



UNITED NATIONS
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Workshop on Kigali Implementation Plans

Session 9: Gender Main streaming in the MP portfolio

15 June 2023 Vienna, Austria

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15 June 2023
16:20 – 17:00 a.m. CET time

Session 7: Gender Main streaming in the MP portfolio



Moderator:
Riccardo Savigliano



Cecilia Ugaz Estrada
Director, Gender Equality
and Empowerment of
Women Unit, UNIDO



Sergio Merino
National Ozone Officer,
Mexico



Bettina Schreck
Industrial
Development Officer,
UNIDO



15 June 2023
16:20 – 16:35 a.m. CET time

Session 7: Gender Main streaming in the MP portfolio



Cecilia Ugaz Estrada
Director, Gender Equality
and Empowerment of
Women Unit, UNIDO

Cecilia Ugaz Estrada is Director of Gender Equality and Empowerment of Women Office and Special Advisor, Office of the Managing Director, Directorate of Corporate Management and Operations. She is former Director of the Policy Research and Statistics Department at UNIDO. Cecilia Ugaz Estrada holds a PhD in economics from Ecole des Hautes Etudes en Sciences Sociales in Paris (major: Econometrics of Investment) as well as graduate degrees in economic modelling from France and Peru. Prior to joining UNIDO, she served as the United Nations Resident Coordinator as well as the United Nations Development Programme (UNDP) Resident Representative for Paraguay. She also served as the Deputy Resident Representative for UNDP in Argentina and as Deputy Director for the Human Development Report Office in UNDP headquarters in New York. Cecilia Ugaz Estrada has also held various positions with the United Nations and in academia in Switzerland, United Kingdom and Finland as well as with the World Bank in Washington DC.



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Gender Mainstreaming in UNIDO

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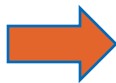


Common Story of Women in Industry

Women make up around 38% of workers in the sector

Women often do not benefit from industrial development in the same way as men

- Often concentrated in **labour-intensive, export-oriented sectors with low labor costs** (e.g. textile and apparel, footwear, food processing and electronics sectors)
- Underrepresented in **decision-making** positions and **STEM** fields – especially engineering, ICT, and construction
- Women MSMEs are on average **smaller, less profitable** and have **higher unmet finance needs**
- Higher risk of **unfavorable working conditions, low-wage** and **low-skill** occupations and working in the **informal sector**



Gender gaps are more likely in sectors that require disruptive technical skills, are capital- and technology-intensive and have higher average wages



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UNIDO Gender Framework



Sustainable Development Goals



Cross-cutting: 3 principles (universal values)



Human Rights-Based Approach



Leave No One Behind



Gender Equality and Women's
Empowerment



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UNIDO's Vision

Women and men equally lead, participate in, and benefit from inclusive and sustainable industrial development (ISID)

Gender Mainstreaming

“The process of **assessing the implications for women and men of any planned action**, including legislation, policies or programmes, in all areas and at all levels.

It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes”

ECOSOC Agreed Conclusions (A/52/3, 18 September 1997)



