



Gender in the Ozone Treaties

BACKGROUND DOCUMENT

Ozone Secretariat, June 2019

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Executive Summary and Recommendations

1. Executive Summary

Gender deals with the roles and power structures that society has defined for men and women. Gender mainstreaming looks at the implications of any planned action for men and women, and the integration of women's and men's concerns and experiences throughout all levels of policy and programme in order to achieve equality¹.

This document aims to initiate a discussion on gender mainstreaming in the work of the ozone treaties. It begins by providing a brief overview of international instruments on gender and the 2030 Agenda, to which the parties' implementation of the ozone treaties has over the years made significant contributions. The 2030 Agenda clearly acknowledges the link between environmental protection and gender equality: Sustainable Development Goal 5 (SDG5) is aimed at achieving gender equality and empowering all women and girls, and gender-related aspects are present within several other goals as well. The document then looks at relevant policy and background documents applicable to the Ozone Secretariat, as an entity within the United Nations Environment Programme (UNEP) and the United Nations (UN) Secretariat. These policy documents encourage the mainstreaming of gender within both institutional arrangements and programmatic work and require UNEP's divisions (including the multilateral environmental agreement secretariats it hosts) to put in place a gender implementation plan².

Several multilateral environmental agreement (MEA) institutions have recently adopted gender policies, promoting not only gender parity in representation but also gender-specific aspects of their work. Their experience and approach, as well as those of the other entities active in the field of the environment, can provide some useful insights into mainstreaming gender into the work of the ozone treaties. To this end, this document provides an analysis of the treatment of gender by some MEAs³ and environmental financing institutions⁴, as well as guidance from or approaches taken by other entities.

The document next reviews gender to date in the work of the ozone treaties, at the organizational level as well as the programmatic level. At the organizational level, the Ozone Secretariat is well-placed with respect to gender parity in terms of its staffing. However, some of the other ozone treaty bodies still have some way to go in this regard. The Ozone Secretariat has in the past few years included gender as a criterion in assessing requests for funding of meeting participants from Article 5 countries, to promote the participation of women delegates. While this appears to have resulted in an increase in the number of women participants, gender parity is still some way off.

At the programmatic level, a review of the decisions of the Meetings of the Parties and reports of the assessment panels and other Montreal Protocol institutions over the years shows that little attention has been paid to the gender aspects of ozone depletion and protection. Apart from a few reports of the Environmental Effects Assessment Panel, the issue of gender-differentiated impacts of ozone depletion does not seem to have been considered to any significant degree. Given the Protocol's new mandate on climate change adopted under the Kigali Amendment, it is worth noting that it is widely accepted that the impacts of climate change are gender-differentiated⁵.

¹ See UN Economic and Social Council (ECOSOC), 'UN Economic and Social Council Resolution 1997/2: Agreed Conclusions', 18 July 1997

² See paragraph 147, UNEP Gender Equality and the Environment Policy and Strategy, http://apps.unep.org/publications/index.php?option=com_publication&task=download&file=012103_en

³ UN Framework Convention on Climate Change (UNFCCC), Basel, Rotterdam and Stockholm Conventions (BRS), Convention on Biological Diversity (CBD) and United Nations Convention to Combat Desertification (UNCCD).

⁴ Global Environment Facility, Adaptation Fund and Green Climate Fund

⁵ See Annex E

With respect to the work of the financial mechanism, Executive Committee decision 81/7 (adopted in June 2018 following a desk study undertaken by the Fund secretariat on the subject), requested bilateral and implementing agencies to apply their own institutions' gender policies to activities funded under the Financial Mechanism. It also requested the Fund secretariat to prepare a discussion document on the possible objectives and elements of a gender policy for the Multilateral Fund for the Implementation of the Montreal Protocol (the Multilateral Fund), for consideration by the Executive Committee in 2019. In response to this decision the Fund secretariat in May 2019 prepared a document outlining elements of a potential gender policy for the Multilateral Fund, for consideration by the Executive Committee at its 83rd meeting⁶.

Given the importance of gender equality to achieving the 2030 Agenda, and in order to facilitate a discussion on mainstreaming gender into the work of the ozone treaties, some challenges and related opportunities are identified, both organizational and programmatic.

2. Possible actions that may be taken

The report provides several actions that may be taken by parties and by the Ozone Secretariat.

2.1 Possible actions for parties

1. To encourage the participation of women in the work of the ozone treaties, perhaps in the context of acknowledging the 2030 agenda and the contribution of the ozone treaties to sustainable development. This could include:
 - a. Encouragement to increase and maintain the active participation of women in meetings of the parties, the appointment of women to key institutions including as officers of the Meeting of the Parties, co-chairs of the Open-ended Working Group or of contact groups, Implementation and Executive Committee meetings, Assessment Panels, Ozone Research Managers, etc., and in the country-level ozone work, possibly with targets and timeframes;
 - b. Consider dedicating a proportion of the budget to facilitate the participation of women, in particular women from Article 5 (developing) countries, in the work of the treaties. This could include providing funding for training in multilateral diplomacy and policy development, for scholarships to encourage women to undertake further education in relevant scientific and technical disciplines;
 - c. Monitoring and evaluation of the impact of this encouragement.
2. To request Assessment Panels and the ozone research managers, where relevant, to look into whether the effects of ozone depletion are gender-differentiated and, if so, to collect gender disaggregated data that can contribute to monitoring and evaluation of gender-related aspects of the implementation of the ozone treaties;
3. To contribute to a discussion on best practices in gender mainstreaming by submitting proposals on mainstreaming gender into the work of the ozone treaties, possibly including a platform or dialogue to share experiences;
4. To support the Ozone Secretariat's efforts to raise awareness of gender issues in the context of ozone and climate protection, including through communication campaigns, information on the website, International Women's Day celebrations and other actions.
5. To request the Ozone Secretariat:
 - a. to work towards developing a gender implementation plan including engaging, whether formally or informally, with relevant organizations that work on gender; and in doing so

⁶ UNEP/OzL.Pro/ExCom/83/45

- b. to liaise with the Multilateral Fund in working towards the adoption of a coherent gender policy for the ozone treaties overall, aligned with the ongoing work of the Executive Committee with respect to gender mainstreaming in the projects it funds⁷, through gender sensitive planning, implementation, monitoring and evaluation including through sex-aggregated data collection.

2.2 Possible actions for the Ozone Secretariat

Organizational actions

1. To raise staff awareness and increase internal capacity on the meaning and importance of gender in the work of the UN including through presentations, discussions and training on gender issues with particular focus on gender and the environment;
2. To identify Secretariat staff members with interest in moving ahead on gender mainstreaming, to form a team responsible for this as a project;
3. To discuss inclusion of gender targets in work plans of staff members if and where appropriate;
4. To compile a roster of female experts on ozone, climate and energy who could be approached for engagement in future workshops;
5. To provide training on women and leadership within the UN.

Programmatic actions

6. To look into how gender issues related to the work of the ozone treaties can be included in our website, communication campaigns and events;
7. To engage with the Multilateral Fund secretariat on gender-related issues;
8. To connect with the Intergovernmental Panel for Climate Change (IPCC) to find out more about how their scholarship programme works in the context of UN regulations and rules;
9. To engage informally with appropriate educational institutions and organizations that work on gender, such as UN-Women or the International Union for Conservation of Nature, on gender-related issues in the context of MEAs;
10. To engage informally or formally with parties to assess interest in and willingness to support gender mainstreaming initiatives of the Secretariat;
11. To encourage parties to consider nominating more women as members of assessment panels and ozone research managers;
12. To continue prioritizing funding of women representatives to participate in ozone treaty events;
13. To follow up on the ongoing discussions on the draft *Model Code of Conduct to Prevent Sexual Harassment During or In Relation to UN Events*⁸ with a view to developing a guideline for meetings held under the auspices of the ozone treaties;
14. Include gender in the Secretariat's regular reports to the parties.
15. To introduce a "Gender Award" under the Ozone Awards to incentivize parties to advance gender equality in their projects.

⁷ Building on Executive Committee decision 81/7 and possibly using the UNIDO Guide for Gender Mainstreaming in Montreal Protocol as a basis

⁸ Adopted as a draft by the United Nations' High Level Committee on Management, pending finalization and informal consultations with Member States leading to final adoption, at its 36th session held in October 2018. See Annex G

Introduction

Gender has been defined as referring to “socially ascribed roles, responsibilities and opportunities associated with women and men, as well as the hidden power structures that govern relationships between them.”⁹

Gender mainstreaming has been defined as “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 in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”¹⁰

Gender is a key aspect of the 2030 Agenda and of the outcomes of the Rio conference and RIO+20. It is also a focus of UN and UNEP policy, encapsulated in the gender parity policy of the UN Secretariat and UNEP’s strategy on gender equality and the environment. The Ozone Secretariat, hosted by UNEP, is required to comply with these imperatives to mainstream gender into its work¹¹.

Section A of this document sets out a brief overview of the relevant international instruments, sustainable development goals and policy documents.

Section B considers policies and decisions relating to gender that have been adopted by other multilateral environmental agreements and international funding organizations, with a view to identifying lessons learned from their experiences, as well as guidance available from other sources.

Section C considers gender mainstreaming to date in the work of the ozone treaties. This includes:

1. The gender balance among personnel of the Ozone Secretariat (including consultants and interns) and the Multilateral Fund secretariat;
2. The composition of key institutions of the ozone treaties as well as the terms of reference of the assessment panels of the Montreal Protocol and the Advisory Committee for the Vienna Convention Trust Fund on research and systematic observations;
3. Gender considerations in the work of the assessment panels and ozone research managers, in the context of impacts of the ozone hole and climate change;
4. The recent discussion of gender issues under the Executive Committee, including the desk review undertaken by the Multilateral Fund secretariat, the resulting decision of the Executive Committee and the subsequent work undertaken by the Fund secretariat.

Section D then considers challenges and opportunities and draws some conclusions in charting a course towards gender mainstreaming in the work of the ozone treaties.

⁹ Training manual on gender and climate change, produced by IUCN, UNDP and others:
https://cmsdata.iucn.org/downloads/eng_version_web_final_1.pdf

¹⁰ UN Economic and Social Council (ECOSOC), ‘UN Economic and Social Council Resolution 1997/2: Agreed Conclusions’, 18 July 1997.

¹¹ For more on gender mainstreaming within UNEP, see <https://www.unenvironment.org/explore-topics/gender/what-we-do/policy>

Section A: Overview of relevant international instruments, resolutions, policy and background documents

This section sets out brief descriptions of the international context of gender considerations, including the 2030 Agenda for Sustainable Development, and then looks at the policies applicable to the Ozone Secretariat, as a UN entity.

1. International instruments relating to gender

Annex A depicts the timeline of the adoption of key international instruments dealing with the environment and with gender, culminating in 2030 Agenda for Sustainable Development, which is described briefly in section 2 below. Some instruments of relevance to gender issues include the following.

In 1979 the parties to the **Convention on the Elimination of All Forms of Discrimination against Women**¹², in Article 2, condemned discrimination against women in all its forms and agreed “to pursue by all appropriate means and without delay a policy of eliminating discrimination against women”.

In 1992, the United Nations Conference on Environment and Development (UNCED) held in Rio de Janeiro adopted **Agenda 21**¹³, Chapter 24 of which deals with global action for women towards sustainable and equitable development. The same meeting adopted the **Rio Declaration**¹⁴, Principle 20 of which acknowledges that “Women have a vital role in environmental management and development. Their full participation is therefore essential to achieve sustainable development.”

The **Beijing Declaration and Platform for Action**¹⁵, adopted at the Fourth World Conference on Women in 1995, determined to intensify efforts and to “take all necessary measures to eliminate all forms of discrimination against women and the girl child and remove all obstacles to gender equality and the advancement and empowerment of women.” It urged the United Nations system, among other actors, to fully commit and contribute to the implementation of this Platform for Action. This document, among other things:

- Makes specific reference to the link between gender and the environment (and includes a reference to the environmental impacts of ozone depletion);
- Calls for actions, including by the United Nations, to “reduce environmental hazards that pose a growing threat to health, especially in poor regions and communities; apply a precautionary approach, as agreed to in the Rio Declaration ... and include reporting on women’s health risks related to the environment in monitoring the implementation of Agenda 21”;
- Defines as a strategic objective to “strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women,” with actions to be taken by actors and the national, regional and international level.
- Calls for gender balance in the composition of delegations to the United Nations and other international forums; and
- Calls on the United Nations to implement existing and adopt new employment policies and measures in order to achieve overall gender equality, with due regard to the importance of recruiting staff on as wide a geographical basis as possible.

¹² See <https://www.ohchr.org/documents/professionalinterest/cedaw.pdf> for the full text of the convention.

¹³ This a comprehensive plan of action to be taken globally, nationally and locally by organizations of the United Nations System, Governments, and Major Groups in every area in which human impacts on the environment.
<https://sustainabledevelopment.un.org/outcomedomuments/agenda21>

¹⁴ <http://www.un.org/documents/ga/conf151/aconf15126-1annex1.htm>

¹⁵ See http://www.unwomen.org/-/media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf?la=en&vs=800

The **Millennium Development Goals**, adopted by General Assembly Resolution A/RES/55/2 in September 2000, provided a blueprint for global development. Goal 3 concerned the promotion of gender equality and empowerment of women, while Goal 7 dealt with ensuring environmental sustainability.

In 2010 General Assembly Resolution A/Res/64/289 established **UN Women**¹⁶. Its role is to provide guidance and technical support to all Member States, at their request, on gender equality, the empowerment and rights of women and gender mainstreaming; and to act as the entity responsible for leading and coordinating the UN system's work on gender equality.

The outcome of the 2012 Rio+20 conference, **'The Future We Want'**¹⁷, reaffirmed "the need to achieve economic stability, sustained economic growth, the promotion of social equity and the protection of the environment, while enhancing gender equality, women's empowerment and equal opportunities for all".

The **Addis Ababa Action Agenda**¹⁸ on financing for development, adopted in 2015 ahead of the 2030 agenda, reaffirmed the link between women's empowerment and sustainable development, reiterated the need for gender mainstreaming, and recommitted to adopting sound policies and enforceable legislation to ensure equal rights, access and participation and leadership in the economy¹⁹.

2015 saw the adoption by the General Assembly of the **2030 Agenda for Sustainable Development**, incorporating strong gender aspects which are described in section 2 below²⁰.

A series of General Assembly resolutions has dealt with the issue of gender equality and the empowerment of women, including resolutions specifically following up on progress towards the Beijing Platform for Action.²¹ In addition, a comprehensive resolution adopted in December 2017 on **'Women in development'**²² reaffirms that gender equality and women's empowerment "will make a crucial contribution to progress across all the Sustainable Development Goals and targets". It also "urges states to promote the integration of a gender perspective into environmental and climate change policies and to strengthen mechanisms and provide adequate resources to ensure the full and equal participation of women in all levels of decision-making on environmental issues, and stresses the need to address the challenges for women and girls posed by climate change".

The issue of gender and the environment was featured at the recent 4th meeting of the United Nations Environment Assembly (UNEA-4), held in Nairobi in March 2019. The discussions on gender culminated in the adoption of a resolution²³ entitled 'Promoting gender equality and the human rights and empowerment of women and girls in environmental governance'.

¹⁶ United Nations Entity for Gender Equality and the Empowerment of Women, established in July 2010 by paragraph 49-90 of General Assembly resolution A/RES/64/289, consolidating and transferring to the Entity the existing mandates and functions of the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women of the Secretariat, as well as those of the United Nations Development Fund for Women and the International Research and Training Institute for the Advancement of Women.

