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EXECUTIVE COMMITTEE OF
THE MULTILATERAL FUND FOR THE
IMPLEMENTATION OF THE MONTREAL PROTOCOL
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Item 13 of the provisional agenda¹

**UPDATE ON THE IMPLEMENTATION OF THE GENDER MAINSTREAMING POLICY OF
THE MULTILATERAL FUND (DECISION 90/48(e)(iii))****Introduction**

1. In decision 90/48(e)(iii), the Executive Committee requested the Secretariat to further review and provide an update on the implementation of the gender mainstreaming policy of the Multilateral Fund for its consideration at the last meeting in 2024. This document is prepared in response to this decision.
2. In decision 90/48(e)(i), the Executive Committee also requested the Secretariat to develop improved project requirements, including specific outputs and outcomes, and related key performance indicators for the systematic application of the operational gender mainstreaming policy of the Multilateral Fund. At the 92nd meeting, the Committee considered document 92/51, prepared by the Secretariat in line with decision 90/48(e)(i) and discussed about mandatory project requirements and indicators to be integrated in the project cycle and whether they should be addressed as part of stages of multi-year agreement (MYA) projects, such as HCFC phase-out management plans (HPMPs) or Kigali HFC implementation plans (KIPs).
3. Further to these discussions, the Executive Committee, in decision 92/40(b), requested bilateral and implementing agencies to include the mandatory requirements and performance indicators, contained in annex XXII to the final report of the meeting², when submitting stages of MYA projects, for consideration by the Committee at its 94th and subsequent meetings.
4. The timeframe between the agreement on the mandatory requirements and indicators, and the requested review, has not allowed for conclusions on how those requirements and indicators are helping to enhance the implementation of the gender mainstreaming policy and attain its objectives, as such timeframe was too brief to witness decisive results on the ground or observe definitive changes already taking place under each of the projects. Noticeable and conclusive is, notwithstanding, the increased number and variety

¹ UNEP/OzL.Pro/ExCom/95/1

² UNEP/OzL.Pro/ExCom/92/56

of activities focusing on the implementation of the gender mainstreaming policy in project documents. In the present document the Secretariat provides an update on the implementation of the gender mainstreaming policy and a description of the current situation after the review of the implementation of the policy, undertaken in 2022, and the agreement in 2023 on mandatory requirements and performance indicators.

Executive Committee decisions on the Multilateral Fund gender mainstreaming policy

5. Table 1 presents in chronological order the decisions adopted by the Executive Committee on the Multilateral Fund gender mainstreaming policy and shows the evolution of the mandate, obligations and guidance related thereto.

Table 1: Decisions on the Multilateral Fund gender mainstreaming policy

Decision	Date of adoption	Mandate
84/92	December 2019	- Approves the policy on gender mainstreaming for Multilateral Fund-supported projects contained in annex XXX to the report of the meeting³. - Affirms the importance of gender mainstreaming in Multilateral Fund-supported projects. - Requests bilateral and implementing agencies to apply the policy throughout the project cycle, beginning with projects considered at 85th meeting. - Requests the Secretariat to review the implementation of the policy and to prepare a report for consideration of the Committee at its 89th meeting.
90/48	May 2022	- Notes the review of the implementation of the policy. - Notes that the "Gender Mainstreaming Checklist" for projects and the "List of Gender Indicators" in annexes II and IV to document 84/73 respectively, provide guidance to the bilateral and implementing agencies that they might take into account on a voluntary basis when implementing the policy. - Encourages bilateral and implementing agencies to continue ensuring that the policy is applied to all projects, taking into consideration the specific activities presented in table 2 of document 90/37. - Requests the Secretariat: - To develop, for consideration of the Committee at its 92nd meeting, improved project requirements, including specific outputs and outcomes, and related key performance indicators for the systematic application of the gender mainstreaming policy of the Fund. - To further review and provide an update on the implementation of the gender mainstreaming policy of the Fund for the consideration of the Committee at its last meeting in 2024.
92/40	June 2023	Requests agencies to include the mandatory requirements and performance indicators contained in annex XXII to the meeting report when submitting stages of MYA projects, for consideration by the Executive Committee from the 94th meeting.

6. It is expected that implementation of the relevant decisions for at least three years, will result in a comprehensive integration of the Fund's operational gender mainstreaming policy into its project cycle and will allow to meet the policy's objectives. A detailed assessment could then be carried out at the 99th meeting, when sufficient elements will be available, and most importantly, results and impacts will have been produced that demonstrate important steps towards gender equality and the empowerment of women.