Main gender-related UNIDO policy documents

2019 Policy on Gender Equality and the Empowerment of Women (Gender Policy)

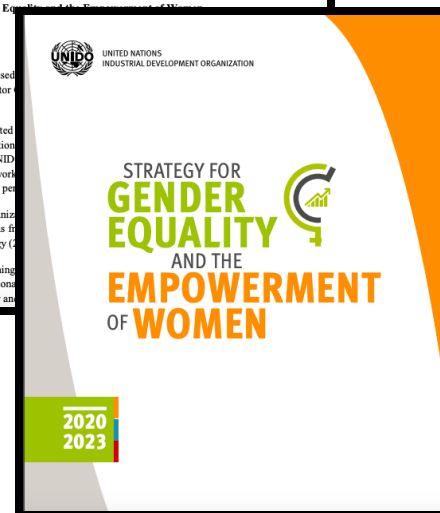
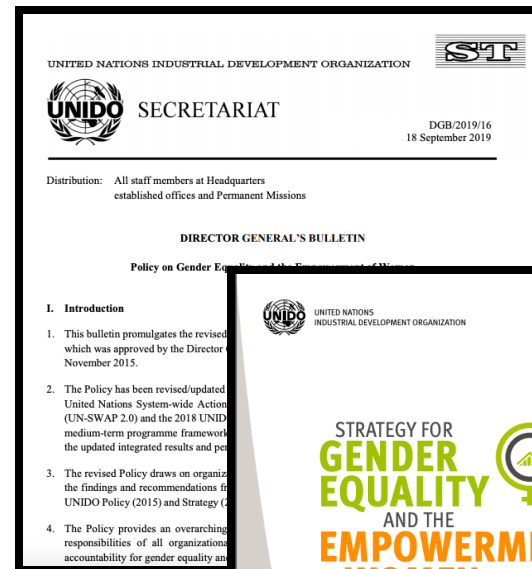
- Lays out the UNIDO Gender Architecture and identifies responsibilities

2020-2023 Strategy for Gender Equality and the Empowerment of Women (Gender Strategy)

- Operationalizes the vision and objectives contained in the Gender Policy:
 - Identifies priority actions
 - Sets organizational targets for 2023

UNIDO General Conference resolutions on gender equality and the empowerment of women (GCs 16-19)

Administrative instruction “UNIDO’s policy on panel parity” – AI/2020/03





Leadership Group in its capacity as
Gender Mainstreaming Board (GMB)

Chair – Director General

Composition – Managing Directors

Secretariat – Gender Unit

**Unit for Gender Equality and
Empowerment of Women (GEW)**

- ❖ Director, GEW
- ❖ Gender Coordinator (vacant)
- ❖ Rotational Gender Officer
- ❖ JPO (50% time)
- ❖ General Service Staff (1)
- ❖ Gender Experts (1)

**Gender Focal Point Network
Chaired by the Gender Unit**

- ❖ Gender Focal Points (GFP) at HQ
 - 1 or 2 GFP per Division/Office
- ❖ GFP at Regional, Country and Liaison Offices
 - Minimum 1 GFP per office
- ❖ GFP Alternates and Gender Supporters



Gender Marker

0 – No expected contribution to gender equality

Example: A project designed to only collect data on the number of small businesses in a given sector which also adopts a “do no harm” approach.

1 – Limited expected contribution to gender equality

Example: A project designed to support the development of small businesses in a given sector whose outputs do not explicitly target women.