¹⁷ A/RES/66/288, http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/66/288&Lang=E in paragraph 11

¹⁸ Endorsed by General Assembly Resolution A/RES/69/313

http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/69/313

¹⁹ Op cit paragraph 6

²⁰ General Assembly Resolution 70/1, 25 September 2015

http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/70/1

²¹ For example, A/RES/69/151 <https://undocs.org/A/RES/69/151> and A/RES/72/147

http://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/72/147

²² A/RES/72/234 <https://undocs.org/en/A/RES/72/234>

²³ Available at <https://papersmart.unon.org/resolution/uploads/k1900914.pdf>

The resolution invites member states to take a number of actions, including the following:

- a) To provide information on the progress in gender mainstreaming in environmental policies and programmes, highlighting the challenges and opportunities. This information would inform the revision of UNEP's Policy and Strategy on Gender Equality and the Environment 2014-2017;*
- (b) To consider joining the FOR ALL Coalition²⁴ in order to garner broader support for gender-responsive and human rights commitments and action across the different multilateral environmental agreements;*
- (c) To prioritize the implementation of gender policies and action plans developed under other multilateral environmental agreements;*
- (d) To establish social and gender criteria in the national level project implementation and financing mechanisms for environment-related projects and programmes;*
- (e) To continue and enhance international cooperation and assistance, in particular in financing, the voluntary transfer of technology on mutually agreed terms and capacity-building, to promote gender responsive, non-discriminatory environmental policies and measures for all women and girls;*
- (f) To strengthen and implement policies aimed at increasing the participation and leadership of women in environmental decision-making and measures at the local, national, regional and international levels;*
- (g) To recognize the importance of gender equality, the empowerment of women and the role women play as managers of natural resources and agents of change in safeguarding the environment;*
- (h) To support training and capacity-building efforts for women and men on gender mainstreaming and enhancing all women's active and meaningful participation in global processes, as a contribution to realizing the goal of gender balance.*

The resolution also requests the Executive Director of UNEP to undertake certain actions including the following:

- (a) To facilitate the collection of data disaggregated by inter alia, sex, age, and disability and lessons learned from Member States and stakeholders, on the progress made in achieving gender equality and empowerment of women and girls in global, national and local environmental policies, programmes and initiatives;*
- (b) To report at the fifth session of the United Nations Environment Assembly (UNEA 5), on the implementation of UNEP's Policy and Strategy on Gender Equality and the Environment 2014-2017 based on the information gathered from Parties and stakeholders, and taking into consideration its synergies and interlinkages with the 2030 Agenda for Sustainable Development, multilateral environmental agreements, gender action plans and the 10-Year Framework of Programmes on Sustainable Consumption and Production, as well as on the way forward;*
- (c) To enhance collaborations with the UN-Women, the Office of the United Nations High Commissioner for Human Rights (OHCHR), the United Nations Special Rapporteur on Human Rights and the Environment, and civil society organizations, to mainstream gender equality and empowerment of women and girls perspectives in developing innovative solutions to environmental challenges, and accelerating the shift towards sustainable consumption and production;*
- (d) To continue to support initiatives to encourage and support the participation of women delegates and their leadership in UNEA and in related intergovernmental meetings, including through awareness-raising, training and capacity-building efforts in cooperation with UN Women, UNDP and other stakeholders, inter alia, in conjunction with sessions of the subsidiary bodies;*
- (e) To ensure that UNEP programmes funded by the Green Climate Fund and the Global Environment Facility incorporate the UNEP Policy and Strategy on Gender Equality and the Environment and the UNEP Gender Implementation Plan.*

²⁴ A joint initiative between the government of Costa Rica, UN Women and the Office of the High Commissioner for Human Rights (OHCHR), for the promotion of gender equality and human rights in the Multilateral Environment Agreements (MEAs).

2. Transforming Our World: the 2030 Agenda for Sustainable Development

2.1 Background

The 2030 Agenda for Sustainable Development was adopted by the General Assembly in 2015²⁵ as a plan of action that “seeks to strengthen universal peace in larger freedom”. Through 17 sustainable development goals (SDGs) and 169 associated targets, it provides a comprehensive framework for sustainable development that is being implemented across the UN family.

Sustainable development has been described²⁶ as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”. Both ozone protection and gender issues have informed the discussion on sustainable development as it has evolved^{27 28} over the years.

The 2030 Agenda recognizes poverty eradication as the greatest global challenge and an indispensable requirement for sustainable development. The SDGs and their targets “seek to realize the human rights of all and to achieve gender equality and the empowerment of all women and girls. They are integrated and indivisible and balance the three dimensions of sustainable development: the economic, social and environmental.”²⁹ The goals comprise a call to action ahead of the year 2030, with a focus on people, the planet, prosperity, peace and partnership.

Oversight of implementation of the 2030 Agenda is provided by the High Level Political Forum³⁰, which is tasked with following up and reviewing the agenda at the global level, in accordance with General Assembly Resolution 70/299.

2.2 Gender and the SDGs

SDG5: Achieve gender equality and empower all women and girls³¹

SDG 5 states that “Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.”

²⁵ General Assembly Resolution 70/1, 25 September 2015

http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/70/1

²⁶ From the report of the World Commission on Environment and Development (1987), presented to the General Assembly in 1987.

²⁷ See Annex A

²⁸ An information note prepared for the OEWG in 2013 provides a good overview of the history of ozone protection and sustainable development following the 2012 UN Conference on Sustainable Development (UNEP/OzL.Pro.WG.1/33/INF/4) <http://conf.montreal-protocol.org/meeting/oewg/oewg-33/presession/Information%20Documents%20are%20available%20in%20English%20onl/OEWG33-INF-4.pdf>

²⁹ Extract from the third preambular paragraph of General Assembly Resolution A/RES/70/1, ‘Transforming our world: the 2030 Agenda for Sustainable Development’

³⁰ The establishment of the United Nations High-level Political Forum on Sustainable Development (HLPF) was mandated in 2012 by the outcome document of the United Nations Conference on Sustainable Development (Rio+20), “The Future We Want”. The format and organizational aspects of the Forum are outlined in General Assembly resolution 67/290. The Forum meets annually under the auspices of the Economic and Social Council for eight days, including a three-day ministerial segment and every four years at the level of Heads of State and Government under the auspices of the General Assembly for two days.

³¹ SDG5 and its associated targets are set out in full in Annex B. See also <https://sustainabledevelopment.un.org/sdg5>.

Table 1 sets out the targets and indicators of SDG5 that are most relevant to the work of the ozone treaties.

Table 1 Elements of SDG5 relevant to the Ozone Treaties

Targets	Indicators
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1 Proportion of seats held by women in national parliaments and local governments 5.5.2 Proportion of women in managerial positions
5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment

Other SDGs

In addition to SDG5, gender issues are specifically mentioned in most of the other SDGs, highlighting how critical gender is to the achievement of the 2030 agenda.³²

3. UNEP policies related to gender

3.1 UNEP policy on gender and the environment

In 2005 the Governing Council of the United Nations Environment Programme adopted decision 23/11³³ on gender equality in the field of the environment. The decision addressed equal participation in decision-making, gender mainstreaming in environmental policies and programmes, an assessment of effects on women of environmental policies and implementation issues. Building on this, decision 24/7³⁴, adopted in 2007, urged the Executive Director to continue strongly to implement the United Nations Environment Programme Gender Plan of Action and invited Governments to make voluntary financial contributions to ensure adequate resources for its implementation.

The current **UNEP policy and strategy on gender equality and the environment (2014-2017)**³⁵ starts with a bold statement on gender and the environment, highlighting "the vital role of women and the need for their full and equal participation and leadership in all areas of sustainable development."³⁶

³² See Annex B for examples of these. UNDP has also produced a useful publication highlighting the gender aspects of the 2030 agenda:
<https://wecollaborate.unep.org/spaces/viewspace.action?key=GENDER&preview=/17793784/48857579/SDG%20targets%20and%20indicators%20-%20gender%20%20overview%20UNDP.pdf>

³³ Available at
http://wedocs.unep.org/bitstream/handle/20.500.11822/10581/GC23_PROCEEDING_ENGLISH.pdf?sequence=1&isAllowed=y

³⁴ Governing Council decision 24/7 on 'Committing resources towards the implementation of decision 23/11 available at the following link: http://www.ia.cnr.it/wp-content/uploads/2016/02/gc24_decisions.pdf

³⁵ Op cit note 2

³⁶ Op cit paragraph 1

It acknowledges the persistent social, economic and political inequalities affecting women's ability to benefit from sustainable development as leaders, participants and agents of change; and commits to creating an enabling environment to improve gender equality.

It emphasizes that "environmental conditions have different impacts on the lives of men and women due to existing gender inequality"³⁷, noting that "men predominate in environmental decision-making at global, national and local level" and that "women in general, and poor women in particular, are disproportionately impacted by...negative environmental changes"³⁸.

a. Guiding principles³⁹

The document elaborates nine guiding principles, the following four of which are relevant to the work of the ozone treaties:

- a. UNEP has the responsibility to model good practice and drive achievement of the system's gender equality mandate in all its environmental-related activities;
- c. The responsibility for achieving this lies with the Executive Director and cascades down to all personnel;
- e. Adequate human and financial resources will be allocated to implement the policy and strategy;
- f. Successful implementation depends on adequate human resources.

b. UNEP's business model for gender mainstreaming⁴⁰

Three levels of gender mainstreaming are identified: the level of the organization itself, the programme level and the country/regional level, which are examined briefly below. The first of these is the most comprehensively described. The implementation of the policy and strategy is subject to evaluation by UNEP's Evaluation Office. In addition, the UN's Office for Internal Oversight Services (OIOS) would be invited to undertake an audit of UNEP's risk management and achievement of the programme and operational dimensions of the policy and strategy.

- The organization itself (institutional arrangements)

The **gender architecture** of UNEP describes the roles of all actors, from the Gender Steering Board and Gender Implementation Committee, through the Gender and Social Safeguards Unit and the office-specific Gender Coordinators, down to the responsibilities of individual staff. Key roles are played by:

- The **Executive Director, Deputy Executive Director, division directors and senior managers** in terms of advocacy and raising the organization's profile "as an organization committed to improving its gender mainstreaming results"⁴¹;
- **All staff**, who are responsible for selecting those strategic priorities of the policy and strategy most relevant to their own work and a personal goal(s) that will contribute to achieving those priorities ;
- **Gender Coordinators** (designated officials within each office), who are responsible for supporting both managers and staff in their respective gender mainstreaming responsibilities by providing support and advice.

The policy is to be implemented through a four-year **Gender Implementation Plan**, to be reviewed at the end of each biennium. The plan "will address gender issues at the level of expected gender equality accomplishments,

³⁷ Op cit paragraph 19

³⁸ Op cit paragraph 22

³⁹ Op cit paragraph 16

⁴⁰ Op cit paragraph 71 and following

⁴¹ Op cit paragraph 93

aligning all project elements and performance indicators to contribute to these expected accomplishments (in accordance with established results-based management principles).⁴²

Each MEA Secretariat (subject to their mandates) was expected to have completed by mid-2015 its own Gender Implementation Plan, for approval, as appropriate, by its governing body.⁴³

Specific components of implementation include:

- **Financial resources:** "All Divisions, Regional Offices and MEA Secretariats will allocate not less than 1 per cent of programme and operations funds to gender mainstreaming actions and, where appropriate, at least 1 per cent of project funds".⁴⁴
- **Human resources**
 - Commitment to gender equality and the empowerment of women to be included as staff competencies and integrated into job descriptions of all personnel above a particular level;
 - The performance requirements of senior managers will be reflected in their individual compacts with the Executive Director;
 - At least one specific expected gender accomplishment for each member of staff, with corresponding performance indicators, to be monitored annually.
- **Terms of reference** of all decision-making positions on committees, advisory bodies and ad-hoc entities will include demonstrated ability to operationalize these core values in the context of the work of the committee, advisory body or ad-hoc entity.
- **Gender parity** (See further in section 4 below)
 - Progressive steps to be taken according to the agreed UN system-wide formula
 - Related to measures concerning organizational culture (with emphasis on policies dealing with work-life balance) and sexual harassment.
- **Capacity development** in gender mainstreaming is also highlighted, along with communication, knowledge and information management and coherence.
- **Partnerships**
 - MEA Secretariats "will be active in partnership with a wide range of stakeholders in gender equality and sustainable development, including a range of non-governmental organizations active in the sub-programme areas and committed to gender equality and the empowerment of women."⁴⁵
 - "These partnerships and alliances will be specified in the biennial Programmes of Work for each... MEA, and in the Gender Implementation Plan, and monitored with these documents." The document identifies a few entities that "will be specifically and actively included as UNEP partners in the achievement of its gender equality and women's empowerment goals"⁴⁶.

- Programme-level mainstreaming

The policy notes UNEP's commitment to achieving more gender-sensitive results in its programme performance as one important means of working towards environmental sustainability. Emphasis is placed on the integration of gender perspectives into policy documents and in project design and implementation.

Specific aspects of implementation include:

- **Regular monitoring and evaluation** to review implementation of gender actions against indicators, to measure results achieved at project and programme levels;

⁴² Op cit paragraph 94

⁴³ Op cit see paragraph 147

⁴⁴ Op cit paragraph 105

⁴⁵ Op cit paragraph 136

⁴⁶ Op cit paragraph 137. Paragraph 139 lists a number of entities including the International Union for Conservation of Nature (IUCN), the Network of Women Ministers and Leaders of Environment (NWMLE), networks of women activists such as Global Gender and Climate Alliance (GGCA), Women Environment and Development Organization (WEDO).

- **Gender analysis** which “examines the differences in women's and men's lives, including those that lead to social and economic inequity for women”⁴⁷;
- **Data disaggregation** of project data by sex and age;
- **Monitoring** through senior management accountability, Gender Implementation Plan, individual workplans of staff members, requiring the provision of sufficient human and financial resources, with relevant capacity development where needed.

Specific sub-programme strategies, including for the areas of climate change and chemicals and waste⁴⁸, are outlined in the policy document, including objectives and strategic entry points for gender.

- *Achieving change at country level*

The combination of mainstreaming within the organization and through its programmes is expected to have a trickledown effect on policies, plans and strategies at the country level, impacting on basic services and in turn on the situation of men and women.

3.2 UNEP's Environmental, Social and Economic Safeguards (ESES) Strategy Framework⁴⁹

The framework adopts a precautionary and human rights-based approach to the work of the organization and sets out nine specific thematic safeguards standards. The purpose of **safeguard standard 8** is to “ensure the integration of gender perspectives in all UNEP projects, and to promote gender equality and the empowerment of women in sustainable development”. It notes that:

- UNEP will not support projects that result in unequal opportunity and treatment between women and men at national, regional and global levels.
- UNEP will assess potential roles, benefits, impacts and risks for women and men in the preparation and implementation of projects undertaken or supported by UNEP, with the aim of supporting equality of opportunity and treatment of women and men. In this context, UNEP will avoid, minimize, and/or mitigate any adverse gender impacts or risks from its projects, as identified through the environmental, social and economic safeguard screening processes.

Proposed projects are screened for compliance with the ESES framework during project concept and preparation phase, involving a risk assessment which then determines further action to be taken. For higher risk projects an Environmental, Social and Economic Assessment (ESEA) is undertaken. This will eventually form part of the project's safeguard management instrument (a safeguard assessment management plan) and legal agreement.

⁴⁷ This looks at questions such as Does the project affect people's lives? Are there significant differences between women and men in the area of operation? What are the current roles and responsibilities of men and women: who does what, who has what, and who needs what? How does the project impact women and men differently? What are the advantages and disadvantages? Which are the appropriate strategies and approaches in closing the gap between what men and women need? (As described in internal UNEP draft guidance note on gender analysis at the project level, August 2013.) https://wecollaborate.unep.org/display/PPMM/Project+Document?preview=%2F6226138%2F7799245%2FGuidance_note_on_Gender_Analysis_at_Project_Level_DRAFT_Aug2013-1.doc

⁴⁸ Op cit paragraphs 154–158 and paragraphs 179–187 respectively.

⁴⁹ Adopted by the Executive Director in 2015: https://wedocs.unep.org/bitstream/handle/20.500.11822/8718/-UNEP_environmental_social_and_economic_sustainability_framework-2015UNEP_Environmental_Social_and_Economic_Sustainability_Framework.pdf?amp%3BisAllowed=&sequence=2

4. Gender parity

In parallel with discussions on the need for gender equality and women's empowerment globally, the United Nations has also taken actions to strengthen the participation of women internally⁵⁰. Most recently, the **United Nations System-wide Strategy on Gender Parity 2017**⁵¹ aims to ensure gender parity within the United Nations system as a whole by the year 2026 (or 2028 for those entities which have the furthest to go), with parity at the senior management level to be achieved by 2021. It adopts a phased approach, with annual targets set.

The document proposes special measures for recruitment, retention, progression and talent management. For example, hiring managers should recommend 50% male and 50% female candidates for selection for all job openings at all levels; restrictive requirements for job openings e.g. requirements for lateral moves, could be temporarily suspended. Other recommended actions include addressing unconscious bias in recruitment, managing talent starting at more junior levels; increasing the number of women in senior applicant pools; creating an enabling environment e.g. through flexible work arrangements. Annex I to the document sets out sample elements of minimum standards including standards of conduct, family friendly policies and flexible working arrangements.

At the time of writing the Joint Inspection Unit, the only independent external oversight body of the United Nations system, had commenced a review of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP)⁵².

The **UNEP Gender Parity Implementation Plan** (2018 and 2019)⁵³ draws on the System-wide Strategy on Gender Parity and focuses on parity at each level within UNEP. It notes that "While the ultimate goal is 50/50 parity, it is recognized that sustainability at this number is unlikely and therefore parity is considered to be within a 47%-53% margin." Targets have been set for UNEP by the UN Secretariat's Office for Human Resources Management (OHRM) in New York (see section C.1 for an analysis of progress against these targets).