7. The knowledge management system could also play an important role in facilitating data collection if the data on gender is correctly reported.

³ UNEP/OzL.Pro/ExCom/84/75*

Update on the implementation of the Multilateral Fund gender mainstreaming policy

8. A review of the HPMP and KIP submissions to the 94th and 95th meetings reveals that all of them provided disaggregated data to refer to the number of participants in the various capacity-building, training and awareness raising activities held under the projects, as well as the number of women technicians certified under the established certification schemes. Most submissions also included the number of women engaged in the refrigeration and air-conditioning (RAC) servicing sector and the number of female students at vocational training institutes, and sometimes at universities, engaged in RAC studies. Some submissions highlighted the number of female personnel in the National Ozone Units and Project Management Units. It was reported that in a country the enterprise selected to conduct research on thermal bonding technology has put two women in charge of the project. As for the activities to be undertaken, all submissions included targets on the number of women expected to participate.

9. In line with the request to include mandatory requirements and indicators from the 94th meeting, all submissions included specific paragraphs on gender and described efforts to achieve gender parity among project staff in the project monitoring and implementation unit, and committed to prepare gender-responsive project implementation reports, i.e., including gender-disaggregated data to monitor project performance and evaluate the impact of gender mainstreaming efforts, specifics on gender-responsive activities undertaken, production of knowledge products on gender, lessons learned and allocation of financial resources for gender activities where applicable. A few projects included optional project requirements and indicators such as involving stakeholders with gender expertise or gender focal points within ministries or other involved authorities in consultations to be held under the projects. A few projects referred to having engaged or planning to engage women already in the RAC sector in their campaigns to attract more women to study and work in that sector, to provide scholarships to women for these purposes, or to conduct specific training of women trainers. Some projects included among the activities for which funding was requested the conduct of a gender assessment and preparation of relevant reports and action plans, with those where gender assessments had already been conducted, including activities for the implementation of the gender assessment recommendations and relevant monitoring.

10. In a project where a gender assessment had already been undertaken, the analysis revealed that women played a significant role in the country's RAC sector, accounting for 8.2 per cent of the total technician population. Additionally, 18 workshops were owned by women, representing 9 per cent of formal workshops and 2 per cent of informal workshops. Furthermore, the National Network of Refrigeration Women, a refrigeration association specifically for female technicians, had 152 members in 2024. In another case, around 25 per cent of women had been trained in the RAC training centres in the period from 2017 to 2022 and currently had an important presence in this profession, with some of them also having established their own servicing workshops in the large cities of the country.

11. Some HPMP submissions to both the 94th and 95th meetings included budget requests for specialized training and equipment for female technicians, female trainers, licensing and certification schemes free of charge for female RAC technicians. Other submissions included the introduction of public policies regarding quotas to ensure an increased women's presence among teaching staff and councils' members and ensuring a safe and inclusive environment conducive to women's participation at all levels, including female-only groups and courses. In some cases, the expertise of established organizations centering women, such as community-based organizations, women's associations and non-governmental organizations will be sought to design gender-balanced activities. Outreach and awareness-raising activities to encourage women to join the RAC sector, to be held through the media, public forums and social media have also been considered among the activities of various HPMP stages and tranches, in some cases women technicians will be publicly acknowledged and will share their experience and strengths to encourage other women's participation, and enterprises with greater participation of women will be publicly recognised.

12. Two KIPs submitted to the 94th meeting included an activity for stage I to create awareness on the RAC industry for junior level students and encourage women role models in the sector by inclusion of

women as presenters in all KIP implementation workshops. These projects also explicitly referred to establishing links with government agencies, private sector, non-governmental and community-based organisations and associations whose work focuses on gender mainstreaming. Another two KIP stage I submissions included that the national ozone unit (NOU) will obtain the support and guidance of one specialist on gender mainstreaming and hire the assistance of a woman gender communications specialist. Included under the cross-sectoral component for stage I of a few KIPs is the update of the RAC codes of practice to be gender-responsive, expecting that the codes will also include sections to encourage women technicians to work in the RAC sector and promote gender equality.

13. A KIP submission to the 95th meeting included awareness-raising campaigns on HFCs and low-GWP technologies targeting female technicians, award ceremonies to recognize women's participation in the RAC servicing profession, update of codes of practice to include sections that remove misconceptions about women as servicing technicians, and procurement of appropriate tools for use by women technicians. KIP submissions to the current meeting also included hiring of a consultant to support designing and implementing an action plan to incorporate the gender perspective in planned activities and promote the participation of women in decision-making bodies, establish the baseline of women in the RAC sector and follow-up on changes obtained during implementation.

