



Gender Road Map

Short guidance for a gender-responsive national
chemicals policy

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Draft for discussion

Introduction/Foreword

What is a Road MAP?

A growing demand for Road Maps: Since the WHO published its “WHO Chemicals Road Map” in 2017, which was very well received internationally, road maps have been discussed as tools to strengthen voluntary, multi-sectoral and multi-stakeholder global governance for the sound management of chemicals: “a roadmap approach can be beneficial in guiding stakeholders on where and how to start, and who to engage. It encourages stakeholders to take initiative and ownership and helps develop a network of committed stakeholders.”

A road map is a publication serving as a communication medium and a guidance tool. It provides an overview of how a project develops visually over a period of time. It is characterised by its preparatory character and the rough planning of the steps to be taken over a longer period of time, usually more than one year. The roadmap is used to structure the long-term project of mainstreaming gender into individual, more manageable steps, considering uncertainties and possible scenarios for goal achievement. Therefore, it is user-friendly and clearly understandable. It recommends first steps and actions areas without overloading or over-complicating.

1. Understanding why gender matters?

- Women’s and men’s bodies are affected differently by certain chemicals – exposure, risk, and impacts can be different between the sexes.
- Gender, as a social category, is linked to gender-specific norms of behaviour, roles in society as well as the development of ‘feminine’ and ‘masculine’ identities, which in turn influence people’s behaviour, including their impact on the environment, their affectedness by environmental degradation, and their access to and power over resources.
- Gender analysis allows to ask questions that help us understand and unpack root causes of unsustainable behaviour and societies, and hence have a transformational potential. We need to tap into this potential in order to bring about sustainable development, justice and peace.

Even though gender inequalities regarding the management of chemicals and waste can have negative impacts on human health and the environment, specific and widespread knowledge on differentiated and long-term effects of chemicals on women and men as well as comprehensive gender analysis of chemicals and waste management is still lacking. In the consequence, national chemicals and waste policies are often gender blind.

2. How to initiate the process: first steps for the national focal point

Establish a working group

Questions: Who is needed to be able to work on the cross-cutting integration?

Activities:

- Conduct a stakeholder analysis
- Include all relevant and interested stakeholders
- Include gender experts/researchers and women's organisations
- Involve other so-called vulnerable groups (like youth and indigenous peoples)
- Pay attention to gender balance when inviting stakeholders
- Include female leaders and managers in the core working group
- Keep in mind possible needs in terms of capacity building and financing participation

Develop an understanding of the problem situation from a gender perspective

Question: Why is gender relevant for you?

Activities:

- Identify relevant international and organisational goals and agreements on gender equality
- Search for literature and data on gender in relation to your main challenges in regard to chemicals policy
- Collect practical experiences of gender aspects in the working areas of your team (see Method: Problem Gallery and Problem Ranking)

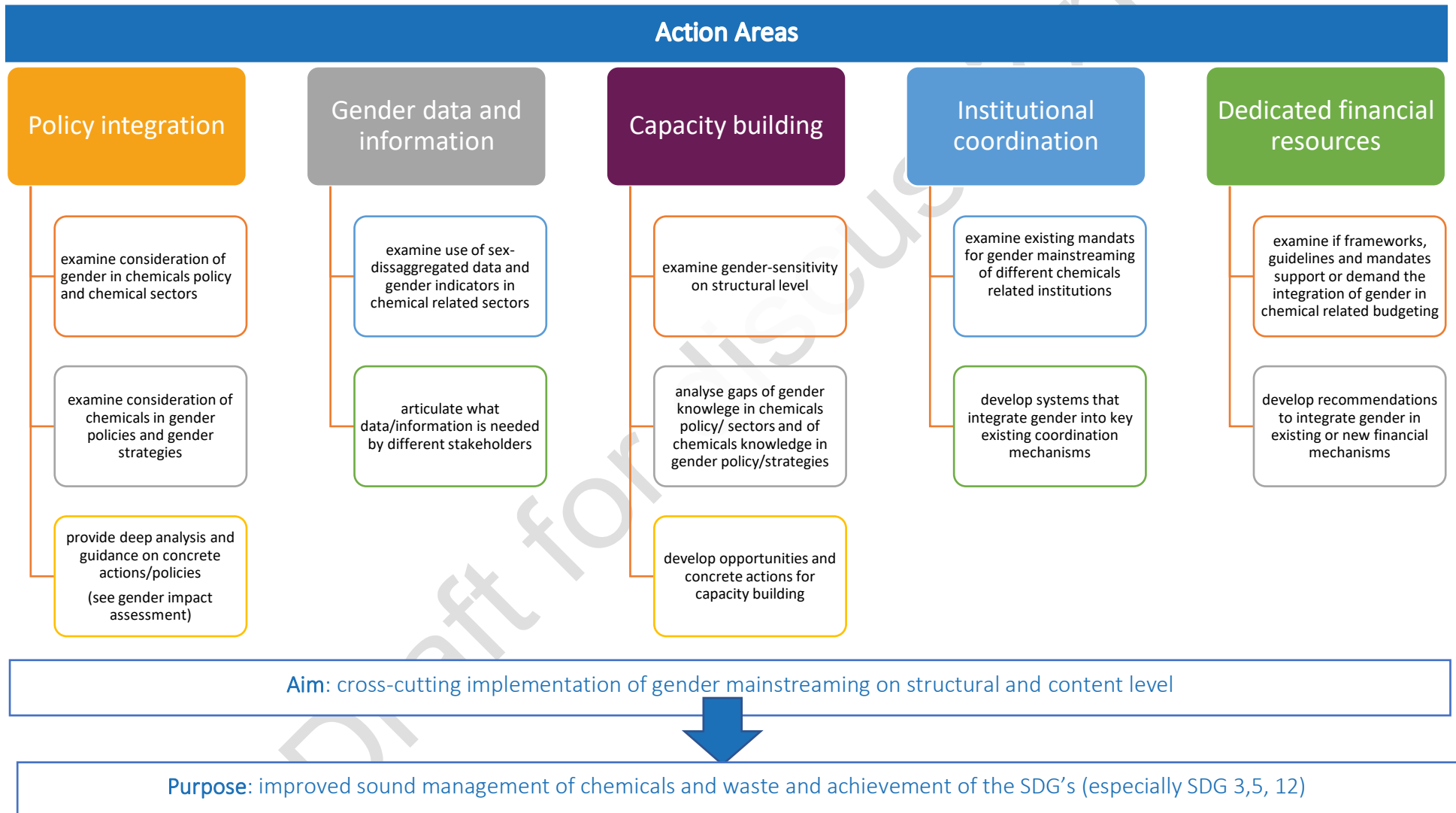
Create space for gender-sensitive collaboration and work processes together