The plan includes four key areas for action, each with specific related actions to be taken:

- Internal oversight and monitoring of actions;
- Talent management, workforce and succession planning;
- Creating an enabling environment; and
- Capacity building and training.

⁵⁰ See for example UN System-Wide Policy on Gender Equality and the Empowerment of Women 2006 <https://www.unsceb.org/content/ceb-policy-statement-un-system-wide-policy-gender-equality-and-empowerment-women-27-october>

⁵¹ https://wecollaborate.unep.org/display/GENDER?preview=/17793784/56660690/17-00102b_gender_strategy_report_13_sept_2017.pdf. More information on the SWAP can be found at this link: <http://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

⁵² See paragraphs 78-80 of the Report of the Joint Inspection Unit for 2017 and programme of work for 2018, document A/72/34, General Assembly Official Records Seventy-second Session Supplement No. 34, https://www.unjiu.org/sites/www.unjiu.org/files/a_72_34_jiu_annual_report_en.pdf

⁵³ UNEP Gender Parity Implementation Plan (2018 and 2019) <http://wedocs.unep.org/bitstream/handle/20.500.11822/22806/UN%20Environment%20Gender%20Parity%20Implementation%20Plan%202018%20%26%202019.pdf?sequence=2&isAllowed=yf>

Section B: Review of treatment of gender in other entities

In working towards a relevant and effective policy on gender in the work of the ozone treaties, it can be helpful to consider similar initiatives undertaken by other relevant entities. For the institutions of the ozone treaties, such entities are of three main types: multilateral environmental agreements, funding institutions and scientific or technical bodies. These are considered briefly below, followed by a look at other guidance available and some innovative approaches to particular issues.

1. Review of Multilateral Environmental Agreements' gender action plans

Table 2 looks at the approaches adopted by a few key MEAs (some of whose secretariats are hosted by UNEP) to gender mainstreaming, both in their institutions and in their implementation of the underlying treaties. More detailed summaries of the approaches taken by the **United Nations Framework Convention on Climate Change** (UNFCCC), the **Basel, Rotterdam and Stockholm Conventions**⁵⁴ (BRS), the **Convention of Biological Diversity**⁵⁵ (CBD) and the **United Nations Convention to Combat Desertification** (UNCCD) are set out in Annex C.

Each of these MEAs has in recent years developed a plan of action to mainstream gender into its activities. Some plans were adopted by decision of the parties, and the secretariat for the Basel, Rotterdam and Stockholm Conventions has also provided a guideline on preventing and addressing harassment including sexual harassment at their meetings. Preparation of the gender action plans involved a variety of activities including discussions with parties; workshops; engagement with entities that work on gender such as the Global Gender Office of the International Union for the Conservation of Nature (IUCN); and staff surveys.

Some plans distinguish between actions to be taken at country level, and actions to be taken by the secretariat. Activities under the plans include capacity building (including capacity of women to participate in and negotiate at international meetings), awareness raising (of the importance of gender to the substantive area, and of the importance of the substantive area to women); promoting women's participation and leadership; establishing partnerships with relevant entities such as NGOs involved in gender and the environment; resource mobilization; communication; implementation and monitoring (including data collection) and reporting, including periodic reporting to the parties on implementation of the plan.

Looking at other MEAs, in October 2018 the **Ramsar Convention's** Conference of the Parties adopted a resolution⁵⁵ on gender and wetlands, which seeks to mainstream gender into implementation of the convention. The **Minamata Convention** itself refers to women as vulnerable population. While there are as yet no gender-specific decisions, the first Conference of the Parties⁵⁶ acknowledged that "artisanal and small-scale gold mining has a strong regional and socioeconomic dimension affecting women and children. **The Convention on International Trade in Endangered Species of Wild Fauna and Flora** (CITES) does not appear to have a gender policy, nor any decisions relating to gender or the position of women.

⁵⁴ Secretariat hosted by UNEP

⁵⁵ Resolution XIII.18 https://www.ramsar.org/sites/default/files/documents/library/xiii.18_gender_e.pdf

⁵⁶ Annex II to the report of the first meeting:

http://www.mercuryconvention.org/Portals/11/documents/meetings/COP1/English/1_29_e_report.pdf

Table 2: Analysis of some MEAs' gender action plans

UNFCCC Gender Action Plan (2017)

Mandate and process for approval/adoption

Gender mentioned in Paris Agreement preamble; not in UNFCCC, Kyoto Protocol or Doha Amendment.

Plan adopted by decision of parties at COP23.

Discussions under Lima Work Programme (2 year programme), following decisions on women's participation. Subsidiary Body on Implementation held 2-day workshop.

Key elements of plan

- Capacity building, knowledge sharing and communication
- Participation and leadership
- Coherence
- Implementation
- Monitoring and reporting

BRS Conventions Gender Action Plan (adopted 2013, updated 2016)

Mandate and process for approval/adoption

Gender mentioned in treaty and decisions of parties.

Plan adopted by BRS senior management but implicitly endorsed by parties through decision requesting secretariat to report on implementation.

Gender Task Team in Secretariat after discussions at COPs. Information document prepared for parties. Decision formed part of the restructuring into a single secretariat.

Key elements of plan: Actions (short to medium term)

Within secretariat

- Establish baseline of gender-related issues in the Secretariat
- Communication
- Training
- Human resources
- SOPs
- Monitoring and reporting

Within work of conventions

- Establish baseline of gender-related issues in projects/programmes
- Gender components in projects/programmes
- Awareness raising and outreach
- Capacity building
- Participation in meetings
- Partnerships
- Monitoring and reporting

CBD Gender plan of action 2015-2020

Mandate and process for approval/adoption

Gender mentioned in text of the convention.

Decision of parties welcomed (did not adopt) plan of action developed by Secretariat.

Initial plan developed by Secretariat in 2008 had also been welcomed by decision of parties.

Key elements of plan

Actions by secretariat:

- Resource mobilization
- Awareness raising (of gender in biodiversity field, and biodiversity in gender field)
- Senior management commitment
- Training for staff
- Information collection and dissemination
- Partnerships

Actions by parties:

- Gender-expert review of national plans
- Women's engagement in stakeholder groups
- Decision-makers aware of gender commitments
- Training & awareness raising: gender & biodiversity
- Capacity building
- Consider different risks for men and women
- Engage gender-related ministries

UNCCD Advocacy policy framework on gender (PFG) and Gender Action Plan (GAP) 2017

Process for approval/adoption

Gender mentioned in convention plus decisions of the parties

Plan adopted by decision of parties at COP. Developed in collaboration with IUCN. Looked at experience within and outside UN. Analysis of current practice; staff survey; workshop with parties, civil society, staff.

Key elements of framework and plan

Policy Framework on Gender

Defined targets in four spheres:

- Policy
- Organizational
- Constituency
- Delivery

Gender Action Plan

Identified priority areas of action as:

- Participation
 - Economic empowerment
 - Access to land and resources
 - Technology development and transfer
 - Capacity building
-

2. International environmental funding mechanisms

Three key funding institutions in the field of the environment, namely the Global Environment Facility (GEF), the Green Climate Fund (GCF) and the Adaptation Fund⁵⁷, have gender policies in place. The three have adopted a similar approach to gender issues, establishing principles on gender and a framework that incorporates gender aspects into the funding architecture. Annex D sets out a brief description of how gender is dealt with by each of these financial mechanisms. Gender is addressed at two levels:

First, **at the level of the implementing agency** (for example, for GEF, UNEP is an implementing agency, contracting in turn with Executing Agencies for implementation on the ground). Provision is made for due diligence or compliance assessment of the partner agency with respect to the gender requirements (e.g. the agency must have in place gender policies, procedures and capabilities), with or without an accreditation process.

Secondly, **at the level of the project or programme funded**, all three entities have built gender considerations into the fabric of the initiatives that they fund. This extends from project formulation (including identification of relevant indicators) through to monitoring (including sex-aggregated data collection) and reporting.

Gender in these institutions is therefore not merely a policy on paper, but an integral consideration throughout the funding cycle, with requirements for reporting against indicators ensuring that planned activities are implemented.

3. Initiatives relating to women in science

3.1 Initiatives relevant to the Intergovernmental Panel on Climate Change

Task group

The IPCC, at its 47th Session in March 2018, decided to establish a task group to develop a framework of goals and actions to improve gender balance and address gender-related issues. The Task Group on Gender will report back to the Panel's 49th Session scheduled for May 2019.

Side events

- During COP-22 in Marrakech, Morocco, a side event on "Women Advancing Climate and Climate Change Sciences" launched a new international initiative that aims to increase women's participation and accomplishments in the domain of climate and climate change sciences.
- Before the IPCC's 46th session Montreal, Canada, the Government of Canada organized an event on enhancing gender balance in the IPCC. The discussions looked among other things at how to consider gender action in line with work under way within the UNFCCC; improving gender balance in climate and climate change science; and the possibility of mainstreaming gender balance strategies into the organizational work of the IPCC.

*Climate for women in climate science: Women scientists and the Intergovernmental Panel on Climate Change*⁵⁸

This paper, published in 2018, outlines the results of a survey of women scientists participating in the work of the IPCC and makes recommendations for overcoming barriers to women's participation. These include the following:

- Asking leadership to invite more women, and governments to nominate more women, to increase the pool size of qualified candidates.

⁵⁷ See Annex C for more detailed summaries of these entities' arrangements for gender mainstreaming.

⁵⁸ Climate for women in climate science: Women scientists and the Intergovernmental Panel on Climate Change Miriam Gay-Antaki and Diana Liverman, published February 12, 2018; 10.1073/pnas.1710271115 (Proc Natl Acad Sci USA 115:2060–2065) <http://www.pnas.org/content/pnas/115/9/2060.full.pdf>

- Creating a support network for women to actively connect with each other.
- Paying attention to gender concerns in meetings and in report content.
- Increasing the proportion of women in leadership positions.
- Inviting younger women to participate as observers or chapter scientists.
- Requiring training on gender issues to raise awareness of how to be gender-sensitive and open to different methods of encouraging full participation.
- Ensuring that women authors are included in synthesis reports and summaries for policy makers, reports to the Conference of the Parties, and relevant publications
- Compensating for accumulated discrimination by selecting women even if it means that some may have a slightly less impressive publication list than their male counterparts.

3.2 International Day of Women and Girls in Science

The General Assembly in 2015 in resolution A/RES/70/212 declared 11 February as the International Day of Women and Girls in Science⁵⁹. The preamble notes that “gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Goals and targets of the 2030 Agenda for Sustainable Development”⁶⁰.

4. Guidance from other sources

4.1 United Nations Industrial Development Organization⁶¹

UNIDO’s Guide for Gender Mainstreaming in Montreal Protocol projects looks at the following:

- Gender-differentiated effects of exposure to ozone-depleting substances, (citing as examples the effects of methyl bromide exposure during pregnancy and the higher risk of prostate cancer arising from exposure to this chemical): these may arise from physical factors or social factors, e.g. gender roles assigned by society;
- Gender in global decision-making processes: looking at the representation of women and men at meetings, both as speakers and participants; and at the quantity and quality of gender-related discussions;
- Gender in policy formulation at the national level: the need for data on women’s and men’s participation in national decision-making processes; inclusion of gender references in national policies and plans;
- Gender and technology development and transfer: technology is typically designed by men for men. This is identified as being linked to educational disparities between men and women; cultural barriers and gender stereotypes; potential changes in the labour market, etc.;
- Gender and awareness-raising and capacity-building: stakeholders at various levels are often unaware of the need to mainstream gender, and only have limited skills to do so; noting cultural and religious barriers;
- Gender mainstreaming the project cycle, from project formulation (including gender analysis), including gender responsive budgeting, through project implementation to monitoring, evaluating and communicating gender results;
- Several useful annexes include guidance on gender analysis and terms of reference for gender experts.

⁵⁹ <https://www.womeninscienceday.org/>

⁶⁰ The resolution, in paragraph 2: “*Invites* all Member States, all organizations and bodies of the United Nations system and other international and regional organizations, the private sector and academia, as well as civil society, including non-governmental organizations and individuals, to observe the International Day of Women and Girls in Science in an appropriate manner, including through education and public awareness-raising activities, in order to promote the full and equal participation of women and girls in education, training, employment and decision-making processes in the sciences, eliminate all discrimination against women, including in the field of education and employment, and overcome legal, economic, social and cultural barriers thereto by, inter alia, encouraging the development of science education policies and programming, including school curricula, as appropriate, to encourage greater participation of women and girls, promote career development for women in science and recognize the achievements of women in science.

⁶¹ https://www.unido.org/sites/default/files/2015-02/Gender_Guide_MP_0.pdf

4.2 UN-Women⁶²

The United Nations Entity for Gender Equality and the Empowerment of Women has identified the following six types of actions to improve women's participation in governing body meetings: (a) explicit policies and mandated targets; (b) tracking and reporting; (c) training and capacity-building; (d) financial support; (e) advocacy and networking; and (f) communications strategies. Specific recommendations are made for member states, UN governing board secretariats and ministers, ambassadors, heads of organizations and other senior officials. The recommendations for the UN governing board secretariats are the following:

- Collect, analyse and disseminate **data disaggregated by sex** (delegates attending conferences and meetings, those serving as Chairs, Co-Chairs and facilitators)
- Create and maintain a **centralized roster of female experts**, speakers and panelists
- **Collaborate with organizations** such as UNITAR and UN-Women to develop capacity-building and training programmes
- **Provide information**, regularly and systematically, to Member States on available measures to promote gender balance
- **Acknowledge and publicize efforts** to ensure gender-balanced delegations.

4.3 International Union for the Conservation of Nature

The IUCN has established a Global Gender Office which seeks to provide “innovative approaches, technical support, policy development and capacity building to ensure gender equality is central to sustainable global environmental solutions.”⁶³ Recent publications include consideration of gender mainstreaming in energy policies of various countries. One of its work streams is gender action plans: “Facilitated via participatory, multi-stakeholder processes, with full support from the requesting/hosting agency or Government, Gender Action Plans can serve to unite policies, programmes and stakeholders/staff around a common issue—and, specifically, map steps necessary to meet a goal.” IUCN assisted both UNCCD and CBD in developing their gender action plans.

5. Innovative ideas used by other entities

Some initiatives undertaken by other entities appear to offer creative and possibly effective means of addressing different aspects of women's empowerment and gender mainstreaming. These include:

5.1 Women Delegates' Fund (WDF)⁶⁴

This was established in 2009 as an initiative by the Government of Finland in partnership with WEDO, recognizing a need to support the participation and leadership of women in the UN climate negotiations. The WDF focuses on providing travel resources and building leadership skills through knowledge and capacity building on technical issues related to the negotiations, including running mock sessions and practice in drafting interventions. Since 2009 the Fund has received support from the Government of Iceland and the Netherlands. In 2016, the Government of the Netherlands agreed to provide support for the WDF for the period 2016-2020, as countries work towards implementing the Paris Agreement.

⁶² <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/raising-womens-voices-in-intergovernmental-forums.pdf?la=en&vs=2321>

⁶³ <http://genderandenvironment.org/>

⁶⁴ <https://wedo.org/what-we-do/our-programs/women-delegates-fund/>

5.2 BRS Gender Heroes and Gender Pioneers awards

The BRS conventions are in the process of preparing their second publication on gender heroes, "*Gender Heroes 2: Leading the way to a detoxified future*". This will comprise a compilation of short stories submitted by parties and signatories to the conventions, regional centres, IGOs, NGOs and academia, on "how the empowerment of women and vulnerable groups and their full and effective participation in decision-making with respect to the management of chemicals and wastes has led to positive outcomes." The Secretariat's Gender Task Team is tasked with selecting a handful of the stories, to be launched at the 2019 COPs⁶⁵.

In addition, in 2017 the BRS conventions launched awards to celebrate "*Gender Pioneers for a Future Detoxified*", which recognized eleven women and men for their achievements in advancing gender equality and mainstreaming gender issues in the area of chemicals and wastes⁶⁶.

5.3 BRS and UNFCCC websites

The websites of both BRS⁶⁷ and UNFCCC⁶⁸ provide a significant amount of highly visible information on gender aspects of the work of the treaties. The BRS site has an entire page dedicated to gender, while the UNFCCC deals with gender as one of 13 key topics.

