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GENDER ANALYSIS AND ACTION PLAN FOR MONTREAL PROTOCOL PROJECTS IN CHINA, PERU AND NIGERIA

UNDP Montreal Protocol Unit
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About this document

This Gender Analysis and Gender Action Plan for UNDP Montreal Protocol projects in China, Nigeria and Peru was developed in October 2018 to support the ozone programme 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 collecting baseline information on what is currently being done to advance gender equality and what the main challenges and opportunities are, and describing the steps that could be taken to ensure that gender considerations are an integral part of projects that protect the ozone layer. Hannah Strohmeier is the main author of the document.

Executive summary

UNDP commissioned a gender analysis of three projects out of its current ozone portfolio, implemented in Peru, China and Nigeria. The main purpose of the gender analysis was to collect baseline information on what is currently being done to advance gender equality and what the main challenges and opportunities are, including the identification of entry points for future gender mainstreaming in Montreal Protocol projects. The findings are documented in the gender analysis report at hand.

The gender analysis was undertaken between April and August 2018 by an international consultant, with support from UNDP and implementing partners. As a first step, an encompassing desk review of relevant materials was undertaken, followed by discussions with UNDP MPU/Chemicals team members based in Headquarters and the three regions. Further, a total of 59 women and men, including beneficiaries, UNDP country office staff, government representatives, implementing partners and other relevant stakeholders at the national level were consulted through focus group discussions and/or semi-structured individual interviews in Peru, China and Nigeria.

The six overarching, inter-related findings of the gender analysis are:

- ❖ ***Structural barriers and cultural beliefs hamper GEWE, including in areas relevant to the Montreal Protocol.*** Globally, gender inequality continues to persist and women are discriminated against in education, labor market, decision-making at various levels, health, and other spheres of life (UNDP, 2016). They are underrepresented in STEM fields, and continue to experience unequal treatment in essential areas, such as remuneration. This global trend was also found in the three countries studied.
- ❖ ***Women are significantly underrepresented in the refrigeration, air conditioning and foam sectors.*** This finding is related to the above and confirmed by data collected in all three countries subject to this analysis. With regards to the already small number of women engaged in the sector it stands out that only few perform technical jobs and are formally trained engineers or technicians; the majority of women take on roles in other parts of the respective value chains, such as sales, logistics, or human resources. The underlying key reasons for this are mainly related to local structural and cultural inequalities.
- ❖ ***Up to this date, gender equality issues and entry points are hardly addressed/ considered in the ozone project cycle.*** This manifests in various ways, most evidently in the absence of gender equality issues and entry points in project documents, limited efforts to engage women in project-related activities as implementers (e.g., trainers) and beneficiaries, and the vast lack of gender equality results in reporting (e.g., presentation of data disaggregated by sex). Key reasons include women's marginal participation in the sectors in question, the lack of specific reporting requirements on gender equality by the MLF, and the targeted scope of projects.
- ❖ ***Women are frequently portrayed as “vulnerable”.*** The level of awareness of women's contributions to the refrigeration, air conditioning and foam sectors and the value women's economic empowerment can add to the overall well-being of families and communities as a whole

differs greatly between places and interviewees. However, many of those engaged in the sectors are insufficiently aware of women's potential and their roles as important and capable actors of change.

- ❖ ***The (sector-specific) gender competence among project stakeholders is limited.*** Hardly any of the interviewees received recent, encompassing gender training, especially not training focused on the linkages of gender equality issues and the refrigeration, air conditioning and foam sectors. This also applies to the important area of gender-responsive budgeting; stakeholders' knowledge in this area was overall very limited.
- ❖ ***Project stakeholders show commendable interest and will to address gender equality concerns and work towards greater GEWE.*** This, in combination with the MLF's increasing attention to GEWE, constitutes an excellent position to enhance the gender-responsiveness of ongoing and future MLF-funded projects.

Based on these findings a Gender Action Plan for projects will be drafted that facilitates implementation of activities towards enhancing gender equality and women's empowerment.