Desired best practice

2A – Significant expected contribution to gender equality

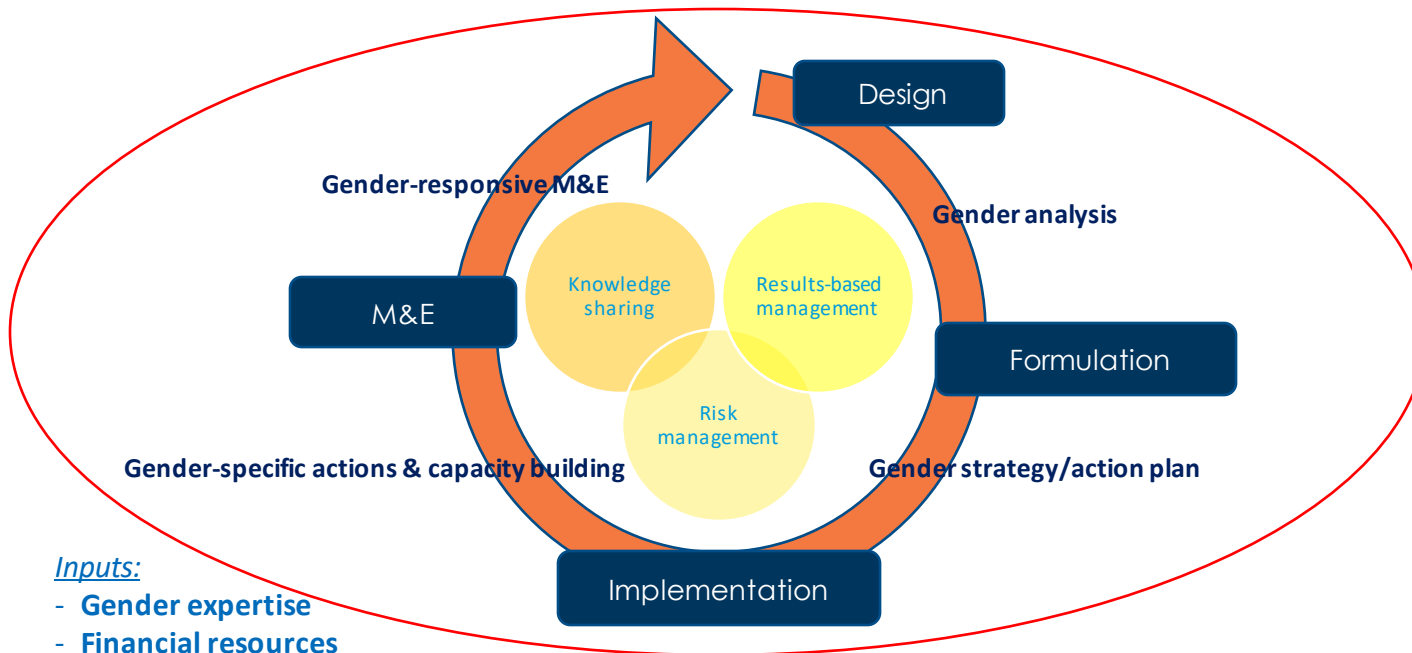
Example: A project designed to support the development of small businesses in a given sector that include specific attention to the challenges faced by women business owners.

2B – Gender equality/women’s empowerment is main focus

Example: A project designed to develop an association of women business owners in a given sector.



Gender Mainstreaming in the Project Cycle



Inputs:

- Gender expertise
- Financial resources
- Time



Taking stock: What are the results so far?

A converging trend toward more satisfactory ratings of gender results from projects/programmes

#	Gender results at project/programme level	2015	2019	2020	2021	2022
1	New projects & programmes significantly contribute to GEW	17.4%	19%	37%	45.6%	41%
2	Project & programmes whose gender mainstreaming was rated in satisfactory range at completion*	40%**	82%	77%	75%	70%

Source: UNIDO Annual reports (2018-2022), 2021 Independent thematic gender evaluation, Independent project evaluation reports

* The baseline year is 2017 as it is the first time a rating was mandatory for assessing gender mainstreaming in projects at completion point by UNIDO Independent Evaluation Division.

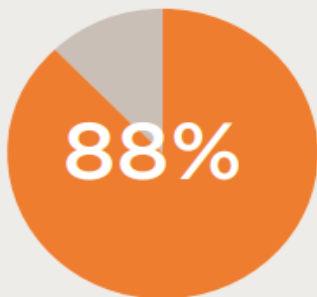
** The rating was assigned in the course of independent terminal evaluations, with a rating scale from 1 to 6: 1 = highly unsatisfactory; 6 = highly satisfactory. Satisfactory range is from 4 (moderately satisfactory) to 6.



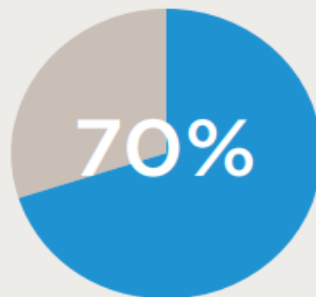
Taking stock: What are the results so far? (cont.)