5.4 Side events at COPs

Side events at conferences or meetings of the parties to multilateral environmental agreements have been used to provide information on mainstreaming gender into environmental protection. For example:

- *Protecting Human Rights, Health and Gender Equality from Climate Change* side event at the 23rd Conference of the Parties of UNFCCC organized by the Italian Climate Network, with Health Care Without Harm, Championing women's sexual and reproductive rights, and Associazione Viração & Jangada.
- *Guidelines for Mainstreaming Gender into the NBSAP* organized by the IUCN Gender Coordinator in cooperation with the Secretariat for the Convention on Biological Diversity (SCBD), and *Linking Gender, Climate Change and Biodiversity* in cooperation with the SCBD and others, both side events at the 10th Conference of the Parties to the Convention on Biological Diversity.

5.5 IPCC Scholarship programme⁶⁹

While not specifically aimed at women, the IPCC Scholarship Programme aims "to build capacity in the understanding and management of climate change in developing countries by providing opportunities for young scientists from developing countries to undertake doctoral studies". It involves partnerships with academic institutions, and funding from private sources (at present the Prince Albert II of Monaco Foundation and the Cuomo Foundation.) Applications are submitted to and screened by the IPCC Secretariat and reviewed by expert reviewers, who make proposals to the IPCC Science Board. The Board assesses and shortlists the applications and make the final selection decision, in conjunction with the funding partners.

⁶⁵ <http://www.brsmeas.org/Gender/GenderHeroes/GenderHeroes2/tabid/6296/language/en-US/Default.aspx>

⁶⁶ <http://www.brsmeas.org/Gender/GenderPioneerAwards/tabid/5819/language/en-US/Default.aspx>

⁶⁷ <http://www.brsmeas.org/Gender/Overview/tabid/3651/language/en-US/Default.aspx>

⁶⁸ <https://unfccc.int/topics#:70bd5236-db5c-4951-b3f9-f0ba194311f5>

⁶⁹ https://www.ipcc.ch/ipcc-scholarship-programme/ipcc_scholarshipprogramme.shtml

Section C: Gender to date in the work of the ozone treaties

This section considers the current and, where available, historical data on gender at the organizational and substantive or programme level, within the work to date of the ozone treaties and their institutions.

The mandate of the ozone treaties' institutions is drawn from the treaties themselves, as supplemented over time by the decisions of the parties. The only references to gender in the Montreal Protocol and Vienna Convention Handbooks (which include the text of the treaties as amended and all decisions of the parties and key annexes) occur in three decisions, relating to the composition of the assessment panels and the Advisory Committee (see section 1.4 below). In addition, as the Ozone Secretariat is hosted by UNEP it is subject to the applicable rules and procedures of UNEP and the UN Secretariat.

1. Organizational level

Organizational aspects of a gender implementation plan encompass composition and terms of reference of institutions, and partnerships. These issues are considered below, beginning with the arrangements within the Ozone Secretariat, the staffing of the Multilateral Fund secretariat and composition of other key institutions of the ozone treaties.

1.1 Ozone Secretariat arrangements

With respect to human resources and **gender parity** 13 out of 17 secretariat staff in 2019 (76.5%), are women; of these, 6 (66.67%) out of a total of nine staff at the professional level and above, are women. Table 3 shows the 2018 and 2019 targets⁷⁰ set by the UN office for Human Resources Management for women as staff at the relevant levels for UNEP, alongside the actual percentage of women staff at that level in 2018 and 2019 respectively.

Table 3: OHRM targets v actual percentage of women in Ozone Secretariat

Level	2018				2019			
	Total Staff	Number of women	OHRM target	Ozone Secretariat actual%	Total Staff	Number of women	OHRM target	Ozone Secretariat actual%
D2	1	1	59.0%	100.0%	1	1	55.0%	100.0%
D1	1	1	35.0%	100.0%	1	1	39.0%	100.0%
P5	3	2	46.0%	66.7%	3	2	50.0%	66.7%
P4	2	1	50.0%	50.0%	2	1	50.0%	50.0%
P3	1	0	50.0%	0.0%	2	1	50.0%	50.0%
G7	3	3	Na	100.0 %	3	3	Na	100.0 %
G6	5	4	Na	80.0 %	5	4	Na	80.0 %
G4	1	0	Na	0.0%	1	0	Na	0.0%
Total	17	12		70.6%	18	13		72.2%

A review of consultancies within the Secretariat for 2018 confirms an even balance between male and female consultants, whereas three out of four internships over the past three years have been awarded to females.

The Ozone Secretariat is well ahead of the curve in ensuring the representation of women in its personnel.

⁷⁰ As per the UNEP Gender Parity Implementation Plan (2018 and 2019) – see note 54. The OHRM targets currently in place do not refer to staff at the General Service (G) level.

With respect to **financial resource commitments**, while there is no specific budget line committed to gender issues, in 2018 a percentage of staff time was dedicated to gender issues.

With respect to **capacity development**, all Ozone Secretariat staff members have completed the UN mandatory training on gender; and in December 2017 the gender coordinator participated in the UNSSC training *on Leadership, Women and the UN* held in Nairobi.

Job descriptions do not, at present, reflect a gender component, neither as a rule (with the exception of the gender coordinator) do **work plans** include an identified goal towards mainstreaming gender.

1.2 Staffing of the Multilateral Fund secretariat

Looking at gender parity, out of 25 staff in the secretariat in 2019, 15 (or 60.0%) are women; out of a total of thirteen staff at the **professional level or above**, six (or 46.1%) are women. Table 4 shows the OHRM 2018 and 2019 targets⁵⁴ for women as staff at the relevant levels for UNEP, alongside the actual percentage of women staff at that level within the secretariat in 2018 and 2019 respectively.

Table 4: OHRM targets v actual percentage of women in Multilateral Fund secretariat

Level	2018				2019			
	Total Staff	Number of women	OHRM target	Multilateral Fund Secretariat actual %	Total Staff	Number of women	OHRM target	Multilateral Fund Secretariat actual %
D2	1	0	59.0%	0.0%	1	0	55.0%	0.0%
D1	1	0	35.0%	0.0%	1*	0	39.0%	0.0%
P5	6	3	46.0%	50.0%	6	3	50.0%	50.0%
P4	4	2	50.0%	50.0%	2**	1	50.0%	50.0%
P3	0	0	50.0%	-	1	1	50.0%	100.00%
P2	3	2	57.0%	66.7%	2	1	53.0%	50.0%
G7	3	3	Na	100%	2	2	Na	100.00%
G6	3	3	Na	100%	5	4	Na	80.00%
G5	6	5	Na	83.3%	4	3	Na	75.00%
G4	1	1	Na	100%	1	0	Na	0.00
Total	28	19		67.9%	25	15		60.0%

* Post will be vacant from 1 July 2019

**Two additional P4 posts and one additional G5 post currently vacant.

While there are no women represented at the directorial levels of the secretariat, gender parity has been achieved among the professional staff.

Women are overall well represented within the staff of the Multilateral Fund, with the percentage at the professional level at or above gender parity.

1.3 Representation of women in ozone treaty institutions

An analysis of **membership of key institutions** in 2018 and over the past few years indicates the following:

Table 5: Membership of key ozone treaty institutions

<i>Institution</i>	<i>% women in 2018</i>	<i>% women in 2019 (changes from 30MOP decisions)</i>	<i>Average % women^a</i>
Parties participating in the MOP	40%	-	-
MOP Bureau	60%	60% including MOP president	24% (10 years, only once as president)
COP Bureau	20%	-	27% (9 years, no president)
OEWG co-chairs	50%	50%	33% (10 years)
Implementation Committee	40% (current president)	Nominees unknown at time of writing but female president	33% (5 years)
Executive Committee (Chair and Vice-Chair ⁷¹)	0%	50%	0% (5 years)
Advisory Committee ^b	22%	-	22% (2 years)
Ozone Research Managers	23%	-	23% (9 th and 8 th ORM reports)
TEAP co-chairs	66%	66%	66% (2018, 2014))
TEAP members ^c	23.5%	31%	25% (2018, 2014)
SAP co-chairs ^d	0%	-	0% (2018, 2014, 2010)
SAP authors ^d	25%	-	26% (2018, 2014 and 2010)
EEAP co-chairs	33%	-	33% (2018, 2014)
EEAP members ^e	25%	-	28% (2018, 2014)
EEAP co-authors	56%	-	40.5% (2018, 2014)
Workshop speakers	25%	-	15% (4 years)

a Over the period indicated in parentheses

b Of the Vienna Convention Trust Fund for research and systematic observations

c TEAP members include senior experts and TOC co-chairs

d To avoid double counting, SAP co-chairs are not counted among SAP authors. SAP authors include Scientific Steering Committee, co-authors, lead authors and coordinating authors

e To avoid double counting, EEAP co-authors are not counted among EEAP members.

While there has been an improvement in 2018 and into 2019 in some institutions, notably MOP bureau and OEWG co-chairs, the average representation of women in ozone treaty institutions other than secretariats has typically been rather lower than 50% – in some key institutions, as low as 0%.

With respect to membership of the assessment panels, the 2014 quadrennial assessment report of the TEAP noted that “gender balance remains a significant, continuing challenge to all TOCs”⁷². The 2018 report noted that TEAP and its TOCs continue to review membership with respect to the expertise required and “TEAP continues its efforts in achieving A5 and non-A5 balance, taking into account geographical and gender balance”⁷³.

⁷¹ No information on gender distribution of Executive Committee members is publicly available.

⁷² TEAP Assessment Report 2014 page 68 http://conf.montreal-protocol.org/meeting/oewg/oewg-36/presession/Background%20Documents%20are%20available%20in%20English%20only/TEAP_Assessment_report_2014.pdf

⁷³ http://conf.montreal-protocol.org/meeting/oewg/oewg-41/presession/Background-Documents/TEAP_2018_Assessment_Report.pdf

In recent years, the criterion of gender has been taken into account by the Ozone Secretariat in allocating funds to **meeting participants** from developing countries, in particular for attendance at meetings of the Open-ended Working Group and Meetings of the Parties. Table 6 indicates the gender distribution of funded participants (from Article 5 countries) from meetings in 2017 and 2018:

Table 6: Funded participants for recent ozone meetings

<i>Meeting</i>	<i>Total funded</i>	<i>M</i>	<i>F</i>	<i>%F</i>
39 OEWG	109	78	31	28.4%
29MOP	138	98	40	29.0%
40 OEWG	103	63	40	38.8%
30MOP ⁷⁴	130	82	48	36.9%

For the Thirtieth Meeting of the Parties in 2018, out of a total of 363 representatives of parties from both Article 5 and non-Article 5 countries, 146 (40%) were women.

While the participation of women is still below the 50% mark, a largely upward trend is evident. The estimated cost of funding female representatives from Article 5 parties in 2018 was USD 190,500.

1.4 Terms of reference of key institutions

The only two institutions whose terms of reference explicitly take gender into account are the Technology and Economic Assessment Panel (and its Technical Options Committees) and the Advisory Committee for the General Trust Fund for financing activities on research and systematic observations:

TEAP: Terms of reference⁷⁵ paragraphs 2.1.1 and 2.1.2:

"2.1.1 The membership size of the TEAP should be about 18-22 members, including 2 or 3 co-chairs to allow it to function effectively. It should include the co-chairs of the TOCs; there should be two co-chairs per TOC and 2-4 Senior Experts for specific expertise not covered by the TEAP co-chairs or TOC co-chairs, taking into account gender and geographical balance.

...

2.1.2 Each TOC should have two co-chairs. The positions of TOC co-chairs must be filled to promote a geographical, gender and expertise balance. TEAP, through its TOC co-chairs, shall compose its TOCs to reflect a balance of appropriate and anticipated expertise so that their reports and information are comprehensive, objective and policy-neutral."

Advisory Committee⁷⁶:

"To request the Ozone Secretariat to coordinate with the World Meteorological Organization to establish a small advisory committee for the Trust Fund, which would convene electronically or in the margins of other relevant meetings, consisting of not more than 10 members, including two co-chairs of the Scientific Assessment Panel, the two co-chairs of the Ozone Research Managers, one representative of the Ozone Secretariat and up to five scientists and experts in ozone observations, and one representative of the World Meteorological Organization as an observer, striving for equitable geographical and gender representation..."

⁷⁴ Estimated, based on approvals for funding.

⁷⁵ Adopted by decision XXIV/8 on *Terms of reference, code of conduct and disclosure conflict of interest guidelines for the Technology and Economic Assessment Panel and its technical options committees and temporary subsidiary bodies*, set out in the annex to that decision.

⁷⁶ Paragraph 2 of Decision VCX/3 on the *General Trust Fund for Financing Activities on Research and Systematic Observations Relevant to the Vienna Convention*

In addition, the parties in **decision XXVII/6**, which defined the potential areas of focus for the 2018 quadrennial reports of the Scientific Assessment Panel, the Environmental Effects Assessment Panel and the Technology and Economic Assessment Panel, encouraged **all assessment panels** "...to more closely involve relevant scientists from parties operating under paragraph 1 of Article 5 with a view to promoting gender and regional balance, to the best of its ability, in the work of producing the reports".

1.5 Partnerships

Partnerships with entities that work on gender seem not to have been a priority to date in the work of the ozone treaties. There appear to be no partnerships, whether formal (as memorialized in legal instruments) or informal, between ozone treaty entities and organizations that are active in the field of gender.

A review of the lists of participants and the meeting reports of Meetings of the Parties and Open-ended Working Group indicates that:

- the International Council of Women attended the 14th Meeting of the Parties (in 2002); and
- the Lahore College for Women University attended the 25th Meeting of the Parties (in 2013).

Beyond that there seems to have been no participation of or engagement with any women's institutions or institutions that work on gender in the meetings of the ozone treaties.

2. Programmatic level

Before looking at gender in the work of the ozone treaties to date, it can be helpful to take stock of the relevance of ozone protection to sustainable development⁷⁷ and the 2030 agenda.

2.1 Ozone treaties and sustainable development

In 2018, the Presidents of the Conference of the Parties to the Vienna Convention and the Meeting of the Parties to the Montreal Protocol submitted a joint report⁷⁸ to the High Level Political Forum, which identified a number of key sustainable development goals in which the ozone treaties are involved, as set out in Table 7.

Table 7. Montreal Protocol contributions to the Sustainable Development Goals

Montreal Protocol contributions to the goals

Sustainable Development Goals

	1	2	3	7	8	9	10	11	12	13	14	15	17
Universal ratification of the ozone treaties							√						√
Engagement with all stakeholders													√
Allocation of funds to developing countries	√				√	√	√		√	√			√
Technology transfer	√				√	√	√		√	√			√
Institutional strengthening and capacity building	√					√	√		√				√
Promote food security and greener economy		√						√	√			√	
Avoid damage to crops, fisheries and materials		√						√	√		√	√	
Possible energy efficiency enhancements				√				√	√				
Protection from UV radiation			√					√			√	√	
Climate change mitigation								√	√	√			
Avoided skin cancers			√										

⁷⁷ An information note prepared for the OEWG in 2013 provides a good overview of the history of sustainable development following the 2012 UN Conference on Sustainable Development (UNEP/OzL.Pro.WG.1/33/INF/4) <http://conf.montreal-protocol.org/meeting/oewg/oewg-33/presession/Information%20Documents%20are%20available%20in%20English%20onl/OEWG33-INF-4.pdf>

⁷⁸ The full report is available at the following link: https://sustainabledevelopment.un.org/content/documents/18021Ozone_Treaties_Input_to_2018_High_Level_Political_Forum.pdf

Avoided eye cataracts			√										
Increased investment in green alternatives						√			√				
Promote the use of greener, safer chemicals						√			√				

Goal 1: End poverty in all its forms everywhere;

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture;

Goal 3: Ensure healthy lives and promote well-being for all at all ages;

Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all;

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation;

Goal 10: Reduce inequality within and among countries;

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable;

Goal 12: Ensure sustainable consumption and production patterns;

Goal 13: Take urgent action to combat climate change and its impacts;

Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development;

Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss;

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development.

It is clear from the above that the ozone treaties have widespread impact on the SDGs. Their approach in dealing with what was arguably the biggest environmental challenge of the time was firmly grounded in economic as well as environmental considerations and has proved to be a significant success.

2.2 Ozone treaties and gender

Based on the UNEP policy and strategy on gender equality, elements under programme-level gender mainstreaming would include consideration of the differential impact of ozone depletion (and, going forward, of climate change) on women, and the incorporation of gender-differentiated approaches in programming. Beyond the work of the assessment panels and the Ozone Research Managers, the only mechanism in the ozone treaties which amounts to 'programming' in the sense of implementing or funding substantive programmes is the Multilateral Fund.

a. Impact of ozone depletion and climate change on women

Reliance on up to date and accurate science is one of the pillars of the work undertaken under the ozone treaties. This is delivered through the assessment panels and the ozone research managers.