14. As part of the stage I phase-down strategy, a few KIPs included a full component on gender mainstreaming, consisting of assessing the potential for increasing the participation of women in various roles within the RAC sector, formulating and implementing an action plan to promote gender equality and the removal of barriers to women's participation in the RAC servicing sector; public campaigns, job fairs and training workshops; scholarship programmes and temporary affiliation of trainees to larger formal business centres, and free transportation for female students. Some of the submissions included specific budgets for the completion of these activities, while others referred to some of the activities being co-financed by the Governments or being implemented under the institutional strengthening (IS) projects.

Review of the current situation

15. This section includes reference to gender having mainstreamed into different work areas and mechanisms of the Fund. Table 2 shows gender mainstreaming crosscutting decisions adopted between the 90th and the 94th meetings, uncovering the increasing importance of the consideration of gender mainstreaming in the operations of the Fund as a whole.

Table 2. Gender mainstreaming crosscutting decisions

Decision	Date of adoption	Fund area of activity	Mandate
90/48(d)	May 2022	Annual progress reports	Requests bilateral and implementing agencies to provide a brief report on key gender mainstreaming results achieved, as part of their annual progress reports, as of 2023, on the basis of the information available to them.
91/63	December 2022	Institutional strengthening (IS)	- Approves revised format for terminal reports⁴ and requests for the extension of IS funding and the corresponding performance indicators contained in Annex XXX to the report of the meeting.⁵ - Requests Article 5 countries, through the bilateral and implementing agencies, to use the revised format for all requests for IS renewal as of the first meeting of the Executive Committee in 2023, i.e., the 92nd meeting.

⁴ The revised format for terminal reports and requests for extension of IS funding include as a new objective the integration of the gender policy in the implementation of the Montreal Protocol (objective 7)

⁵ UNEP/OzL.Pro/ExCom/91/72

			Approves all IS projects and renewals at a level 38 per cent higher than that agreed at the 74th meeting, with a minimum level of IS funding of US \$60,000 per year, taking into account the activities that Article 5 countries would need to undertake to initiate implementation of the Kigali Amendment and meet the first control measures for phasing down HFCs during the period 2022–2030, while continuing implementation of HPMPs.
92/6	June 2023	Remaining reporting requirements on enabling activities	- Requests Article 5 countries and bilateral and implementing agencies that had remaining reporting requirements to meet on enabling activities, to include information on components related to energy efficiency and gender mainstreaming. - Requests the Senior Monitoring and Evaluation Officer (SMEO) to follow up and report on implementation at the 95th meeting.
93/8	December 2023	Revised set of performance indicators for the implementing agencies	Decides to modify the performance indicators for the implementing agencies that had been established in decision 71/28⁶, noting that the new performance indicators would apply as of the 2025–2027 business plans.
93/97	December 2023	Results framework and scorecard	Approves the results framework and scorecard presented in document UNEP/OzL.Pro/ExCom/93/103, including the format of the scorecard contained in annex LXIV⁷ to the final report of the meeting.
94/5	May 2024	Universal format for project completion reports (PCRs)	Approves the universal PCR format contained in annex II to the final report of the meeting, to be used by bilateral and implementing agencies once the knowledge management system (KMS) provided the required functionalities for online submission of PCRs, by the end of 2025.⁸

Progress as reported by the implementing agencies

Annual progress reports

16. At its 90th meeting, in decision 90/48(d), the Executive Committee requested bilateral and implementing agencies to provide a brief report on key gender mainstreaming results achieved, as part of their annual progress reports, as of 2023, on the basis of the information available to them.

17. It is indicated in the annual progress reports submitted for 2023, that while key challenges include the lack of baseline data on gender and the limited involvement of women in the RAC sector, all projects implemented by the agencies have followed the Fund's policy as well as the respective agency's policies on gender. Also, lessons learned from past HPMPs on gender mainstreaming were being extensively considered.

18. Agencies supported the systematic collection and reporting by countries of sex-disaggregated data about trainings and events. Implementation and reporting on approved project activities included training sessions and scholarships for only female technicians; adding gender-related sessions to workshops for importers, RAC technicians, customs and enforcement officers; consulting with and awareness-raising of

⁶ Among the indicators regarding implementation, there is one under the title "Gender mainstreaming", that refers to the Fund's operational gender mainstreaming policy having been applied to all approved projects.