COMPARATIVE ANALYSIS FOR UNIDO

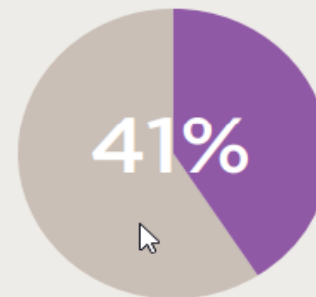
SHARE OF RATINGS MEETING/EXCEEDING REQUIREMENTS OF ALL RATINGS
NOT APPLICABLE RATINGS OMITTED



UNIDO



UN SYSTEM



TECHNICAL FOCUS



Examples of publications, events and trainings



Industries post-COVID-19: A gender-responsive approach to global economic recovery

More women in leadership roles in the private sector can help drive economic recovery.



Women, SMEs and sustainable development – lessons learnt for the road ahead

06 July 2022 Cecilia Ligeti Estrada, Carmel Schuler



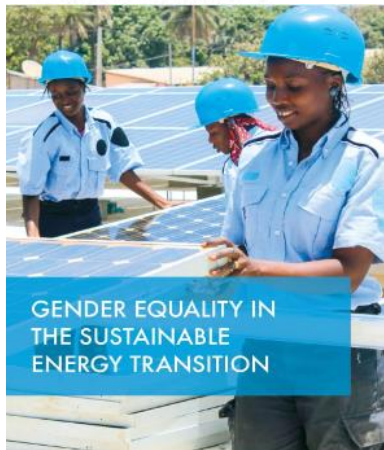
Women in cleantech are key levers for an inclusive recovery

Female-led clean energy start-ups are driving change solutions.



UNIDOGENDER

UNIDO Guide to Gender Analysis and Gender Mainstreaming the Project Cycle



GENDER EQUALITY IN THE SUSTAINABLE ENERGY TRANSITION



Vienna Discussion Forum 2022

WOMEN ON THE MOVE

Surviving forced displacement and building a new life

3 November 2022, 2pm – 3:15pm CET
CR4 (VIC, C-Building, 7th floor) and MS Teams



**Training for Montreal Protocol implementation stakeholders
Argentina and Chile (2020)**



Taking stock: What are the main challenges?

Gender results & impact from projects/programmes

- ✓ Need to strengthen support to projects/programmes during implementation to enhance results
- ✓ Need to capture & demonstrate gender results & impact from projects/programmes through improving the quality & quantity of data, information, statistics:
 - Quantitative annual corporate reporting: Gender-disaggregated data collection & indicator
 - Qualitative reporting: Telling the stories of gender-related results from projects & programmes
 - Gender-disaggregated SDG 9 indicators of which UNIDO is the custodian



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Gender Mainstreaming in Montreal Protocol Activities

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Gender requirements from the Multilateral Fund

- **83rd meeting (2019) – Executive Committee agreed to develop a gender policy**
- **84th meeting (2019) – Draft Operational Policy on Gender Mainstreaming (Doc 84/73) issued: Guidance on principles and priorities**
- **85th meeting (2020) – First application of the Policy**
- **90th meeting (2022) – Evaluation of the Policy; recognized efforts from Countries and Agencies, but also found gaps in implementation**
- **92nd meeting (June 2023): Decision on mandatory gender indicators to be applied by agencies as from 94th meeting (June 2024)**

New requirements for projects:

- **Conducting an initial gender assessment that informs implementation**
 - **Gender equality among project staff**
 - **Gender-responsive project monitoring and reporting**
-



Potential MP project effects and risks on gender equality and women's empowerment

The projects are expected to contribute to UNIDO's gender mainstreaming objectives to ensure equal opportunities for women and men, thus fostering UNIDO's inclusive and sustainable industrial development (ISID).

What are the aspect to take into consideration?