Assessment Panels

A review of the reports available on the Ozone Secretariat website indicates that neither the Scientific Assessment Panel nor the Technology and Economic Assessment Panel seem to have considered gender issues to date.

The Environmental Effects Assessment Panel has to some extent looked into the impacts of ozone layer depletion and resultant UV radiation increase at the Earth's surface, and compounded climate change impacts, on a gender-differentiated basis. A review of their reports indicates that gender has been considered in relation to: skin cancers (including sun protection behavior), vitamin D status with respect to immune response; cervical and breast cancer; HPV; melasma; age-related macular degeneration; and ocular melanoma. However, there has not been a particular focus on determining whether the effects of ozone depletion are gender differentiated and if so documenting those different effects.

Ozone Research Managers

Women are mentioned twice in the available reports of the Ozone Research Managers (from meeting 5 to meeting 10):

- The report of the 8th meeting mentioned a study of UV induced vitamin D status in humans, and the relation between oral and UV induced vitamin D status and breast cancer risk.
- The report of the 7th meeting made note of two priority projects for reducing greenhouse gas emissions: one sought to improve the life of women through fuel efficient cookstoves and the other, a bioenergy electrification project, would have as a non-quantifiable benefit to “improve the quality of rural women”.

Looking ahead to the implementation of the Kigali Amendment, it is worth noting that it is widely accepted that the impacts of climate change are gender-differentiated, and that in general women are more adversely impacted by climate change than men.⁷⁹

b. Gender-differentiated approaches in programming: The Multilateral Fund

Mainstreaming gender into the programmatic aspects of the ozone treaties’ work at the country level would, in order to have the greatest impact, need to involve the Montreal Protocol’s financial mechanism, the Multilateral Fund. In 2018 the Executive Committee adopted a decision requesting the implementing agencies and bilateral agencies to apply their own gender policies to the programs being implemented under the auspices of the Multilateral Fund (see further below). In response to that decision the Fund secretariat in May 2019 prepared a document outlining elements of a potential gender policy for the Fund, for consideration by the Executive Committee at its 83rd meeting⁸⁰. However, as at the time of writing there is no unified, coherent framework at present within which the recipient countries themselves are specifically required to take actions to mainstream gender into their Montreal Protocol activities.

The Multilateral Fund provides funding to Article 5 countries. This is achieved through a series of agreements, between the Executive Committee and countries; between the Executive Committee and implementing agencies; and between implementing agencies and countries. A robust project development and review process is followed, after which project proposals (for country specific funding) and business plans (of implementing agencies) are submitted to the Executive Committee for review and approval. Tranches of funds are approved based on reported performance in earlier tranches, against indicators defined in the agreements. Funds are channeled through the respective implementing agency.

The Executive Committee-country agreement text is specific to the objectives to be achieved and makes no reference to gender or other policies. The agreement between the implementing agencies and the Executive Committee likewise makes no mention of gender.⁸¹

Multilateral Fund secretariat desk review of gender mainstreaming

In May 2018, the Multilateral Fund secretariat prepared a report to the Executive Committee on a desk study for the evaluation of gender mainstreaming in the Montreal Protocol projects and policies.⁸² The objective of the study was to “take stock of efforts to include gender mainstreaming into the activities and projects related to the implementation of the Montreal Protocol, to explore a more systematic approach to include gender mainstreaming in the relate policies and projects.” It looked at how the gender policies of the individual

⁷⁹ See for example <https://unfccc.int/topics/gender/the-big-picture/introduction-to-gender-and-climate-change> and further information in Annex E.

⁸⁰ UNEP/OzL.Pro/ExCom/83/45

⁸¹ Note that only the agreement with UNIDO appears to be available in the public domain, as annex II to ExCom report UNEP/OzL.Pro/ExCom/8/29, but it appears from the meeting report itself that this agreement was aligned with those of the other implementing agencies.

⁸² UNEP/OzL.Pro/ExCom/81/9

implementing agencies were considered in the Multilateral Fund activities. It also considered gender representation at the country level.

Implementing agencies' level

The study confirmed that all implementing agencies have gender policies at the corporate level, emphasizing "the importance of promoting gender equality and of mainstreaming a gender perspective in the projects and programmes."

- **United Nations Development Programme (UNDP)** is described as a leading agency in the gender domain, with institutional mechanisms to ensure gender mainstreaming. Its Gender Equality Strategy (2014-2017) requires gender to be integrated as a cross-cutting theme in all projects at all stages of the programme/project cycle. Mechanisms that ensure gender mainstreaming are the project appraisal process, a gender marker tracking system and a results-oriented annual report which includes a section on gender.
- **UNEP's** gender policy and the system wide plan of action are described, and its Environmental, Social and Economic Safeguards Strategy Framework of 2015 is cited (see section A.3 above).
- As described in section B.4, the approach taken by the **United Nations Industrial Development Organization (UNIDO)** is outlined in its gender guide specific to Montreal Protocol projects (2015) which looks inter alia into "how men and women are differently affected, physically and socially by the ODS, due to biological differences and issues related to the division of labour and draws attention to the participation of women in international meetings and conferences." The guide also sets out a logical framework for gender mainstreaming in Montreal Protocol projects.
- The **World Bank** is described as applying its 2015 gender strategy at all operational levels, including Multilateral Fund-funded projects, with implementation through the Country Partnership Frameworks. Gender assessments are undertaken, the findings are disseminated and gender-responsive actions are identified as part of the assistance strategy for the country. These are incorporated into the funded projects. Project preparation requires an environmental and social assessment study and, if necessary, a plan.

In documenting the challenges experienced by the implementing agencies in applying a gender sensitive approach to the projects funded under the auspices of the Multilateral Fund, the absence of a specific policy to promote gender issues was highlighted. Other issues identified included the limited information on gender issues within the wide range of project activities and scarcity of resources; stakeholders' limited awareness of gender issues; insufficient knowledge of how to mainstream gender; and low availability of qualified women in science and technology.

Country level

At the country level, the report also described responses provided by 32 National Ozone Units (out of a total of 126 who were invited) to a questionnaire related to the desk study, which indicate varying degrees of involvement of women in project development and implementation, including decision-making. Access to capacity building was in most cases regarded as equal for men and women, although in practice participation was more skewed towards men. The report noted that women are more commonly represented "as customs officers, importers and brokers" and in small family-run refrigeration businesses. Women are also frequently decision-makers on purchases of household appliances and the end-users of those appliances.

Looking at the question of gender disaggregated data, the report noted that such data are either not collected or the findings are not reported in the context of Montreal Protocol projects as this is not required.

Multilateral Fund secretariat's recommendations

1. *The MLF should be encouraged to prepare a gender policy and to strengthen the cooperation with the implementing agencies in this area. Relevant discussions could take place during the Inter-agency*

cooperation meeting as well as during the Executive Committee meeting, on how gender issues could be better taken into account in the projects.

2. UNIDO's guide on Gender Mainstreaming Montreal Protocol Projects could be used as a model for applying gender mainstreaming in the MLF projects as it provides appropriate indicators that allow measuring the project results in gender mainstreaming.

3. The collection of gender-disaggregated data on gender issues should be implemented. Monitoring and regular reporting on gender-related activities and achievement should be made mandatory for all agencies. An evaluation report on the status of the gender mainstreaming in the MLF projects should be prepared every two or three years.

4. A gender sensitive budgeting for the projects should be prepared. Enhanced collaboration and the involvement of gender advisers and gender focal points in the design of projects, in surveys and other data collection instruments should be supported.

5. Training and awareness campaign, including gender issues, should be made available to IAs and NOUs' staff at all levels.

6. Gender issues need to be discussed during network meetings. Lessons learned and experiences should be shared and disseminated widely, as well as guidelines and informational material.

Executive Committee decision 81/7

Following this report, the Executive Committee adopted Decision 81/7 in June 2018 which:

- Invites bilateral and implementing agencies to take into account the information provided in the desk study;
- Requests them to apply their own institutions' gender policies to funded activities when relevant;
- Requests UNEP to inform the national ozone units about the discussions to seek their input with regard to a potential gender policy for the Multilateral Fund; and
- Requests the Multilateral Fund secretariat to prepare a discussion document on the possible objectives and elements of a gender policy for the Multilateral Fund, for the 83rd meeting of the Executive Committee in May 2019.

Multilateral Fund secretariat document on elements of a potential gender policy

In response to decision 81/7 of the Executive Committee, the Fund secretariat prepared a document for consideration by the 83rd meeting of the Executive Committee outlining elements of a potential gender policy for the fund. The document describes actions taken by the Fund secretariat following the adoption of that decision, provides a summary of each implementing agency's corporate gender policy and identifies some key challenges. These include the lack of a specific reference to gender in the text of the Protocol, the definition of the mandate of the Fund, the underrepresentation of women in technical areas of the work, the lack of incorporation of gender issues into the Fund project cycle, limited gender-related competence among project stakeholders and possibly cultural and structural barriers to gender mainstreaming.

The document outlines key elements of a possible gender policy, including an introduction, a purpose and objective, guiding principles, possible actions (under the headings of including gender in the design and implementation of projects, capacity building, reporting and monitoring systems) and effectiveness.

c. Framework for dealing with sexual harassment

The staff of the Ozone Secretariat and Fund secretariat, as United Nations staff members, are subject to the sexual harassment policy of the UN Secretariat⁸³, which defines sexual harassment and provides a mechanism for dealing with allegations of sexual harassment involving staff members. However there is currently no policy or guideline in place dealing with sexual harassment not involving staff members in the context of meetings of ozone treaty institution.

The United Nations Chief Executives Board in October 2018 adopted a model code of conduct to prevent sexual harassment during or in relation to UN Events, in draft form, pending finalization and informal consultations with Member States leading to its final adoption⁸⁴. This code of conduct applies to attendees at UN events, including media representatives and visitors, of events organized or sponsored by the United Nations or a United Nations entity whether at a UN duty station or an external premises. The implementation guide accompanying the code of conduct notes that "In general, United Nations policies and regulations do not extend to non-staff. Therefore, to ensure that there is a common understanding among staff and non-staff attendees of what conduct is acceptable at events organized or sponsored by the United Nations, a code of conduct for events can serve as a useful communications and prevention tool. The Code is not binding and may be adapted to each organization and its context."

⁸³ ST/SGB/2008/5

⁸⁴ See Annex G

Section D: Challenges, opportunities and concluding remarks

1. Challenges and related opportunities

Moving towards gender mainstreaming in the ozone treaties will require a significant commitment from all actors. There are a number of gaps and challenges (both organizational, at the level of the Montreal Protocol institutions, and substantive/programmatic) that need to be dealt with; however, these may also be viewed as opportunities. Table 8 sets out some organizational challenges and opportunities at the level, while table 9 sets out some the programmatic challenges and opportunities identified.

Table 8: Organizational Challenges and Opportunities

<i>Organizational Challenges</i>	<i>Opportunities</i>
Lack of technical knowledge to develop a gender action plan that is relevant, effective and produces measurable results	-Partner with relevant institutions or experts that work on gender to assist in this.
Lack of an explicit mandate from the parties to mainstream gender into the work of the ozone treaties and institutions	-Work towards a discussion among the parties on the various elements of this document including its recommendations.
Possible lack of understanding among Ozone Secretariat's staff of the importance of mainstreaming gender in the work of the ozone treaties	-Provide UN-specific training on this beyond the mandatory online training courses (see Annex F); -Explore possibilities of other specific training on gender aspects of environmental work (see Annex F); -Consider engaging with UNEP Gender and Social Safeguards Unit on how to deal with the requirement of gender-specific goals in staff work plans.
Attain gender parity in the composition of key institutions including assessment panels, ozone research managers, committees, co-chairs as well as participants in meetings.	-Compile a roster of women experts in ozone, climate and energy; -Advocate for participation of qualified women in these entities; -Continue with current funding prioritization for women's participation at meetings; -Consider how to promote the participation of women in relevant training and educational opportunities, be they technician training courses or science degrees; -Consider training women on how to participate and negotiate in international fora such as meetings of the parties and related institutions;
Resource allocation for mandated activities	Engage with parties to facilitate this work.
Lack of a task team within the Ozone Secretariat to take responsibility for gender mainstreaming	-Consider establishing a task team (perhaps jointly with Multilateral Fund secretariat) to take gender mainstreaming forward as a concrete project to be developed and implemented; -Support collection, analysis and use of sex aggregated data.

Table 9: Programmatic Challenges and Opportunities

<i>Substantive/programmatic Challenges</i>	<i>Opportunities</i>
Lack of understanding or acceptance among stakeholders of the importance of gender equality in the work of the ozone treaties	<ul style="list-style-type: none"> -Partner with relevant institutions or experts that work on gender (e.g. IUCN, UN Women, UNFCCC, women's networks of NGOs, universities) to undertake advocacy, awareness raising and capacity building e.g. side event at MOP; -Incorporate gender into communication campaigns, including regular reports on relevant gender issues on the website, and events; -Include gender issues in the regular reports of the secretariat to the parties;
	<ul style="list-style-type: none"> -Consider a campaign along the lines of the BRS Gender Heroes to highlight stories of women involved in the work of the treaties; -Highlight the known successes so far (near gender parity in secretariats and contributions to 2030 agenda) to lay the groundwork for future development in this area; -Consider a special ozone treaties campaign to celebrate international women's day (8 March each year); - Implement an ozone treaties campaign to celebrate the International Day of Women in Science (11 February)⁸⁵; - Consider adopting a guideline consistent with the (current draft) code of conduct dealing with sexual harassment at UN events (see Annex G).
Focus more on the gender aspects of ozone layer protection	<ul style="list-style-type: none"> -Request the assessment panels and ozone research managers (as appropriate) to undertake specific research into the gender-differentiated impacts of ozone layer depletion and ozone layer protection as well as similar considerations concerning climate change and energy efficiency.
Lack of awareness of ozone and climate related issues among women's groups	<ul style="list-style-type: none"> -Partner with relevant institutions that work on gender to undertake advocacy, awareness raising and capacity building (e.g. women's networks of NGOs, universities)
Lack of available data on programmatic aspects of gender	<ul style="list-style-type: none"> -Support collection, analysis and use of sex aggregated data
Lack of direct influence at the national level on gender aspects of the work	<ul style="list-style-type: none"> -Work with Multilateral Fund secretariat to build on the ExCom decision to work towards a decision of the parties encouraging parties to mainstream gender into their project plans through gender-sensitive project planning, implementation and monitoring.

⁸⁵ On 11 February 2019 the Ozone Secretariat published on its website interviews with two women scientists in the field of ozone protection in celebration of this date.

2. Concluding remarks

The link between environmental protection and the engagement and empowerment of women is widely documented. It is made explicit throughout the 2030 sustainable development agenda and emphasized by the inclusion of an entire goal dedicated to achieving gender equality and empowering all women and girls. The link between climate change and the engagement and empowerment of women is also widely recognised⁸⁶.

The ozone treaties have, over the years, achieved widely acclaimed progress towards restoring the ozone layer and protecting human health and the environment. At the same time, the treaties have quietly been contributing to significant components of what is now known as the 2030 agenda for sustainable development. Phasing out ozone depleting substances has contributed to 13 out of the 17 sustainable development goals. As the ozone treaties move into the implementation of the Kigali Amendment, their contribution so far in ridding the world of potent greenhouse gases will continue and expand.

In order for the ozone treaties to build on their highly effective contribution to sustainable development, it is important that the three integral and interconnected aspects of the 2030 agenda (the environmental, the economic and the social) are recognized and integrated into the work of the treaties. The work to date has focused on the environmental and the economic aspects; the time has now come to acknowledge the social aspects, a major component of which is gender equality and women's empowerment.

The United Nations as a whole has embraced the principle of gender equality, both in its infrastructure and in its programmes. UN Secretariat policies and UNEP policies both require the Ozone Secretariat and Multilateral Fund secretariat to take gender into account in organizational and programmatic aspects of their work.

A number of other MEAs have in recent years taken the step of adopting gender action plans, following engagement with parties and stakeholders and taking into account the impact of the substantive aspects of their work on women. Funding institutions, similarly, have incorporated gender aspects into the interventions that they support. Their experience can be instructive to the ozone treaties in moving forward towards gender mainstreaming.

It would seem to be a foregone conclusion that the Ozone Secretariat needs to start considering how to incorporate gender aspects into its work and the work of the ozone treaty institutions that it serves. Ensuring gender parity in the staffing of the Secretariat is a significant achievement - but is only one piece of a larger puzzle. Recommendations on possible actions that the parties may wish to consider as well as proposed actions by the Secretariat are set out in the Executive Summary.

⁸⁶ Some examples are provided in Annex E.