⁷ Annex LXIV: Performance report of the Multilateral Fund for the triennium 2024-2026, includes at the level of mid-term outcomes, two indicators on gender, i.e., (i) improvement in gender mainstreaming (increase in # of women-customs officers and women-refrigeration technicians trained), and (ii) improvement in gender mainstreaming (# of Article 5 countries with gender assessments and gender action plans completed).

⁸ The universal format, which would improve efficiency and provide more meaningful data, includes a new section on gender mainstreaming.

relevant associations, networks and stakeholders for the promotion of gender mainstreaming; identifying potential female technicians and engineers who could pursue careers in the sector, offering tailored training programmes; and collaborating with the private sector to provide income-generating skills and job placement opportunities for women. Data collection for KIP preparation had been gender-sensitive and the collected data included the number of technicians, disaggregated by gender, sector and subsector.

19. Gender mainstreaming activities varied from country to country; however, the strategies and activities deployed so far have resulted in an increase of women's participation in courses and meetings organized under the Fund-supported projects, in technical and university careers, as well as in project teams, NOUs and supported enterprises.

20. In order to help NOUs implement the Fund's gender mainstreaming policy, the Compliance Assistance Programme (CAP) reported to have prepared a Guidebook on Mainstreaming Gender in the Implementation of the Montreal Protocol and the International Network of Women in Cooling (INWIC)⁹.

Revised format for terminal reports and requests for the extension of institutional strengthening funding and the corresponding performance indicators, and increased level of funding for IS projects

21. At the 91st meeting of the Executive Committee, the Secretariat proposed elements for inclusion in the revised terminal report and IS renewal format.¹⁰ Among them, it was recommended to integrate the Fund's gender mainstreaming policy as a new objective. The additional objective was proposed to ensure that the policy is fully consolidated with the activities being implemented through the IS projects, consistent with decision 84/92. The expectation was that the inclusion of this objective would indicate that actions in implementing the policy are taken into account starting from the NOUs and would percolate to all the Fund-supported projects, with the NOU's oversight. The objective on gender was also added in acknowledgement of the concerns raised by Article 5 countries on the lack of dedicated resources for full implementation of the gender mainstreaming policy, and the additional capacity required for NOUs to identify, apply and monitor the gender requirements and indicators that would be developed.

22. In decision 91/63, the Executive Committee noted the review of IS projects, including the funding levels and the formats for terminal reports and extension requests, and the performance indicators that could be used consistently by all Article 5 countries; and approved the revised format for terminal reports and requests for the extension of IS funding and the corresponding performance indicators. Article 5 countries were requested, through the bilateral and implementing agencies, to use the revised format, that includes, as objective 7, the new objective on gender, for all requests for IS renewal as of the first meeting of the Executive Committee in 2023.

23. Further to the requests made in decision 91/63, the Secretariat updated, in January 2023, the guide for preparation of IS renewal requests, and will prepare a report on the review of the use of the revised format and submit it to the second meeting in 2028.

Information on components related to gender mainstreaming in remaining reporting requirements on enabling activities

24. The Executive Committee reviewed at its 92nd meeting a desk study for the evaluation of enabling activities for HFC phase-down, which included, as part of its findings that the reporting format prepared by the Secretariat in 2020 did include a section to report on gender. However, most of the projects did not submit information on gender and did not provide gender-disaggregated data, as they were designed before the adoption of the gender mainstreaming policy by the Committee at its 84th meeting. Based on the findings

⁹<https://www.unep.org/ozonaction/resources/publication/guidebook-mainstreaming-gender-implementation-montreal-protocol>

¹⁰ UNEP/OzL.Pro/ExCom/91/60

and lessons learned from the desk study, it was recommended, as elements to be considered when designing and implementing KIPs, that project reporting formats, including project completion reports, cover the gender dimension, and include energy efficiency as well.

25. The Executive Committee thus requested, in decision 92/6, Article 5 countries and bilateral and implementing agencies that had remaining reporting requirements to meet on enabling activities, to include information on components related to gender mainstreaming, amongst others, and the SMEO was requested to follow up and report on implementation at the 95th meeting. The SMEO received information from the bilateral and implementing agencies, which was consolidated and is presented to this meeting in document UNEP/OzL.Pro/ExCom/95/13.

