



OzonAction SCOOP

Women in RAC: Every action
counts for a more inclusive world



Practical measures for mainstreaming gender in the implementation of the Montreal Protocol

Why is gender mainstreaming important for us?

Empowering women and promoting gender equality guided by the United Nations (UN) 2030 Agenda for Sustainable Development Goal 5 is a crucial commitment to accelerating sustainable development, of which the Montreal Protocol is a part. OzonAction promotes UN gender mainstreaming objectives at the institutional and programmatic levels in support of UN objectives, and in accordance with United Nations Environment Programme (UNEP) and Multilateral Fund for the Implementation of the Montreal Protocol policies.

Guidebook on Mainstreaming Gender in the Implementation of the Montreal Protocol

UNEP OzonAction developed a Guidebook on Mainstreaming Gender in the Implementation of the Montreal Protocol to advance the agenda of gender equality and women's empowerment under the implementation of Montreal Protocol activities. The Guidebook is to assist the National Ozone Officers (NOUs) to mainstream gender issues into their daily works and operations.

The Montreal Protocol and promotion of gender equality

UNEP's strategy on gender mainstreaming recognizes that women's participation and contribution is vital to sustainable development and economic growth. The implementation of the Montreal Protocol offers opportunities for the promotion of gender equality. Female professionals are encouraged to pursue career and capacity building in the refrigeration and air conditioning (RAC) sector and take leadership in environmental programming, decision making and governance processes.

While most countries have adopted policy and legislative measures to promote gender equality and women's empowerment, the Montreal Protocol was perceived as a technical issue. Since 2019, countries have started introducing gender-sensitive and responsive activities in MLF-supported projects, despite the depth and scope of interventions on gender varies across projects and countries.



The potential for undertaking measures to promote gender equality and women's empowerment through the Montreal Protocol activities varies from country to country. While there are opportunities within projects to include some activities for gender mainstreaming, there is a need for targeted efforts at all levels to ensure fully mainstreaming gender into the implementation of the Montreal Protocol.

Programmatic entry points

A number of possible interventions is identified when implementing Protocol activities that can contribute to four outcomes areas:

A Increased opportunities for women in RAC workforce as employees and leaders.



A



B

Enhanced understanding of and commitment to gender mainstreaming among stakeholders engaged in the implementation.

C

Increased awareness and understanding on ozone science and efficient use of refrigeration among women end users of refrigeration and cooling appliances.



D



Enhanced interest and skills among girls to enter the RAC sector.

Actions need to be taken at the level of NOUs, the RAC sector, as well as departments responsible for Customs and enforcement, and in investment activities.

Institutional measures

Gender

Mainstreaming team

The NOUs may wish to consider establishing a focal point or team to regularly support in planning and implementation of gender mainstreaming activities.

Recruitment

Within the rules and policies of the NOU's host Ministry or Department, the NOUs may consider using recruitment as a tool for achieving gender balance in the composition of its staff.

Capacity building on gender

The NOUs may seek out gender-related trainings or information sharing events that are relevant to the Montreal Protocol and encourage and facilitate both female and male staff to access them.

Work-life balance

The NOUs may promote work-life balance for its personnel, both women and men, through such means as flexible work arrangements, maternity leave, etc.

Operational measures within Montreal Protocol projects and activities

Project design and preparation

1

Conduct gender analysis: Gender analysis, as a tool applied in the design stage of a project/activity, should inform project design and therefore should either precede or be conducted in parallel with preparing a funding proposal. It should provide baseline data, which is essential for comparing the gender situation before and after an intervention.

Appoint gender expert: In projects aiming to achieve significant gender outcomes, it is advisable to appoint a gender expert. Their tasks should be clearly defined, and team members should be briefed about their roles.

Include gender equality dimension in the results framework: Ensure that specific goal and objectives, indicators, targets, and baseline data are gender responsive to monitor the outcomes and results of gender mainstreaming activities.

Implementation

2

Advise on policy development and implementation: The NOUs work with governments and industry to elaborate and enforce the policies required to implement the Montreal Protocol and to make informed decisions about alternative technologies.

Include gender balanced representation: Bodies that are involved in the implementation of project activities should include women and/or women's representatives, and this should be mentioned explicitly in the terms of reference.

Conduct consultations, workshops, and trainings: To what extent women and men can participate meaningfully in global, regional, and national conferences and events. To ensure that both men and women have equal opportunity to participate in abovementioned activities, a number of factors need to be determined:

Monitoring

3

Collection of sex-disaggregated data is necessary for creating a baseline and future monitoring of impacts. This should always be the first step and completed periodically. Using a mix of qualitative and quantitative indicators to measure the gender results of an intervention is essential to generate pertinent information, add credibility to the data and probe more profound aspects of the changes that take place.

Reporting results

4

Language is very important to make gender equality visible and effectively integrate it into the organizational culture. Communication is a substantive component of the projects of the NOUs, since it is the means to leverage sustainability. This applies both to internal communication (collaborators, allies, suppliers, etc.) and external communication (clients, end users). It is recommended to make sure that contents and messages are communicated in a gender-sensitive way. Results of gender mainstreaming activities must be reported throughout the reports, not just on a dedicated section

THE NOUs SHOULD:

Ensure that women and men have equal opportunities to speak and lead tasks and set up different focus groups discussions to be heard.