Annex A: Key steps in evolution of environmental and gender frameworks

Environment	Gender
<p>1972 Stockholm Conference First major conference on international environmental issues UNEP established by GA resolution A/RES/2997(XXVII)</p>	<p>1979 Convention on Elimination of All Forms of Discrimination against Women Adopted by GA Resolution A/RES/34/180</p>
<p>1987 World Commission on Environment and Development Prepared a report on environment and the global problematique to the year 2000 and beyond, including proposed strategies for sustainable development.</p>	
<p>1992 UNCED Earth Summit Adopted Agenda 21 (Rio Declaration), a comprehensive plan of action to be taken globally, nationally and locally by organizations of the United Nations System, Governments, and Major Groups in every area in which human impacts on the environment.</p>	<p>1995 Fourth World Conference on Women Adopted Beijing Declaration and Platform for Action (including a chapter on Women and the Environment)</p>
<p>1997 UNGASS-19 (Rio+5) Special Session of the General Assembly to Review and Appraise the Implementation of Agenda 21</p>	
<p>2000 United Nations Millennium Summit Adopted Millennium Declaration (GA Resolutions A/RES/55/2 and A/RES/55/162) from which eight Millennium Development Goals are derived</p>	<p>2000 Special Session of the United Nations General Assembly "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" GA resolution A/S-23/10/Rev.1</p>
<p>2002 World Summit on Sustainable Development (Earth Summit) Adopted Johannesburg Declaration</p>	
<p>2012 Rio+20 GA resolution A/RES/66/288 - <i>The Future We Want</i></p>	
<p>2015 Third International Conference on Financing for Development Adopted Addis Ababa Action Agenda GA resolution A/RES/69/313</p>	
<p>2015 UN Sustainable Development Summit Resulted in Transforming our world: the 2030 Agenda for Sustainable Development GA resolution A/RES/70/1</p>	

Annex B: Gender in the Sustainable Development Goals

SDG5 Targets	SDG5 Indicators
5.1: End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3: Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age
5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1 Proportion of seats held by women in national parliaments and local governments 5.5.2 Proportion of women in managerial positions
5.6: Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care 5.6.2 Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information and education
5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure 5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
5.b: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	5.b.1 Proportion of individuals who own a mobile telephone, by sex
5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment

Other SDGs mentioning gender issues	Target
SDG 10: Reduce inequality within and among countries	10.2 Promoting the social, economic and political inclusion of all, irrespective of sex
SDG 13: Take urgent action to combat climate change and its impacts*	13.b Promoting mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities
* Acknowledging that the United Nations Framework Convention on Climate Change is the primary international, intergovernmental forum for negotiating the global response to climate change.	
SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.7 Ensuring responsive, inclusive, participatory and representative decision-making at all levels
Other goals and targets in which gender issues are highlighted relate to:	
Goal 1: Ending poverty	
Goal 2: Ending hunger	
Goal 3: Good health and wellbeing	
Goal 4: Education	
Goal 6: Clean water and sanitation	
Goal 8: Decent work and economic growth	
Goal 11: Sustainable cities and communities	
Goal 17: Partnerships	

1. UN Framework Convention on Climate Change (UNFCCC) Gender Action Plan

Process for approval/adoption

Mandate: The Convention does not refer to gender or women. A series of decisions of the parties and the Paris Agreement preamble do.

The gender action plan was formally adopted in 2017 by decision [3/CP.23](#) following discussions under the **Lima programme of work on gender**⁸⁷. The decision establishing the Lima work programme also decided to strengthen the existing work on gender balance in thematic priority areas; encouraged training and capacity building on issues related to gender balance and climate change, and on effective participation in UNFCCC meetings; requested the secretariat to organize relevant workshops on gender and climate change; requested the secretariat to prepare a technical paper on guidelines or other tools in integrating gender considerations into activities, for consideration by the Subsidiary Body for Implementation (SBI); requested the Executive Secretary to appoint a senior gender focal point, to develop and ensure implementation of an action plan for the work programme. This decision in turn built upon a series of decisions relating to the participation of women in the institutions of the convention (decisions [36/CP.7](#), [1/CP.16](#) and [23/CP.18](#)).

Other decisions included decision [21/CP.22](#) which requested the SBI to develop a gender action plan to support the implementation of gender-related decisions and mandates under the UNFCCC. A two-day workshop was convened in May 2017 under the auspices of the SBI to develop possible elements of the gender action plan.

Action paragraphs in the decision [3/CP.23](#) adopting the Gender Action plan include the following. The parties:

1. *Adopted* the gender action plan;
2. *Invited* Parties and other stakeholders to participate in implementing the gender action plan
4. *Noted* the lack of progress made in delegations and constituted bodies towards the goal of gender balance;
5. *Requested* the secretariat to prepare a synthesis report on the implementation of the gender action plan including recommendations for consideration by the COP;
6. *Decided* that the topics of the annual in-session workshops would be based on the submission on sex disaggregated data and gender analysis;
7. *Also decided* to review, at COP25, the implementation of the gender action plan to consider the next steps and assess the impacts of the plan;
8. *Invited* Parties and relevant organizations to participate in the implementation of gender-related activities within the gender action plan;
9. *Took note* of the estimated budgetary implications of the secretariat's activities under this decision;
10. *Requested* that the actions of the secretariat be undertaken subject to the availability of financial resources.

Key elements

The Gender Action Plan seeks to advance women's full, equal and meaningful participation and promote gender-responsive climate policy and the mainstreaming of a gender perspective in the implementation of the Convention and the work of Parties, the secretariat, United Nations entities and all stakeholders at all levels. The plan identifies the following 5 priority areas, each of which has actions, actors, timeframes and deliverables:

⁸⁷ Established by decision of the 20th Conference of the Parties as a two-year work programme "for promoting gender balance and achieving gender-responsive climate policy"
https://unfccc.int/files/meetings/lima_dec_2014/decisions/application/pdf/auv_cop20_gender.pdf

- A. Capacity-building, knowledge sharing and communication
- B. Gender balance, participation and women's leadership
- C. Coherence
- D. Gender-responsive implementation and means of implementation
- E. Monitoring and reporting

The secretariat reports on progress in implementation of the plan to the SBI.

Capacity building is foreseen at two levels: first, by enhancing capacity of stakeholders on gender issues including "to develop gender-responsive policies, plans and programmes on adaptation, mitigation, capacity-building, technology and finance" (activity A.1); and secondly by enhancing capacity of women to participate in the work of the UNFCCC including through "training on leadership, negotiation, facilitation and chairing in the context of the UNFCCC process" (activity B.3) and "formal and non-formal education and training programmes focused on climate change at all levels, targeting women and youth in particular at the national, regional and local levels, including the exchange or secondment of personnel to train experts" (activity B.4).

In the priority area **Coherence**, Activity C.2 looks at providing capacity-building to chairs and members of UNFCCC constituted bodies and technical teams on how to integrate gender considerations into their areas of work and on meeting the goal of gender balance.

Parties and observer organizations are requested (activity E.1) to make submissions, including data, on:

- (a) the **differentiated impacts of climate change on women and men**, with special attention paid to local communities and indigenous peoples;
- (b) Integration of gender considerations into adaptation, mitigation, capacity-building, Action for Climate Empowerment, technology and finance policies, plans and actions;
- (c) Policies and plans for and progress made in enhancing gender balance in national climate delegations.

Activities under priority area D include emphasis on "gender-responsive **access to finance** in the implementation of climate action" and **gender-responsive budgeting**.

More information

https://unfccc.int/sites/default/files/cp23_auv_gender.pdf

2. Basel, Rotterdam and Stockholm (BRS) conventions Gender Action Plan

Process for approval/adoption

Mandate: Paragraph 2 of the plan states that the mandate is based on the Basel, Rotterdam and Stockholm conventions and pertinent decisions of the respective Conventions' bodies.

The BRS Gender Action Plan (BRS-GAP) was finalized and **adopted by the BRS senior management** in December 2013 and updated in 2016.

A Gender Task Team was established in July 2012 within the Secretariat to develop targets and an approach to gender mainstreaming within the BRS Secretariat. Gender issues had been discussed by the respective Conferences of the Parties, particularly in the context of the impact of poor management of hazardous chemicals and wastes on vulnerable groups. Gender mainstreaming was presented in May 2013 at the ordinary and extraordinary meetings of the Conferences of the Parties in the Executive Secretary's proposal for the organization of the Secretariats of the three conventions and in a document on mainstreaming gender in the Secretariat.

At the COPS in May 2015, the Secretariat provided an information document on mainstreaming of gender within the Secretariat and on programmatic mainstreaming of gender issues in Secretariat training activities, projects and programmes. In decisions BC-12/25, RC-7/15 and SC-7/33 the Parties requested the Executive Secretary to include a section on the implementation of the gender action plan in the next report on joint and convention-specific activities.

Key elements

The Gender Action Plan was developed in 2013 and updated in 2016. The updated Plan identified specific actions to be implemented in the short to medium term (2016-17) to enable the Secretariat to assess whether its activities impact men and women differently and if so, to take steps to rectify the situation.

The Plan includes actions that can be taken to mainstream gender issues **within the Secretariat** and **into the programme of work of the conventions**. The following goals are dealt with, with actions, indicators, means of verification and responsibilities assigned to each:

I. BRS gender mainstreaming activities within the Secretariat

- A. **Baseline** of gender-related issues within the Secretariat
- B. **Communication** of BRS-GAP and other gender-related information to BRS staff, Parties and partners
- C. **Training and skill development** on gender-related issues
- D. Gender equality in **human resources management**
- E. Secretariat **staffing**
- F. Promotion of gender equality through the **Standard Operating Procedures (SOPs)**
- G. **Monitoring and reporting** on mainstreaming activities within the Secretariat

II. Implementing gender mainstreaming activities with partners

- A. **Baseline** of gender related issues in projects and programmes
- B. **Gender components** in the Secretariats' projects and programmes
- C. Awareness-raising and **outreach**
- D. **Capacity-building** through pilot projects
- E. Conferences of the Parties and **meetings** of subsidiary bodies
- F. Cooperation with other **partners** on gender related activities
- G. **Monitoring and reporting** on projects and programmes

Under section I.F Promotion of gender equality through the **Standard Operating Procedures** (SOPs), activities include to “include specific text in the invitation and confirmation letters to encourage women to participate in meetings and training activities” and to “include requirements for gender equality in projects in legal agreements”; section I.G under Monitoring and Reporting, to “collect information according to the indicators developed for the baseline assessment and evaluate the progress that has been made as a result of the GAP”.

Under section II.A on **gender baseline** in projects and programmes actions include to “develop and make available a survey on gender issues e.g. post on website and interested stakeholders could reply on establishing a baseline in projects and programmes”.

With respect to section II.E on the **COP and subsidiary bodies**, actions include consideration of gender balance in selecting co-chairs, rapporteurs, speakers and task leaders; to provide training for men/women on chairing meetings; develop recognition schemes e.g. gender champions; to invite organizations (IGOs or/and NGOs) to present relevant gender-related issues.

Under Section II.F on cooperation with partners, activities include to “develop a **partnership programme** to promote BRS/gender issues that links vulnerable groups in developed and developing countries (in public and private sector)”.

More information

<http://www.brsmeas.org/Gender/BRSGenderActionPlan/tabid/3652/language/en-US/Default.aspx>

3. Convention on Biological Diversity (CBD) 2015-2020 gender plan of action

Process for approval/adoption

Mandate: The Convention itself refers to the role of women in biological diversity and the need for their full participation at all levels of policy making⁸⁸.

Decision XII/7 on mainstreaming gender considerations, welcomed (did not adopt) the plan of action which was developed by the Secretariat in conjunction with IUCN Global Gender Office.

The plan of action builds on the earlier Gender Plan of Action referred to in COP decision IX/24, which welcomed the development by the Executive Secretary of the Gender Plan of Action under the Convention on Biological Diversity, (UNEP/CBD/COP/9/INF/12/Rev.1), and *invited* Parties to support its implementation by the Secretariat.

Action paragraphs in the decision include the following.

The parties:

- > *Recognized* the importance of gender considerations,
- > *Encouraged* parties to take certain actions
- > *Requested* related entities to act to mainstream gender-disaggregated data into development of indicators for biodiversity targets;
- > *Took note* of the guidance on mainstreaming gender into work under the convention,
- > *Requested* the Secretariat and the Executive Secretary to take certain actions including reporting on implementation, collecting case studies and best practices on M&E of gender mainstreaming, providing input to the discussion on the post-2015 United Nations development agenda and SDGs on links between gender and biodiversity, and supporting the implementation of the Gender Plan of Action, including at the national level,
- > *Welcomed* the 2015–2020 Gender Plan of Action,
- > *Emphasized* the need to build awareness and capacity for its implementation;
- > *Requested* parties to report on actions undertaken to implement the Plan of Action;
- > *Invited* UNEP and other international organizations to provide or facilitate the provision of training on gender mainstreaming to the staff of the Secretariat and the national focal points;
- > *Encouraged* the further development of synergies and common knowledge base between the different environmental conventions to establish a common and comprehensive monitoring framework and indicator system for gender mainstreaming, taking into account the IUCN Environment and Gender Index.

Key elements of the plan of action

The plan defines the role of the Secretariat in stimulating and facilitating efforts, both in-house and with partners and Parties at the national, regional and global levels, to overcome constraints and take advantage of opportunities to promote gender equality within its work. It also sets out actions that may be undertaken by Parties to mainstream gender in work under the Convention. The plan defines four strategic objectives:

- (a) To mainstream a gender perspective into the implementation of the Convention and the associated work of Parties and the Secretariat;
- (b) To promote gender equality in achieving the objectives of the Convention, the Strategic Plan for Biodiversity 2011-2020 and the Aichi Biodiversity Targets;
- (c) To demonstrate the benefits of gender mainstreaming in measures towards the conservation of biodiversity, the sustainable use of the components of biodiversity and the fair and equitable sharing of benefits arising out of the utilization of genetic resources; and
- (d) To increase the effectiveness of the work under the Convention on Biological Diversity.

⁸⁸ Preambular paragraph 13 of the Convention of Biological Diversity

The plan sets out possible actions for parties and the secretariat to take, with specific objectives and proposed actions related to four spheres: policy, organization, delivery and constituency.

Possible actions by parties include:

- Request that gender experts review draft national biodiversity strategies and action plans to **assess gender sensitivity** and provide guidance on improvements;
- Ensure that women are effectively engaged as members of all **stakeholder groups** consulted during national biodiversity strategy and action plan development
- Ensure that those responsible for high-level decision-making and international negotiations under the Convention are **aware of gender commitments** under other national and international processes
- Provide **training** and awareness raising on the links between gender and biodiversity
- Consider adopting gender-responsive **budgeting**
- Ensure gender balance in **capacity-building** and consider providing dedicated capacity-building for women's groups
- Consider the different **risks** faced by men and women
- **Engage** ministries responsible for gender and/or women in planning and implementation of the Convention
- Engage **women's groups** already active in related sectors

Possible actions by the Secretariat include:

- Ensure that the **resource mobilization** strategy fully takes into account the implementation of the Gender Plan of Action including identification of a specific budget line.
- Build **awareness** of links between gender and biodiversity among donors to the Convention.
- **Commitment and prioritization** by senior management within the Secretariat is essential for the success of the Gender Plan of Action
- Provide practical **training** for Secretariat staff on gender-sensitive approaches to the work of the Secretariat
- Collect and disseminate **information** on gender and biodiversity with a view to establishing a knowledge base to inform action by the Conference of the Parties, individual Parties and partners
- Build **partnerships** and establish networks to promote the mainstreaming of gender under the Convention on Biological Diversity
- Build **awareness** of biodiversity issues among gender-related and women's organizations

More information

<https://www.cbd.int/doc/decisions/cop-12/cop-12-dec-07-en.pdf>

4. United Nations Convention to Combat Desertification (UNCCD) Advocacy policy framework on gender (PFG) and Gender Action Plan

Process for approval/adoption

The mandate⁸⁹ derives from the Convention itself and a number of decisions of the parties.

The policy and plan were adopted by decision of COP13 (September 2017).

The plan and draft advocacy policy framework on gender (PFG) were developed in collaboration with the Gender Office of the International Union for the Conservation of Nature (IUCN) with financial support from Finland and Switzerland. The methodology outlined in the PFG drew on recommendations from a workshop on other experience related to gender mainstreaming inside and outside the United Nations system. The PFG's development involved an analysis of (then current) UNCCD gender practice; a survey conducted among secretariat staff; a three-day workshop with Parties, representatives of civil society organizations and secretariat staff; and web-based consultations with parties.

