhou Gong	<u>Gender differences in pesticide use knowledge, risk awareness and practices in Chinese farmers</u>	china	Pesticides
Kishor Atreya	<u>Pesticide use knowledge and practices: a gender differences in Nepal</u>	Nepal	Pesticides
Toxics Link	<u>What India Knows ABOUT E-WASTE Report on Awareness Levels of E-waste amongst common citizens in India</u>	India	E-waste
Ami R Zota, Bhavna Shamasunder	<u>The environmental injustice of beauty: framing chemical exposures from beauty products as a health disparities concern</u>		UP-POPs
ILO	<u>CASE STUDY 6. Women's e-waste cooperative in Mexico, The global</u>	Mexico	E-waste

	<u>impact of e-waste: Addressing the challenge</u>		
Krista Bradshaw	<i>Gender, Pesticides, and Environment</i>	USA	Pesticides
WECF	<u>textiles: stop the chemical overdose</u>	General	Articles/products containing POPs
Centre de recherches pour le développement international	<u>Les déchets électroniques et informatiques en Afrique: défis et opportunités pour un développement durable au Bénin, au Mali et au Sénégal</u>	Benin, Mali and Senegal	E-waste
UNDP	<u>Sound Chemicals and Waste Management for Sustainable Development.</u>	Ghana, Madagascar, Tanzania, Zambia, Kazakhstan, and Kyrgyzstan China, Indonesia Colombia, Ecuador China	Wastes containing POPs / UP-POPs / Industrial POPs
WECF international	<u>POPs, Hazardous Waste, and Gender Dimensions in Kyrgyzstan</u>	Kyrgyzstan	POPs
Secretaría de Medio Ambiente y Recursos Naturales Instituto Nacional de Ecología	<u>Género, ambiente y contaminación por sustancias químicas</u>	Mexico	POPs
Instituto Nacional de las Mujeres	<u>Género y sustentabilidad: Reporte de la situación actual</u>	Mexico	POPs
Global Scientific Journals	<u>Les déchets d'équipements électroniques et informatiques (DEEI) au Mali : acteurs et organisation de la filière</u>	Mali	e-waste
USAID	<u>Environmental assessment Of dioxin contamination at Bien hoa airbase</u>	Vietnam	UP-POPs

UNDP	<u>Case study 2.2: Occupational exposure in health care (chemical management)</u>		Wastes containing POPs Articles/products containing POPs
Gender & Chemicals - MSP Institute,	<u>The Gender Dimension: Why chemical exposure affects each sex differently</u>	General	
UNEP	<u>Gender and waste nexus : Experiences from Bhutan, Mongolia and Nepal</u>	Bhutan, Mongolia and Nepal	E-waste
Paula Lechuga Vázquez, M. Luisa Paredes Rizo	<u>PBDEs exposure and biological effects on e-waste recycling workers: a systematic review</u>		E-waste
Dr J Mark Erbaugh, Dr Joseph Donnermeyer, Ms Magdalene Amujal, Samuel Kyamanywa	<u>The Role of Women in Pest Management Decision Making in Eastern Uganda</u>	Eastern Uganda	Pesticides
Maria Elisa Christie, Emily Van Houweling, Laura Zselezcky	<u>Mapping gendered pest management knowledge, practices, and pesticide exposure pathways in Ghana and Mali</u>	Ghana, Mali	Pesticides
Cheryl Fairfield Estill, Jonathan Slone, Alexander Mayer, I-Chen Chen, Mark J. La Guardi	<u>Worker exposure to flame retardants in manufacturing, construction and service industries</u>	United States	Articles/products containing POPs
Environmental Working Group	<u>Moms and POPs</u>		POPs

Annex 5.3 - Other Relevant Tools and Resources

Tool/Resource	Organization	Date	Areas of focus
<u>Guide on gender mainstreaming environmental management projects</u>	UNIDO	2015	The Guide is intended to help UNIDO's staff involved in environmental management interventions to apply a gender perspective to their work and, more especially, to mainstream gender throughout the project cycle. The Guide can also be useful for national and local counter-parts, agencies, international and private-sector partners, and individual experts who work closely with the UNIDO on environmental management.
<i>Energy & Environment Practice Gender Mainstreaming Guidance Series Chemicals Management: Chemicals and gender</i>	UNDP	2011	NA
<u>Chemicals Management: The why and how of mainstreaming gender</u>	UNDP	2015	The publication, part of the Gender Mainstreaming Guidelines Series, provides an approach to mainstreaming gender in chemicals management, together with a discussion of priorities for UNDP support to assist partners with mainstreaming gender considerations at each step of a national process to develop or strengthen a sound management of chemicals regime.
<u>Mainstreaming Gender into UNDP-GEF projects on chemicals and waste</u>	UNDP-GEF	2018	This Guide to Mainstreaming Gender into UNDP-GEF Projects on Chemicals and Wastes was developed in February 2017 to support the chemicals and waste programs and projects in countries at the national and regional levels. It is intended to guide UNDP MPU/Chemicals Regional Technical Advisors, UNDP Country Offices, project teams, consultants, and implementing partners by describing the steps that should be taken to ensure that gender considerations are an integral part of projects on chemicals and wastes.