Revised set of performance indicators for the implementing agencies

26. At the 93rd meeting, in decision 93/8, the Executive Committee decided to modify the performance indicators for the implementing agencies that had been established in decision 71/28¹¹, and noted that the new performance indicators would apply as of the 2025–2027 business plans. A “Gender mainstreaming” indicator, referring to the application of the Fund’s gender mainstreaming policy to all approved projects, has been included among the indicators regarding implementation. This indicator has a weighing of 10 out of 100 points.

Progress as monitored by the Fund Secretariat and the Senior Monitoring and Evaluation Officer

Results framework and scorecard

27. At its 90th meeting, in decision 90/48 (e)(ii), the Executive Committee requested the Secretariat to incorporate within the proposed Multilateral Fund scorecard¹², when developed, an overarching results statement on gender mainstreaming on the basis of the reports on key gender mainstreaming results achieved, requested by the Committee to be submitted by the bilateral and implementing agencies as part of their annual progress reports, as of 2023.

28. At its 93rd meeting, in decision 93/97, the Executive Committee approved the results framework and scorecard presented in document UNEP/OzL.Pro/ExCom/93/103, including the format of the scorecard contained in annex LXIV to the final report of the meeting¹³; and requested the Secretariat to start the implementation of the first results framework in 2024, to provide a midterm progress report on that implementation at the second meeting of 2025 and to communicate progress in implementation through a scorecard at the second meeting of 2027, together with ideas for updating the indicators.

29. In 2024, the Secretariat started the implementation of the first results framework by logging and tracking information on the indicators approved, and designed the methodology that will allow for continuing recording and updates. It is expected that these tasks will be facilitated by the knowledge management system, once it is fully functioning.

New section on gender mainstreaming in the universal format for project completion reports

30. At its 94th meeting, the Executive Committee, after discussing the review of PCRs, approved, in decision 94/5, the universal PCR format, that includes a new section on gender mainstreaming, contained

¹¹ A revised set of performance indicators for the implementing agencies had been prepared by the Secretariat, in consultation with the implementing agencies, and presented in document UNEP/OzL.Pro/ExCom/93/9, further to decision 91/8(c)

¹² In decision 89/1(c)(i) the Executive Committee had requested the Secretariat to develop a results framework and a scorecard that fit the operations of the Multilateral Fund, for consideration by the Executive Committee at its 92nd meeting

¹³ UNEP/OzL.Pro/ExCom/93/105

in annex II to the final report of the meeting¹⁴, to be used by bilateral and implementing agencies once the knowledge management system provided the required functionalities for online submission of PCRs, by the end of 2025.

31. The Committee also requested the SMEO and the Secretariat to coordinate the necessary actions to operationalize the integration of the universal PCR format and submission process into the knowledge management system, in phase 3 of the system's development as planned, ensuring adequate alignment of the PCR with the project reporting framework across the different milestones of the project life cycle and taking into account, where applicable, the discussions at the 95th meeting resulting from decision 93/1 on the mapping of reporting requirements and the streamlining of reporting on progress across the spectrum of reports. The SMEO is to launch the online submission of PCRs after the completion of data migration, by the end of 2025; and to report on the status of implementation of the PCR reform at the 97th meeting, as part of the annual report included in the document on the annual monitoring and evaluation work programme and budget.

Guides, submission forms and agreements

32. All the new and updated guides and submission forms prepared by the Secretariat provide clear indications on how the bilateral and implementing agencies and NOUs are required to mainstream gender, in accordance with the Fund's policy during project preparation, implementation and reporting.

33. It is to be noted that the agreement between governments and the Executive Committee for the reduction in consumption of HCFCs in accordance with stage II of the HPMP includes Appendix 5-A: Monitoring Institutions and Roles, as a section to be completed by the recipient country and the lead agency, where they are requested to provide a detailed and credible indication of how progress is to be monitored and which entities will be responsible for the activities. This provides an opportunity to refer to monitoring and promotion of the actions to comply with the Fund's gender policy, as has been the case in some agreements already entered into.

RECOMMENDATION

34. The Executive Committee may wish:

- (a) To note the update provided on the implementation of the operational policy on gender mainstreaming for Multilateral Fund-supported projects and the review of gender having mainstreamed into different areas of work and mechanisms of the Fund, contained in document UNEP/OzL.Pro/ExCom/95/92; and
- (b) To request the Secretariat to review and provide an update on the implementation of the gender mainstreaming policy of the Multilateral Fund, covering the inclusion of the mandatory requirements and performance indicators in stages of multi-year agreement projects from the 94th meeting of the Executive Committee for its consideration at the 99th meeting.

¹⁴ UNEP/OzL.Pro/ExCom/94/67