Key elements

Advocacy policy framework on gender (PFG)

Four strategic objectives:

- (a) To mainstream a gender perspective within the implementation of the Convention and the associated work of the secretariat;
- (b) To promote gender equality in the context of desertification, land degradation and drought (DLDD) and sustainable land management (SLM);
- (c) To demonstrate the benefits of mainstreaming gender; and
- (d) To increase the effectiveness of the work of the secretariat and Parties of the Convention.

The framework comprises a policy sphere, an organizational sphere, a constituency sphere, and a delivery sphere, each of which has defined targets:

Policy sphere: Six policy targets include ensuring that gender, DLDD and SLM are strategic priorities of the Convention; ensuring ongoing commitments from cooperation partners and active involvement of women in decision-making and research.

Organizational sphere: Four targets include establishing structures within the UNCCD secretariat to support gender mainstreaming, ensuring that the secretariat's recruitment policy improves gender balance and ensuring that secretariat staff have the competency to mainstream gender effectively.

Constituency sphere: Four targets include enabling input from women to decision-making under the UNCCD at the global and national levels and building partnerships and establishing networks to promote the mainstreaming of gender within the UNCCD.

Delivery sphere: Four targets include gender mainstreaming in the national action plan alignment process, including of gender in the performance and impact indicators; and gender-sensitive communication.

The PFG contains specific actions items, including: resource mobilization, awareness raising, establishing institutional procedures, ensuring gender balance among experts, providing training for women before COPs and regional meetings where possible, establishing a women's caucus, mapping partners and exploring opportunities for strengthening partnerships, integrating gender into its information materials and creating a task force.

⁸⁹ <https://www.unccd.int/sites/default/files/inline-files/UNCCD%20MANDATE%20ON%20GENDER.pdf>

Gender Action Plan

The Plan contains normative statements rather than specific actions to be taken. The overall **goal** is to support and enhance the implementation of the gender-related decisions and mandates adopted in the UNCCD process. The **purpose** of the plan is “to make the implementation of the Convention and the UNCCD 2018-2030 Strategic Framework gender-responsive and transformative, and thus more effective, efficient and successful, by providing guidance to Parties and other actors on policies and measures to mainstream gender and achieve gender equality and the empowerment of women and girls.”

The plan’s **objectives** are:

- To enhance women’s role as agents of change by addressing the gender inequalities they face;
- To build the capacities of women and girls to access the resources they need to improve their livelihoods, manage land sustainably and become resilient to drought;
- To build the technical capacities of UNCCD stakeholders at all levels to design and implement gender-responsive plans and programmes, including in land degradation neutrality interventions;
- To develop a baseline on gender-related issues in land degradation and desertification, and monitor, report and regularly review progress in the implementation and achievement of objectives;
- To mobilize adequate resources to achieve these objectives.

Priority areas of actions are defined as participation, economic empowerment, access to land and resources, technology development and transfer, and capacity-building.

Mechanisms for implementation include working with and through women’s organizations, developing strategic partnerships to support implementation, mobilizing financial resources needed to address gender inequality in UNCCD implementation, and monitoring and reporting.

More information

Plan: https://www.unccd.int/sites/default/files/documents/2018-01/GAP%20ENG%20%20low%20res_0.pdf

Policy framework on gender:

https://www.unccd.int/sites/default/files/sessions/documents/ICCD_CRIC10_20/20eng.pdf

1. Global Environment Facility Policy on Gender Equality

Process for approval/adoption

The Council, in May 2011, approved the Policy on Gender Mainstreaming, and in October 2014 welcomed and approved the Gender Equality Action Plan. The Action Plan included a review and update of the 2011 Policy by June 2018. In May 2017, the Council endorsed the recommendations of the Evaluation of GEF5 Gender Mainstreaming, including a recommendation to consider revising its policy to better align with international best practice standards and to provide more guidance on the responsibilities of the GEF6. The new Policy on Gender Equality, approved by the GEF council in November 2017, was developed through a robust consultative process including Agencies.

Key elements

The Policy sets out the guiding principles and mandatory requirements for mainstreaming gender across the GEF's governance and operations. It aims to ensure equal opportunities for women and men to participate in, contribute to and benefit from GEF-Financed Activities in support of the GEF's efforts to achieve global environment benefits.

Guiding Principles

- (a) Gender mainstreaming efforts are pursued in the context of decisions on gender under the relevant MEAs and in recognition of related international and national commitments to gender equality and human rights.
- (b) GEF-Financed Activities address and do not exacerbate existing gender-based inequalities.
- (c) Stakeholder Engagement and analysis are conducted in an inclusive and gender-responsive manner.
- (d) GEF-Financed Activities are conducted, designed and implemented in an inclusive manner.
- (e) A gender-responsive approach is applied throughout the identification, design, implementation, monitoring and evaluation of GEF-Financed Activities.

Policy Requirements

The requirement for gender mainstreaming is an integral part of the funding lifecycle, from design to results reporting. Within the **project and program cycle**, framework and project contain indicative information on relevant gender considerations and measures to address these; a gender analysis and logical framework for gender-responsive measures are required; the secretariat assesses alignment with the policy; and reporting includes gender-sensitive indicators and results. **Monitoring, learning and capacity development** include information sharing and awareness raising. **GEF Agencies** must demonstrate that they have in place the necessary policies, procedures and capabilities. The secretariat facilitates an assessment of **compliance** by agencies with the requirements; if needed, agencies must develop a plan of action for approval by the Council.

More information

https://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.53.04_Gender_Policy.pdf

Useful article: <https://www.thegef.org/blog/results-are-five-things-we-ve-learned-about-making-progress-toward-environmental-objectives>

2. Adaptation Fund Gender policy

Process for approval/adoption

Approved by the Board in March 2016.

Key elements

The policy is human rights-based and congruent with relevant international instruments. It applies to all Adaptation Fund adaptation activities irrespective of project/programme size and supports the equal right of women and man to access and benefit from Adaptation Fund resources. All activities are designed to be gender-responsive and benefit the most vulnerable. Advancing gender equality and the empowerment of women and girls is a key element of Adaptation Fund 's 5-year strategy.

Gender mainstreaming is inherent in project design. Gender-responsive indicators and gender-responsive implementation and monitoring arrangements are part of project design

Objectives:

To provide women and men with an equal opportunity to build climate resilience, address their differentiated vulnerability, and increase their capability to adapt to climate change impacts.

To address and mitigate assessed potential project/programme risks for women and men.

To accelerate learning about effective gender-equal adaptation measures and strategies.

More information

https://www.adaptation-fund.org/wp-content/uploads/2016/04/OPG-ANNEX4_Gender-Policies-and-Action-Plan_approved-in-March-2016.pdf

<https://www.adaptation-fund.org/document/gender-environmental-social-policy/>

<https://www.adaptation-fund.org/wp-content/uploads/2017/03/GenderGuidance-Document.pdf>

3. Green Climate Fund Policy and Gender action plan 2015–2017

Process for approval/adoption

The Governing Instrument gives the Fund a mandate to enhance a gender sensitive approach in its processes and operations and recognizes the importance of gender considerations in terms of impact and access to climate funding.

Key elements

The Fund's gender policy has four main objectives:

- (a) To achieve greater, more effective, sustainable, and equitable climate change results, outcomes and impacts;
- (b) To build equally women and men's resilience to and ability to address climate change, and to ensure that women and men will equally contribute to and benefit from activities supported by the Fund;
- (c) To address and mitigate against assessed potential project/programme risks for women and men associated with adaptation and mitigation activities financed by the Fund; and
- (d) To contribute to reducing the gender gap of climate change-exacerbated social, economic and environmental vulnerabilities.

Six fundamental principles are identified:

- (a) Commitment to gender equality and equity;
- (b) Inclusiveness in terms of applicability to all the Fund's activities;
- (c) Accountability for gender and climate change results and impacts;
- (d) Country ownership in terms of alignment with national policies and priorities and inclusive stakeholder participation;
- (e) Competencies throughout the Fund's institutional framework; and
- (f) Equitable resource allocation so that women and men benefit equitably from the Fund's adaptation and mitigation activities.

Implementation framework

Implementation is through the Gender Action Plan, which includes six priority areas:

Governance and institutional structure, including due diligence by the Secretariat for implementation of the gender policy through the accreditation of implementing entities and the project approval and monitoring process;

Operational guidelines, including a mandatory initial socioeconomic and gender assessment; gender equitable stakeholders' consultations; inclusion of gender perspective in applying the mandatory social and environmental safeguards; project screening for gender sensitivity at the various stages of the project preparation, approval and monitoring process;

Capacity building, with gender training to be provided for the Board and the secretariat staff and to implementing or executing entities;

Outputs, outcomes, impacts and paradigm-shift objectives for monitoring, reporting and evaluation, with an assessment of effectiveness and corrective action to be taken;

Resource allocation and budgeting, with consideration of additional weight to be given to projects with well-designed gender elements; the Fund's administrative budget will include dedicated resources for implementing its gender policy; gender will be included in the financial audits of the Fund's activities; and

Knowledge generation and communications, to include a 'knowledge exchange' on gender and climate change finance; the gender sensitivity policy and implementation guidance will be a strategic communications activity and an integral part of the Fund's communications plan.

An annex to the document lists gender experts involved in the consultations in preparing the policy. Development of this plan took into account approaches taken and lessons learned from similar initiatives in other international financing institutions, including the Climate Investment Funds (<https://www.climateinvestmentfunds.org/>).

More information

[https://www.greenclimate.fund/documents/20182/24946/GCF_B.08_19 - Gender Policy and Action Plan.pdf](https://www.greenclimate.fund/documents/20182/24946/GCF_B.08_19_-_Gender_Policy_and_Action_Plan.pdf)

1. UNFCCC⁹⁰

“Women commonly face higher risks and greater burdens from the impacts of climate change in situations of poverty, and the majority of the world’s poor are women. Women’s unequal participation in decision-making processes and labour markets compound inequalities and often prevent women from fully contributing to climate-related planning, policy-making and implementation. Yet, women can (and do) play a critical role in response to climate change due to their local knowledge of and leadership in e.g. sustainable resource management and/or leading sustainable practices at the household and community level. Women’s participation at the political level has resulted in greater responsiveness to citizen’s needs, often increasing cooperation across party and ethnic lines and delivering more sustainable peace. At the local level, women’s inclusion at the leadership level has led to improved outcomes of climate related projects and policies. On the contrary, if policies or projects are implemented without women’s meaningful participation it can increase existing inequalities and decrease effectiveness.”

Relevant UNFCCC Documents

CCCC/TP/2018/1: *Entry points for integrating gender considerations into UNFCCC workstreams* (26 April 2018) (Technical paper by the secretariat)⁹¹

Drawing on a desk review of constituted body reports and documents, as well as consultations with constituted bodies previous technical work, this technical paper provides a snapshot of the reporting of gender considerations and potential action for improved gender mainstreaming in the various constituted bodies under the Convention.

CCCC/CP/2017/6: *Gender composition* (25 August 2017) (Report by the secretariat)⁹²

This report is prepared annually by the secretariat to assist Parties in tracking their progress towards meeting the goal of gender balance in advancing gender-sensitive climate policy. It presents a breakdown of the gender composition of constituted bodies established under the Convention, the Kyoto Protocol and the Paris Agreement, and a breakdown of the gender composition of Party delegations to sessions under the Convention, the Kyoto Protocol and the Paris Agreement, with comparison with data from previous years. In addition, information is provided on the implementation by the secretariat of decisions that include a gender approach.

2. UNEP

2016 *Global Gender and Environment Outlook: The Critical Issues*⁹³

“The impacts of climate change, including biodiversity loss and constraints on access to productive and natural resources, amplify existing gender inequalities and jeopardize the well-being of all. Climate change and its uncertainty put further pressure on the already fragile, under-valued and precarious gendered roles and responsibilities at community level, which shape the nature and extent of exposure, sensitivity and impacts. The gender-differentiated consequences of climate change can intensify the factors that place women who rely on agriculture and natural resources for their livelihoods at a disadvantage. As agricultural work becomes more labour-intensive or alternative sources of food and income need to be found, the burden of additional work often falls on women. Climate- and disaster-related health risks and water and fuel scarcity further add to women’s unpaid care work.

Women have differentiated vulnerabilities to climate change due to gendered labour and care roles and social status, both in the case of disasters and in their everyday livelihood choices, constraints and expectations. From initial analysis focusing on women’s seemingly universalized vulnerability there has been progress towards a more nuanced understanding of intersecting power relations, including clear shifts in the adoption of new roles by women and men as climate change coping strategies (Arora-Jonsson 2011, Denton 2002)

⁹⁰ <https://unfccc.int/topics/gender/the-big-picture/introduction-to-gender-and-climate-change>

⁹¹ <https://unfccc.int/sites/default/files/resource/01.pdf>

⁹² <https://unfccc.int/sites/default/files/resource/docs/2017/cop23/eng/06.pdf>

⁹³ Page 6 https://wedocs.unep.org/bitstream/handle/20.500.11822/7628/-Global_gender_and_environment_outlook_The_critical_issues-2016ggeo_summary_report.pdf.pdf?sequence=3&isAllowed=y

The impacts of environmental and climate challenges on family and community well-being (and on the extent of women's unpaid care work) are especially severe when health facilities and services are unavailable or unaffordable.

Women's empowerment is essential to build resilience and adapt to climate change. Gender-responsive climate change policy needs to be cognizant of and sensitive to the nuances of local and intra-household dynamics in efforts to mitigate and transform these patterns, as well as farsighted enough to support building resilience and preventing these gendered impacts from occurring."

3. UNDP⁹⁴

"The degree to which people are affected by climate change impacts is partly a function of their social status, gender, poverty, power and access to and control over resources. Despite the international community's increasing acknowledgement of the differential experiences and skills women and men bring to development and environmental sustainability efforts, women still have lesser economic, political and legal clout and are hence less able to cope with—and are more exposed to—the adverse effects of the changing climate. Drawing on women's experiences, knowledge and skills and supporting their empowerment will make climate change responses more effective. However, the impacts of gender inequalities and women's recurrent socio-economic disadvantages continue to be ignored and remain a critical challenge to adaptation efforts."

4. The World Bank

Social Dimensions of Climate Change, Equity and Vulnerability in a Warming World, by The International Bank for Reconstruction and Development

Chapter 5: The Gender Dimensions of Poverty and Climate Change Adaptation, by Justina Demetriades and Emily Esplen

"To ensure that climate change responses are effective—and uphold the principles of equitable and sustainable development—climate change policy and program design processes need to be gender sensitive; and they actively must seek and respond to the perspectives, priorities, and needs of all stakeholders, regardless of gender, age, or socioeconomic background (Polack 2008). Such efforts are key to ensuring that diverse perspectives are included and that valuable knowledge is not lost."⁹⁵

5. Organization for Economic Co-operation and Development (OECD)

*Gender and Sustainable Development, Maximising the Economic, Social and Environmental Role of Women*⁹⁶

"Gender is a significant aspect to be taken into account when considering actions both to adapt to and mitigate climate change. Climate change impacts are not only physical and economic, but also social and cultural. Because of gender differences in social and economic roles and responsibilities, the effects of climate change affect men and women in varied ways, and often women more severely. At the same time, women generally advocate a wider set of actions than men for addressing climate change.

Women tend to be affected differently, and more harshly, by climate change because of their social roles and more impoverished status in both OECD and non-OECD countries. In developed countries, women are among the most vulnerable groups owing to a reduced ability to access finance, technology and information needed to adapt to climate change impacts...In poorer countries, climate change can adversely affect crop yields and thus the livelihoods and food security of women who are largely responsible for food production as well as family nutrition. Supplying water and fuel for families, which is typically the responsibility of women, becomes more difficult as environmental changes negatively affect clean water supply, existing infrastructure, and

⁹⁴ <http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/PB1-AP-Overview-Gender-and-climate-change.pdf>

⁹⁵ Mearns, Robin; Norton, Andrew. 2010. *Social Dimensions of Climate Change: Equity and Vulnerability in a Warming World*. *New Frontiers of Social Policy*. World Bank. © World Bank
<https://openknowledge.worldbank.org/handle/10986/2689> License: CC BY 3.0 IGO.

⁹⁶ <https://www.oecd-ilibrary.org/docserver/9789264049901-en.pdf?expires=1537188271&id=id&accname=ocid195767&checksum=8065ADBDAFBA9ABD9D1CEA78A9A6167D>

urban and rural settlements. Coping with the damage of extreme weather events such as storms, floods, and cyclones may also fall more on women who hold together families and households...

Women and children are far more likely to die than men during extreme weather events linked to climate change owing to their greater vulnerability (Mirza, 2003) ... For mitigating climate change, women propose more comprehensive approaches to those advocated by men, but they have less power and influence to affect public policy."