Acronyms

CFC	Chlorofluorocarbons
CO	Country Office
FECO	Foreign Economic Cooperation Office
FGD	Focus Group Discussion
GAP	Gender Action Plan
GEF	Global Environment Facility
GES	Gender Equality Strategy
GEWE	Gender Equality and Women's Empowerment
GRB	Gender-responsive Budgeting
HAF	Harvard Analytical Framework
HCFC	Hydrochlorofluorocarbon
HPMP	Hydrochlorofluorocarbon Phase-out Management Plan
LVC	Low-volume consuming
MLF	Multilateral Fund for the Implementation of the Montreal Protocol
MPU	Montreal Protocol Unit
MSE	Medium and Small Enterprises
ODS	Ozone-Depleting Substances
RAC	Refrigeration and Air conditioning
SDG	Sustainable Development Goals
SP	Strategic Plan
STEM	Science, Technology, Engineering and Mathematics
ToR	Terms of Reference
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
VAW	Violence against women

1 Background and situational context

UNDP is one of the Implementing Agencies of the Multilateral Fund (MLF) for the Implementation of the Montreal Protocol and the Global Environment Facility (GEF). UNDP works with public and private partners in developing countries to assist them in meeting the targets of reducing the use of ozone-depleting substances (ODS) under the Montreal Protocol. In addition, UNDP also helps developing countries reduce and eliminate the emissions of persistent organic pollutants as well as the use and emission of mercury. UNDP's ozone and chemicals programmes are managed by the Montreal Protocol and Chemicals Unit (MPU/Chemicals) within the Sustainable Development Cluster of the Bureau for Policy and Programme Support, with staff located in Headquarters and UNDP Regional Centers/Hubs in Istanbul, Panama City, and Bangkok. Since 1991, UNDP has received over 800 million USD in grants from the MLF, the GEF and bilateral donors to undertake thousands of activities related to ozone and chemicals in nearly 100 developing countries and countries with economies in transition.

A number of factors demonstrate the importance of adopting a gender-responsive approach to the management of chemicals. For instance, gender equality and women's empowerment (GEWE) is an important component of sustainable development. It is both, a sustainable development goal (SDG) on its own (SDG 5) as well as a determinant for achieving all other SDGs. Further, women and men experience differences in physiological susceptibility to (toxic) chemicals, cross-generational transfers to the unborn child, and the resulting health effects as well as the source of exposure to chemicals at the workplace and in daily life (UNDP, 2011). In addition, economies grow faster if women engage in the labour force, and GEWE is good for business (UN Women, 2017). Companies greatly benefit from creating leadership opportunities for women, which is shown to increase organizational effectiveness. It is estimated that companies with three or more women in senior management functions score higher in all dimensions of organizational effectiveness (UN Women, 2017).

Recognizing these and further significant linkages between gender equality issues and chemicals, UNDP produced the publication "Chemicals and Gender" (2011), and a guidance document operationalizing the integration of gender into chemical projects by providing advice and suggesting gender-based outputs, indicators and activities. Further, the Multilateral Fund for the Implementation of the Montreal Protocol (MLF) (2018) recently undertook a desk study for the evaluation of gender mainstreaming that aims at contributing to improved mainstreaming in projects and encouraging MLF stakeholders to explore a more systematic way to include gender relevance in their activities. While the MLF does not yet have a gender policy, the Fund is increasingly promoting the importance of gender in the context of ODS. Building on these developments and recognizing the strong need for further efforts to ensure gender equality is well integrated into the ozone project cycle, UNDP commissioned a gender analysis with a focus on three projects out of its current ozone portfolio, implemented in Peru, China and Nigeria.

2 Focus and purpose

The gender analysis focused on three projects out of the current MPU project portfolio. Implemented in Peru, China and Nigeria these projects target the refrigeration and air conditioning industry, as well as the foam sector:

Country	Title
Peru	Hydrochlorofluorocarbon Phase-out Management Plan (HPMP, Stage 1)
China	Sector Plan for HCFC Phase-out in the Industrial and Commercial Refrigeration and Air Conditioning Sector in China (HPMP, Stage 1)
Nigeria	Hydrochlorofluorocarbon Phase-out Management Plan (HPMP, Stage 1)

The main purpose of the gender analysis was to collect baseline information on what is currently being done to address gender equality issues and what the main challenges and opportunities are, including the identification of entry points for future gender mainstreaming in Montreal Protocol projects. Based on these findings, a Gender Action Plan (GAP) for projects will be drafted that facilitates implementation of activities towards enhancing GEWE in Montreal Protocol projects.

3 Proceeding

3.1 Team

An international consultant undertook the gender analysis. The international consultant was responsible for the development of the assessment methodology, corresponding tools, data collection and analysis, and the preparation of the assessment report and GAP. Throughout this entire process, the international consultant received invaluable logistic and substantive support from UNDP and project staff within the countries visited. Amongst others this included the provision of project documents and other relevant material; sharing of information on gender relations in the respective countries;

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