<u>Mainstreaming Gender at the GEF</u>	GEF	2013	NA
<u>Women and Chemicals The impact of hazardous chemicals on women: A thought starter based on an expert workshop</u>	WECF/ WICF	2016	This report on women and chemicals aims to give an overview of the topic from different perspectives, on health effects, exposures and policies. It illustrates how the topic of women and chemicals is currently covered in science and in activities of international organizations, governments, and civil society
<u>Gender and environment statistics: Unlocking information for action and measuring the SDGs</u>	UNEP	2019	This report seeks to provide a framework to measure the nexus between gender and the environment. It proposes 18 gender-environment indicators for inclusion in the wider set of gender indicators, across the focal areas of right to land, natural resources and biodiversity, access to food, energy, water and sanitation; climate change, sustainable production and consumption, and health; and women in environmental decision making at all levels. The report also proposes specific ways that the links between gender and environment could be considered in the Sustainable Development Goals.
<u>Women's participation and gender considerations in country representation, planning and reporting to the BRS Conventions</u>	IUCN Global Gender Office	2017	As key stakeholders reflect upon the progress being made toward meeting the objectives of the BRS Gender Action Plan (BRS-GAP), the results of this study are encouraging, particularly with respect to women's participation in key decision-making processes and the inclusion of gender considerations within initial NIPs. A staggering number of initial NIPs (91%) contain at least one woman and/or gender keyword – indicating recognition to some extent of gender considerations and, most commonly, to the differentiated impacts of chemicals and pollutants on women and men. This study finds that there are many available entry points for enhancing gender mainstreaming to achieve the objectives of the BRS-GAP. However, Parties are not yet fully integrating or mainstreaming gender considerations within their planning and reporting documents.

<p><u>The interdisciplinary research network GeUmGe-NET on sex/gender in environmental health research</u></p>		<p>2016</p>	<p>The interdisciplinary research network GeUmGe-NET evaluates the current state of knowledge, underlying concepts, and methods used in research on sex/gender and environmental health. It aims to provide starting points for further development of methodology by integrating sex/gender concepts and to develop recommendations useful for environmental health monitoring, promotion, and protection. Researchers from environmental epidemiology, toxicology, environmental medicine, public health, gender studies and social-ecological gender research constitute the network</p>
<p><u>Gender and the sound management of chemicals and waste: Prepared for the intersessional process considering the Strategic Approach and the sound management of chemicals and waste beyond 2020</u></p>	<p>UNEP</p>	<p>2017</p>	<p>This document is to inform the intersessional process considering the Strategic Approach and the sound management of chemicals and waste beyond 2020 on gender and the sound management of chemicals and waste.</p>
<p><u>Gender and Chemicals Questions, Issues and Possible Entry Points</u></p>	<p>MSP Institute</p>	<p>2017</p>	<p>The present paper was produced as part of the project: "Gender and Chemicals: Issues, Stakeholders, Strategies", conducted by the MSP Institute in 2017. We reviewed relevant literature and international policy-making processes, and conducted 20 expert interviews between May and October 201</p>
<p><u>Gender Action Plan of the Secretariat of the Basel, Rotterdam and Stockholm conventions (BRS-GAP)</u></p>	<p>BRS Gender Task Team</p>	<p>2014</p>	<p>Recognizing the need to promote gender equality both within the Secretariat and externally, in line with applicable United Nations and UN Environment Programme (UNEP) rules, regulations, and policies on gender, in July 2012 the Executive Secretary established the BRS Gender Task Team to develop targets and an approach to gender mainstreaming within the BRS Secretariat. The BRS Gender Task Team was also to liaise with the UNEP Gender Task Team established in July 2012 by the Executive Director of UNEP to deal with a range of policy issues and recommend strategic direction for the UNEP Gender Programme</p>

<u>Gender in Agriculture Sourcebook</u>	The World Bank	2009	This sourcebook is a particularly timely resource. It combines descriptive accounts of national and international experience in investing in agriculture with practical operational guidance on to how to design agriculture for development strategies that capitalize effectively on the unique properties of agricultural growth and rural development involving women and men as a high-impact source of poverty reduction. It looks at gender equality and women's empowerment, and the associated principles have the potential to make a difference in the lives of hundreds of millions of rural poor.
<u>Gender and E-Waste: Policy Considerations for Developing Countries</u>	Hari Srinivas	2020	The document was first prepared for the World Conference on Information Society organized by the UN International Telecommunications Union (ITU) on 25-29 May 2015 in Geneva, Switzerland.
<u>Environment and Gender Information (EGI)</u>	IUCN	2017	IUCN identifies and fills data gaps to inform more robust gender-responsive environmental policymaking and programming through its Environment and Gender Information (EGI) data and analyses. Related technical research and support on environment and gender statistics and indicators also guide measurable transformation.
<i>La décennie de la femme africaine décennie de la femme africaine 2010-2020, projet d'accords multilatéraux sur l'environnement (ame) note d'orientation sur les femmes africaines et de l'environnement</i>	EU/AU	2010	The objective of this note is to raise awareness among decision-makers, in particular African Ministers responsible for the Status of Women and Gender, on the importance of gender mainstreaming into the management and planning of the environment.
<u>NGO Guide to Persistent Organic Pollutants</u>	IPEN	2008	This booklet begins with an introduction to POPs, then goes on to provide some background about the Stockholm Convention to help put it into context. It then describes in a more detailed way what the Stockholm Convention actually says, addresses the current status of the Convention, and presents ways that NGOs and civil society can contribute to POPs elimination. It concludes with a call to action including the text of a Global Civil Society Statement on SAICM—a statement that NGOs and other organizations in all countries are invited to review and to endorse.

<u>Plastics, Gender and the Environment: Findings of a literature study on the lifecycle of plastics and its impacts on women and men, from production to litter</u>	WECF/ WICF	2017	Results of this research will provide information to support the content development of the UNEA Study on Marine plastic debris and microplastics, and the GGEO Chapter of State, Trends and Impacts) in sections related to sustainable consumption and production, gender and ocean protection, land management, and waste management
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