- Possible biological differences in the impact of toxic substances
- Possible differences in exposure:
 - Workplace
 - Consumers
 - Awareness
- Enabling environment



Possible MP project contributions towards gender equality and women's empowerment

Capacity-building

Possible entry point:

In capacity-building activities, include a section on women in refrigeration and gender issues from the point of view of consumers and beneficiaries.

Procurement of goods and services

Possible entry points

- **Disseminate** the procurement notice to women's business organizations and networks and/or directly to women-owned businesses producing the required good/service
- **Include gender-responsive requirements** in the solicitation documentation and throughout the evaluation procedures, e.g.:
 - Indicate in the Terms of Reference/Technical Specifications that offers should include information on
 - **contributions** of the bidder's company **to gender equality**,
 - the **percentage of women employed**, including in managerial positions,
 - the percentage of **women-owned businesses** in their **supply chains**.
 - In case of high-value or complex procurement requirements where an evaluation method with weights/points is applied, **additional points** could be awarded to the bidder **for gender-responsive activities/policies**.



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Thank you for your
attention!

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15 June 2023
16:35 – 16:50 a.m. CET time

Session 7: Gender Main streaming in the MP portfolio



Sergio Merino
National Ozone Officer,
Mexico

Sergio Merino is National Ozone Officer at Mexico's Secretary of Environment and Natural Resources. During more than three decades, and with the implementation of more than 120 projects, the National Ozone Unit of Mexico has contributed to the successful fulfillment of the country's obligations within the Montreal Protocol, at a pace that has been even faster than the originally committed phase-out schedules. With previous experience working as an officer in the Secretary of Economy of Mexico and thus a background of more than 15 years on the design, implementation and evaluation of industrial policy projects in several sectors, as well as on the improvement of the regulatory framework and the investment environment in the country, Sergio provides the NOU team with broad coordination and strengthening of collaborative networks with different stakeholders necessary for the adequate implementation of Mexico's HPMP, currently on the 5th tranche of its second stage, and the preparation of its Kigali Implementation Plan.



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Gender Mainstreaming: the case of Mexico

National Ozone Unit,
Mexico



MEDIO AMBIENTE

SECRETARÍA DE MEDIO AMBIENTE Y RECURSOS NATURALES

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Background in Mexico

- ✓ In the framework of the National Methyl Bromide Phase-out Plan, good practices were promoted, representing an opportunity for technological, economic, and environmental improvement for the Mexican agricultural export sector, generating specialized jobs in the field, including more than 700 for women.
- ✓ In December 2020 the NOU Mexico successfully conducted a two-day training on *Basic Concepts and Introduction to Gender Mainstreaming* by UNIDO.





Preparation for gender mainstreaming

- ✓ The NOU had a specific consultancy in 2022 with the overall objective of:
 - Developing a Gender Analysis of the RAC Sector, in order to identify entry points.
 - Proposing a Gender Action Plan aimed at mainstreaming gender throughout all Montreal Protocol projects and programmes.
 - Conducting gender awareness raising training for national project staff at the NOU and SEMARNAT.
- ✓ Within the framework of the Institutional Strengthening Project (IS), with the aim to strengthen the institutional capacities of the NOU, to support the Government of Mexico in meeting its compliance commitments under the Montreal Protocol.

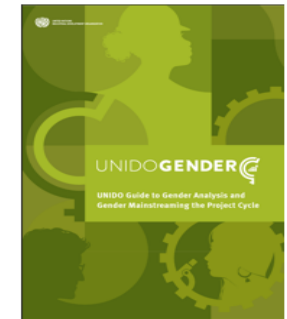




Gender Analysis of RAC Sector

This Gender Analysis is made up of three core parts:

- 1) Documentary review of the policies of the main institutions involved, to learn about their perspectives and vision on gender equality in its relationship with the environment
- 2) Definition of key actors, and
- 3) The gender analysis as such, considering the “Guide on gender mainstreaming – Montreal Protocol projects” (2015) and “UNIDO Guide to Gender Analysis and Gender Mainstreaming the Project Cycle” (UNIDO, 2021)

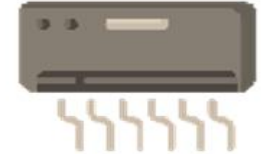




Gender Analysis of RAC Sector

Evident disparity in the presence of men and women related to the RAC sector. Among the barriers women could be experiencing are:

- The sector is male-oriented; professional and technical careers linked to the sector are dominated by men.
- Mistrust in women's technical abilities.
- Job segregation by gender.
- Difficulties in reconciling work and family.
- Underrepresentation of women in decision-making positions.