6. WEDO (Women's Environment & Development Organization)⁹⁷

"Climate change affects everyone, but women and men experience the impacts differently, and women are often disproportionately negatively affected. Women, compared to men, often have limited access to resources, more restricted rights, limited mobility, and a muted voice in shaping decisions and influencing policy. At the same time, gender roles generally ascribed to women such as informal, reproductive work often relate to caregiving for households and communities, caretaking of seeds and soils, maintaining traditional agricultural knowledge, and responsibility for natural resource management such as firewood and water, and thus these roles create opportunity for engagement as women bring diverse and critical solutions to climate change challenges."

7. Other

Women at the frontline of climate change: Gender risks and hopes⁹⁸

"There is a direct relationship between gender equality, women's empowerment and climate change. On the one hand, women are disproportionately vulnerable to the effects of climate change, which could, in turn, exacerbate existing gender disparities. On the other hand, women have unique knowledge and skills that can help make the response to climate change more effective and sustainable. Climate change policies that therefore take account of gender-based vulnerability and the unique contribution that women can make could help advance gender equality and women's empowerment while fighting climate change."

"Climate change impacts men and women differently, given their different roles and responsibilities at the household and community levels. Women are more exposed and vulnerable to climate change because they are often poorer, receive less education, and are not involved in political and household decision-making processes that affect their lives. Cultural norms related to gender sometimes limit the ability of women to make quick decisions on whether to move to safer grounds in disaster situations until it is too late."

Women's Role in Adapting to Climate Change and Variability⁹⁹

"Likewise, enhanced participation of women is crucial in addressing the adverse impacts of climate change. For example, there is evidence that women play a vital role in dealing with disasters by effectively mobilizing communities in the different phases of the risk-management cycle; thus their greater involvement would enhance disaster risk management and reduction. Lack of meaningful participation by women would therefore undermine the effectiveness and sustainability of climate change projects and programmes."

⁹⁷ <https://wedo.org/what-we-do/our-focus-areas/climate-change/>

⁹⁸ Nellemann, C., R. Verma, and L. Hislop (eds), *Women at the frontline of climate change: Gender risks and hopes. A Rapid Response Assessment*, 2011

⁹⁹ Y. Carvajal-Escobar, M. Quintero-Angel, and M. Garcia-Vargas, "Women's Role in Adapting to Climate Change and Variability" in *Advances in Geo Sciences Issue 14*, 277–280 (2008)

Annex F: Additional resources

1. Training courses

In addition to the mandatory training on gender that all UN secretariat staff are required to complete, the following courses are currently available through UN entities and one through the GEF. This does not include other courses that may be available through private or other entities. **NOTE: UNITAR also offers private training for diplomats such as the course on multilateral diplomacy and international affairs management¹⁰⁰.**

Course title (with hyperlink)	Offered by	Medium
<u>Gender and Environment</u>	UNITAR	Online
<u>Gender matters</u>	UNITAR	Online
<u>Human health and climate change</u>	UNITAR	Online
<u>Introductory e-course on climate change</u>	UNITAR	Online
<u>HeForShe and PwC Gender IQ Course</u>	Inspira	Online
<u>Gender equality pathway for Managers and Programme and Admin staff</u>	UN Women	Self-paced
<u>Gender mainstreaming</u>	UN Women	Online and face to face
<u>Gender responsive budgeting</u>	UN Women	Moderated or self-paced
<u>I Know Gender 1-2-3</u> (<i>Gender concepts, international frameworks and promoting gender throughout the UN system</i>)	UN Women	Self-paced
<u>I Know Gender 15</u> (<i>Gender and sustainable industrial development</i>)	UN Women	Self-paced
<u>Learning pathway on transformative leadership for gender equality</u>	UN Women	Self-paced
<u>Promoting gender equality and leadership opportunities for women in multilateral decision-making fora</u>	UN Women	Customized
<u>Open Online Course on Gender and Environment - Global ...</u>	GEF, UNDP etc.	Online
<u>Training manual on gender and climate change</u>	IUCN, UNDP, GGCA	Manual

¹⁰⁰ <http://unitar.org/mdp/training>

2. Organizations promoting gender issues

The following are some of the organizations that are working in the field of gender and the environment:

International Union for the Conservation of Nature (IUCN): Global Gender Office

IUCN has a dedicated global gender office, which “contributes to IUCN’s mission by providing innovative approaches, technical support, policy development and capacity building to a wide range of partners – including IUCN members, offices, commissions, and networks – ensuring gender equality is central to sustainable global environmental solutions.”

Women’s Environment and Development Organization (WEDO)

“WEDO is a global advocacy organization established in 1991 ...WEDO has been a leader in organizing women for international conferences and actions, earning a reputation as a trailblazer in the international women’s rights movement...WEDO has spent the last few years focused on deeper collaboration with Southern partners to increase the number of women leaders at all levels, to implement global policy gains at the national level, and to hold governments accountable to their commitments on women’s rights.”

WEDO is an accredited non-governmental organization with the United Nations and in 2006 was awarded the Champion of the Earth award by UNEP.

The Global Gender and Climate Alliance (GGCA)

“Provides space for its members to effectively collaborate on gender and climate change issues. GGCA members combine organizational strengths to ensure that climate change policies, decision-making and initiatives are gender responsive. To achieve these ends at the global, regional and national levels, the Alliance comprises a unique partnership of UN agencies, intergovernmental organizations, non-governmental organizations and other institutions.”

Network of Women Ministers and Leaders for the Environment (NWMLE)¹⁰¹

Established in 2002 the Network meets regularly in conjunction with the meetings of the UNFCCC Conference of the Parties and the United Nations Environment Assembly (UNEA). Its overall objective is to promote gender-responsive sustainable environmental management within the NWMLE, and enhance representation and involvement of women in decision-making in the areas of environment and sustainable development at all levels. The Network works with partners including UNEP, UNDP, GGCA, IUCN, WECF and WEDO to support the engagement of women in decision-making and formulating and implementing policies to ensure sustainable environmental management.

Women Engage for a Common Future (WECF)¹⁰²

Women Engage for a Common Future (WECF) is an international network of over 150 women’s and civil society organizations. It was officially registered as a foundation in 1994 in the Netherlands following an initiative of European women to work together on sustainable development following the “Earth Summit” in Rio in 1992. It undertakes capacity building, policy advocacy and outreach campaigns, focusing on gender equality in sustainable development policies, creating sustainable and safe circular economies (looking at food/water/energy), and equitable mitigation strategies and plans (looking at climate/chemicals/sanitation).

¹⁰¹ <http://web.unep.org/environmentassembly/womens-ministerial-breakfast>

¹⁰² <http://www.wecf.eu/english/about-wecf/>

Climate Technology Centre and Network (CTCN)

The CTCN acknowledges that “Technologies are not gender neutral, and tackling climate change demands that everyone’s experience and skills are utilized. Therefore climate technology action needs to ensure that women and men are both engaged in decision-making processes, development and use of technologies, and benefit from their outcomes.”¹⁰³ The CTCN website provides information on gender-related publications, partners, CTCN technical assistance, technologies and other information related to gender and climate change. A recent addition to the site is the publication¹⁰⁴ entitled ‘Gender inclusive climate action in cities’ published in February 2019.

Women in global science and technology (WISAT)¹⁰⁵

WISAT is an international non-profit organization promoting women's development of science, technology and innovation. It is involved in “influencing policy at national, regional and international levels by promoting information, knowledge, science and technology strategies which enable women, especially those living in developing countries, to actively participate in knowledge and technology for development”. Its work includes working with partners to produce reports and publications on issues relating to global gender dimensions of science, technology and innovation, engage in policy analysis and research, develop gender assessments of policy and programming and encourage knowledge networking among stakeholders.

¹⁰³ <https://www.ctc-n.org/technology-sectors/gender>

¹⁰⁴ <https://www.ctc-n.org/resources/gender-inclusive-climate-action-cities>

¹⁰⁵ <http://wisat.org/what-we-do/gender-equality-knowledge-society/>

Model Code of Conduct to Prevent Sexual Harassment During or In Relation to UN Events¹⁰⁶

Draft

Background

United Nations and United Nations entity events¹⁰⁷ are professional, respectful and harassment-free environments for all attendees, regardless of, *inter alia*, gender, gender identity and expression, sexual orientation, disability, physical appearance, ethnicity, race, national origin, age, or religion.

Purpose

The purpose of this code of conduct ('Code') is to communicate that every attendee is expected to conduct themselves in a professional, respectful and responsible manner at all times. Sexual harassment of attendees is not tolerated.

Applicability

The Code applies to all attendees, including media representatives and visitors, of events organized or sponsored by the United Nations or United Nations entity at a duty station or external premises.¹⁰⁸

Prohibited conduct under this Code

Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with a person's official activities or work or creates an intimidating, hostile or offensive official or work environment. Sexual harassment may occur in the workplace or in connection with official activities or any event of an official character. While typically involving a pattern of conduct, sexual harassment may take the form of a single incident. In assessing the reasonableness of expectations or perceptions, the perspective of the person who is the target of the conduct shall be considered ('Prohibited Conduct').

Sexual harassment:

- Is the manifestation of a culture of discrimination and privilege based on unequal gender relations and other power dynamics;
- May involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications;
- May occur between persons of the same or different genders, and individuals of any gender can be either the targets or the perpetrator;
- May occur outside the workplace and outside working hours, including during social functions related to work or any official activities or events of an official character or nature;
- May be perpetrated by any person, whether or not that person is known to the person being harassed. A perpetrator's status as a senior official may be treated as an aggravating circumstance.

Complaint process

If Prohibited Conduct occurs during or in relation to an event organized or sponsored by the United Nations or United Nations entity, then the person who is the target of possible sexual harassment or

¹⁰⁶ The United Nations' High Level Committee on Management, at its 36th session held in October 2018, "Adopted, as a draft, the model code of conduct to prevent sexual harassment during or in relation to United Nations events and its implementation guide, pending finalization within the task force and informal consultations with Member States leading to final adoption" (see CEB/2018/5 paragraph 62(c)). The report of the meeting noted that "many members considered it a useful and urgently needed tool for communicating the standards of expected conduct to all attendees at United Nations events".

¹⁰⁷ The code may be used for any event, including conferences, assemblies, receptions, meetings or any other event organized or sponsored by the United Nations and United Nations entities at a duty station or external premises

¹⁰⁸ If a complaint is made against a UN staff member, then relevant United Nations or United Nations entity regulations and rules apply. The Code applies to all CEB entities and applies within the legal framework applicable to the premises in question, including but not limited to, any agreements with the host country concerning such premises

any third party who has direct knowledge of the incident should report it as soon as possible, preferably before an event has concluded, to the person(s) or service identified for this purpose by the organizer of the event ('Focal Point').

For this event the Focal Point is [Insert name of Focal Point] and can be contacted on [insert telephone number and/or email address].

While a report may be made at any time, reporting an incident after an event has concluded may limit the options for action that can be taken by the organizers or sponsors of the event.

The Focal Point will gather and record relevant information in a written account of the incident, taking into consideration any applicable United Nations or United Nations entity regulations and rules. If the person who reports the incident is not the target of possible sexual harassment, the views and situation of the person who is the target of possible sexual harassment will be taken into consideration. Due discretion and relevant confidentiality rules apply to this process.

As a guide, the following is the information typically required to commence the preliminary fact-finding process: name or other identifying information of the person being accused of sexual harassment; date and location of the incident; a description of what happened; if there were witnesses, their names.

Response to complaint

Once it is completed, the Focal Point conveys the written account of the incident to the organizer of the event and Chief of Security, if applicable, for such action as may be appropriate in response to a credible complaint, including revocation or suspension of access privileges of the alleged perpetrator to the event or future events organized or sponsored by the United Nations or United Nations entity. If any additional information is required by the organizer of the event or Chief of Security in relation to the Prohibited Conduct, it will be gathered in accordance with United Nations or United Nations entity regulations and rules, as applicable.

The organizer of the event or the Chief of Security, if applicable, will keep the person who has reported the incident reasonably informed of actions taken while applying due discretion and relevant confidentiality rules.

No retaliation

Threats or other intimidation against a person who has made a complaint or provided information in support of a complaint will not be tolerated.

Implementation Guide

Background

As an organizer of conferences, meetings, assemblies and other events, the United Nations has a responsibility to clearly communicate the expectation that such events are safe professional environments for all attendees and are free from sexual harassment.

In general, United Nations policies and regulations do not extend to non-staff. Therefore, to ensure that there is a common understanding among staff and non-staff attendees of what conduct is acceptable at events organized or sponsored by the United Nations, a code of conduct for events can serve as a useful communications and prevention tool. The Code is not binding and may be adapted to each organization and its context.

Consideration could also be given to promulgating the Code in an appropriate administrative issuance. This Guide has been prepared to assist in the administration and implementation of the Code.

Model code of conduct

Applicability: The Code applies to all attendees, with no exceptions. United Nations staff have a responsibility in relation to, and are protected by the Code (i.e. to not harass and not to be harassed including by non-staff attendees). Any complaint made against UN staff would be addressed through relevant United Nations or United Nations entity regulations and rules. It may be applied to any event, including conferences, assemblies, receptions, meetings or any other event organized or sponsored by the United Nations and United Nations entities at a duty station or external premises. The Code applies to all CEB entities and applies within the legal framework applicable to the premises in question, including but not limited to, any agreements with the host country concerning such premises.

Prohibited conduct under this code:¹⁰⁹ The Code adapts the agreed definition and explanatory paragraph from the draft UN System Sexual Harassment Policy Reference Model so that it can be logically applied to an event setting, which has attendees that include non-staff e.g. adding the term “official activities” in addition to “work” and removing reference to “condition of employment” and “official travel”.

Complaint process: The Code outlines a process for reporting a complaint that is sufficiently flexible for it to be used in multiple different scenarios, including situations where United Nations Department of Safety and Security (UN DSS) are providing security services to the event, or not, or if the event is at a duty station or external premises. The Focal Point’s role may be undertaken by staff of the United Nations or United Nations entity that is organizing or sponsoring the event, a member or team of UN DSS or other security service that is supporting the event or may include a host country liaison. In practice, the Focal Point should be identified prior to the event and the Code should be made publicly available and clearly displayed, including a telephone number, email address or other contact details of the Focal Point.

The important elements of the complaint process include the preparation of a written account of the incident, which includes the minimum information set out in the Code; ensuring consultation with and taking into consideration the views and situation of the person who is the target of possible sexual harassment (and may include gathering information from the person accused of harassment) in relation to gathering of preliminary facts; and the conveyance of this preliminary information to a designated decision-maker (e.g. Senior most UN official or Chief of Security).

¹⁰⁹ The Code of Conduct refers specifically to sexual harassment as the mandate of the sub-working group that drafted the code was limited to sexual harassment; it is open to UN entities to include other types of prohibited conduct in their own Code

It is noted that if a UN staff member witnesses Prohibited Conduct they are expected to cooperate with the complaint process.

Response to a complaint: Possible responses to a complaint are identified in a manner that gives the decision-maker the discretion on a case-by-case basis to determine how a complaint will be managed depending on the diplomatic or other status of the person who is the target of possible sexual harassment or the person who has been accused of harassment e.g. a Member State delegate and any relevant provisions of e.g. a host country agreement.

No retaliation: This is an important principle to facilitate greater reporting of incidents.

Implementing the Code

To ensure effective implementation, the following key elements should be considered:

Clarifying roles and responsibilities: It is critical to identify the focal point(s) and the decision-maker(s) for each event and provide these individuals or teams with clear roles and responsibilities.¹¹⁰

Communication of the Code: As the Code is primarily a communication and prevention tool it needs to be communicated to attendees e.g. at registration, in event publications, through social media or focal points for civil society or non-governmental organizations. Targeted communication to bureau of Governing Bodies could also be considered.

Support services: The Code does not expressly refer to support services for the person who is the target of possible sexual harassment because what can be offered is likely to vary depending on the location of the event and/or the capacity of the organizers. However, support services are critical and should be identified before an event, in consultation with the host country if applicable.¹¹¹

More than one code: In circumstances where an event is hosted by a country or another organization that has its own code of conduct, all efforts should be taken to ensure a coherent application of one or both of the codes. The UN System Code should, whenever possible, be acting as a minimum standard to secure the overall purpose of assuring a sexual harassment-free professional environment for all attendees.

¹¹⁰ Organizations should consider the qualification of the Focal Point to adequately handle complaints and where necessary provide training. Organizations should further consider appointing Focal Points of different genders; putting in place a substitute arrangement in case of absence; and ensuring that Focal Points understand their role and the sensitivity and confidentiality required in performing the role.

¹¹¹ Support services may include sexual harassment or assault helplines, emergency or specialised medical services, counselling etc.