Integrate gender perspectives in all speeches and presentations, as a standard practice, as well as inclusion of gender issues on the agenda.

Collect and report on sex-disaggregated data on participation and speakers and trainers.

Detect gender-sensitive data and visuals to avoid gender stereotypes.

Hold the trainings with time flexibility to ensure and facilitate women's full participation and an accessible site with transport facilities.

Gender mainstreaming success stories in Latin America and the Caribbean LAC

Although gender mainstreaming tools and strategies have only begun to be included in projects and programmes of the Montreal Protocol at the country level in the past four or five years, a surge of interest and activities has become clearly evident.

In the LAC region, Ozone Officers are now undertaking work aimed at strengthening capacities relative to the operational policy on gender mainstreaming now in place for all projects and activities of the Montreal Protocol. Such work includes, among

other activities, organization of virtual seminars, events to foster information, holding dedicated sessions during the meetings and producing a variety of publications.

Specific experiences were shared by Ozone Officers from this region and featured in the booklet “Gender mainstreaming in The Montreal Protocol: Experiences in Latin America and the Caribbean” published by OzonAction in 2022¹. Some highlights include the following:

Barbados

- Awareness raising, capacity building and work or cooperation opportunities are developed within an equal approach for women and men.
- Small-scale funding agreements between UNEP and Barbados include gender indicators as part of their requirements.



El Salvador

- In response to a keen interest detected, the NOU designed a workshop specifically addressed to women on financial management and marketing emphasizing adoption of alternatives to HCFCs, good practices in refrigerant use and the cost/benefit of avoiding harmful emissions of refrigerant gases.

Guatemala

- The NOU takes action for gender mainstreaming in all activities, currently mostly in the RAC sector. This includes training on different levels and topics, certification schemes and striving for equal participation of women and men in emerging opportunities.
- The percentage of female participants has consistently increased since 2018.



Peru

- Striving to increase the participation of women in the RAC sector, the NOU designed courses and workshops specifically for women. This has encouraged an inspired growing group of female technicians and experts in projects and the sector in general.

Chile

- A gender gap study in the RAC sector was carried out within the HPMP to phase-out HCFCs. Actions were taken accordingly regarding training and awareness raising activities. For example, gender parity was sought when selecting speakers for workshops and seminars.
- Consulting opportunities at the NOU give particular consideration to female candidates with expertise in climate change, air conditioning and gender.

Costa Rica

- A gender perspective has been integrated as a cross-cutting activity within projects. Women are especially encouraged to apply for open positions.
- Gender equality indicators are included in funding and extension requests for projects related to the Montreal Protocol.



Uruguay

- A gender and climate change strategy was launched by the Department of Environment of Uruguay with the purpose of boosting gender mainstreaming in all environmental policies.
- Actions to encourage female involvement in the RAC sector were undertaken, for example providing tailored educational and working opportunities.

Colombia

- UNDP and the Colombian Department of Labor developed a gender equality management system to certify companies that are advocates for gender equality. A seal distinguishing the company for “equality at work” (Equipares) is awarded to complying companies.

Trinidad and Tobago

- The National Refrigeration Strategy included integrating a gender perspective in projects carried out in the RAC sector.
- A growing group of businesswomen are now active in the RAC sector.

Mexico

- The NOU has been working on gender mainstreaming for several years. This entails training, information dissemination, improving the capacity to identify and apply gender indicators in projects and programs relating to the Montreal Protocol and contributing with tools to achieve this.
- Mexico pioneered inclusion of women through its methyl bromide project where grafting was adopted as an alternative in vegetable production. Women turned out to be particularly skilled at this technique, which has provided thousands of stable jobs across the industry.



National Ozone Units can be instrumental for promoting and implementing gender mainstreaming. They interact with all key stakeholders participating from projects and programs undertaken for protecting the ozone layer and climate including government officials, researchers, academia, technicians, suppliers and manufacturers of alternatives, direct users and even the general public. As such, they can play an important role as catalysts of change.

¹ <https://www.unep.org/ozonaction/resources/publication/gender-mainstreaming-montreal-protocol-experiences-latin-america-and>



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New initiative: International network for women in cooling (INWIC)

INWIC is an international network of organisations that promotes the role of women in the refrigeration, air conditioning and heat pump (RACHP) sector, contributes to improving the professional careers of women working or studying in cooling, promotes best practices including those related to the environment, and inspires future generations of women to join this important sector.

INWIC is led by the World Refrigeration Day (WRD) Secretariat and the United Nations Environment Programme (UNEP) OzonAction in cooperation with several other founding partners, namely AIRAH (Australia), AREA (Europe), ASHRAE (Global), CAR (China), FAIAR (Latin America), IIR (Global), IOR (UK), ISHRAE (India), JSRAE (Japan), U-3ARC (Africa) and Women in HVAC&R (North America).

The network will build a stronger network of women in the sector and empower them through mentorship and education. These services can be reflected in project design as part of the gender mainstreaming actions being supported by NOUs.

The main activities are:

1. Connecting women in cooling groups across the world
2. Open network for individual women in cooling
3. Mentorship programme
4. Internship programme
5. Awareness raising and motivation materials
6. Data collection, experience exchange, and role-models
7. Support new women groups
8. International, regional and national events and functions



The INWIC website is available in 78 languages.

For more information contact:
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