Gender Action Plan

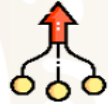
Aimed at triggering the process of empowerment of women, enabling the necessary conditions to ensure:

- Their participation in the labor market
- Participation in decision-making in their communities.
- Positioning the value of their skills and knowledge within the RAC sector.





Opportunities and entry points to mainstream gender



1. Strengthening of the capacities of NOU and its immediately-related managing areas in the Secretary of Environment and Natural Resources (SEMARNAT)



2. Alliances and strategic partnerships



3. Proper handling of hazardous chemicals



4. Gender gaps in careers associated with the RAC sector



5. Working environment



6. Job opportunities



Entry points to mainstream gender within framework of the KIP

Strengthening of the capacities of SEMARNAT / NOU staff

- Implement a gender capacity building plan
- Gender awareness tool kit to distribute to team members and staff new to the project
- Key points to incorporate gender in the events held

Alliances and strategic partners

- Establish alliances with strategic partners that support the empowerment of women and gender equality in the RAC sector (such as INMUJERES and Interinstitutional Group on Gender and Climate Change).

Proper handling of hazardous chemicals

- Raise awareness about the proper handling with a gender perspective.
- Study on risks and impacts from the management of chemical substances in the RAC sector using the gender approach (specific to the subdivisions of the RAC sector).



Entry points to mainstream gender within framework of the KIP

Gender gaps in careers associated with the RAC sector

- A “train the trainers” program only for women in order to ensure specific training for them

Working environment

- Identification and dissemination of good practices triggered by companies for the incorporation of the gender approach in the RAC sector.
- Campaign to promote and raise awareness of gender equity in the workplace.

Job opportunities

- Promote links between companies in the RAC sector / local universities for the professional training of junior women engineers.
- Training for women: free and inclusive, to create spaces for new agents of change and transformation in the sector.



Indicators of gender

Key tool within monitoring and evaluation systems for achieving gender equality and women's empowerment.

- Means to analyze and measure the changes of specific situations and conditions.
- Useful tools to assess where we are and where we are going, and at what pace we are going.
- Allow to target specific programs and determine their impact on the reality we want to change.



What is a gender indicator?

According to ECLAC, gender indicators are tools used to measure changes in gender relations.

Indicators can be used to compare similar objects or situations at the same moment or object over time.

The calculation of gender indicators should be done, whenever possible and pertinent, for women and men.





Training: Incorporation of the gender mainstreaming in Programs and projects of the Montreal Protocol



- January 20, 2023
- 64 participants
- Mexico, Brazil, Chile, Paraguay, Guatemala, Colombia, Costa Rica, Dominican Republic and Cuba
- UNIDO, UNEP, UNDP, UNICEF, UNOPS



Gender Mainstreaming within framework of the KIP

The general strategy includes the following components:

- ✓ Institutional strengthening: actions to promote necessary capacities for general monitoring of the implementation of the KIP, including communication and awareness.
- ✓ Identification and dissemination of good practices promoted by the companies for the incorporation of the gender approach in the RAC sector.
- ✓ Incorporate the gender perspective in the implementation of training practices.





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¡Muchas gracias!

National Ozone Unit, Mexico



MEDIO AMBIENTE

SECRETARÍA DE MEDIO AMBIENTE Y RECURSOS NATURALES



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Session 7: Gender Main streaming in the MP portfolio



Bettina Schreck
Industrial Development
Officer, UNIDO

Bettina Schreck joined UNIDO in 2009, where her main tasks are developing and implementing technical assistance projects in sustainable energy and climate change. She focuses on the development of government led policy programs to adopt low emission and sustainable cooling projects. Her work covers the policy, financial and technical dimensions of technical assistance. Prior to joining UNIDO, Ms. Schreck held positions in the Irish National Utility International operations, ESBI, as a Renewable Energy & CDM business developer in South East Asia; in British Maritime Technologies (BMT), a UK engineering and risk management consultancies, where she worked on projects involving environmental and technical due diligence and UK domestic climate compliance; and in Repsol YPF, a Spanish integrated oil and gas firm with global operations, introducing the CDM to non-annex I country operations and previously as an environmental corporate auditor. Ms. Schreck received degrees in Chemical Engineering from the Buenos Aires Institute of Technology (Argentina), in Environmental Management from the Austral University (Argentina) and in Sustainable Development from the University of Cambridge (UK).



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Gender Mainstreaming in KIPs

An LVC approach

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The issue

Gender mainstreaming is new policy aspect to be covered ... but not a priority for funding allocation

Country prioritization – and resource allocation - will be focused on

1. substance control across all sector
2. Climate action – energy efficiency
3. Cross-cutting issues

In UNIDO we want to level the playing field for gender mainstreaming regardless of funding and capacities available

Test a new idea – to request funding (currently out of work programme) for standalone innovative project



Project objectives

Increasing gender equality and women economic empowerment in the refrigeration and air condition sectors (WEERAC)

1. Inclusive policy and programme design

2.a gender mainstreaming in
management plans

2.b Institutional strengthening for
NOUs – enabling environment

3. gender responsive project implementation



Activities

planned a standard package of gender services based on best practice

- ✓ **gender mainstreaming analysis >> gender baseline**
- ✓ **development of action plans,**
- ✓ **Implementation of actions,**
- ✓ **and monitoring the implementation**

collected information from countries which have completed the full gender analyses made for Stage III and also from the UNIDO-wide portfolio



Example of gender mainstreaming activities

1. study on GEEW in workplace
2. guide for GEEW in events
3. diffusion of events guide
4. gender mainstreaming in technical studies
5. subsidy for recruiting women in the RAC sector
6. adding gender dimensions to all certificates, recognition to enterprises
7. gender awareness for leaders of RAC enterprises
8. women train-the-trainer for RAC technicians
9. women participation in training
10. awareness raising on women in STEM
11. promotion of women in STEM
12. incentives for women in RAC
13. training for women in RAC
14. awareness raising of certificates with a gender lens
15. study of women's access to jobs in the RAC sector
16. guide for women in RAC
17. risks and impact study of women in RAC
18. campaign - case studies of women entrepreneurs
19. case study women leaders
20. campaign for women participation in masculine roles
21. campaign for good practices gender
22. awareness raising of GEEW in workplace
23. campaign for GEEW in the workplace
24. mid-term evaluation - gender aspects
25. final evaluation - include gender policies



Activities – reference budget

	Reference	
	MIN	MAX
Baseline assessment		
1 local gender consultant - 23 days	10.000	10.000
Development of workplan		
1 local gender consultant	5.000	5.000
Workplan actions		
NoU capacities - for stage I HPMP 3	15.000	30.000
Technical consultancies	25.000	50.000
comms plan for gender	30.000	75.000
Monitoring		
for stage I HPMP 3	15.000	30.000
	100.000	200.000



Gender equality in RAC sector – your baseline

1. **Have you undertaken any gender mainstreaming actions in your HPMPs?**
2. **Have you collected any data? Done any analysis?**
3. **Do you know which data sources you would use? Is the data available?**
4. **Where you trained on gender mainstreaming?**

A Survey Form will be shared online



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