Question: How can we work together in a gender-sensitive manner?

Activities:

- Support trust building and open communication
- Ensure equitable distribution of speaking time and contributions
- Pay attention to the number of women and men in different roles
- Pay attention to limited capacity of team members due to care obligations

3. How to develop a comprehensive overview: gender analysis of chemicals policy



Questions for your analysis

Policy integration

Is gender mentioned in the principal documents on chemicals policy?

Are chemicals mentioned in the principal documents on gender equality and women's health?

Does the development of chemical related policies and actions incorporate socio-economic aspects, e.g. through the use of impact assessments?

Have potential social co-benefits of chemical policies been identified for women and men?

Are chemical-relevant initiatives routinely screened for potential effects on women and men and on gender relations?

Are specific actions in place to address gender inequalities related to chemicals, or to address the specific vulnerabilities, needs and capacities of women?

Is the communication to the broader public gender-sensitive?

Gender data and information

Are changes in health and wellbeing tracked across all social groups, including women and girls?

Are gender-disaggregated data related to chemicals collected through the statistics system and additional data collection (e.g. research bodies, academic institutions, chemicals companies)?

Are socio-economic and demographic data related to sex/gender, region and age available and used for chemicals policy?

Are the indicators used in the design of chemicals policies gender-responsive?

Capacity Building

Are there provisions to achieve a gender balance and to ensure that women's voices are heard in decision-making?

Is the meaningful participation of women and gender groups ensured throughout planning, implementation and evaluation of chemicals policy?

Are key actors aware of the gender aspects of chemicals?

Does chemicals policy involve individuals with awareness of gender issues?

Are gender experts and women's organizations regularly involved in chemicals policy?

Are chemicals experts involved in gender and health policies?

Institutional coordination

Are institutions and policy-makers responsible for gender equality and gender mainstreaming part of the policy process?

Is there regular interaction between relevant ministries and agencies at all policy levels (e.g. ministries for health, women, family, work)?

Do overarching institutional processes and interactions address gender aspects?

Dedicated financial resources

Is incorporating gender a criterion on the allocation of grants?

Does the government undertake gender-responsive budgeting?

Is funding available to cover the costs of the gender screening of chemicals policies and actions, e.g. to involve gender expertise?

Is funding available for specific actions addressing gender inequalities related to chemicals, or the specific vulnerabilities, needs and capacities of women?

Draft for discussion

4. How to analyse selected policies and measures: gender impact assessment

1. Definition of the policy purpose

- Define the purpose of the planned policy, law, or project
- Focus on how it relates to gender equality
- Questions:
 - What (social) issue is being addressed by this intervention?*
 - Why is this intervention being considered for this particular situation?*
 - Is the intervention intended to contribute to gender equality? If yes, how?*
 - What are the existing gender equality objectives in this field?*

2. Checking gender relevance

- Check whether the implementation of a GIA is relevant to the examined policy measure or not:
- Estimate the effects of the implementation of the policy on gender equality and gender relations
- Questions:
 - What might be unintended impacts on gender relations?*
 - Does the intervention affect women and men regarding their access to and/or control of resources (grants, jobs, land, health etc.)?*

3. Analyzing gender impact

- Analyze the situation of women and men in the field by collecting sex-disaggregated data and information
- Conduct interview to get primary data and a deeper understanding through experiences from women and men on the ground
- Analyse which factors of the policy measure are influencing women and men, as well as gender relations
- Questions:
 - Is the planned intervention addressing the needs of both men and women, taking into account their different interest, roles and positions?*
 - Will gender-based health risks be reduced? If yes, how?*
 - Will the unequal distribution of income between women and men change? If yes, what will be the changes?*
 - Will the unequal use of time between women and men change? If yes, what will be the changes?*
 - Will women's perception of security be improved? If yes, what will be the changes?*
 - Will women's employment rate be increased? If yes, what will be the changes?*
 - Will gender segregation of the labour market be reduced? If yes, what will be the changes?*
 - Are there gender-specific consumption patterns that need to be considered?*
 - Does the intervention take into account different education levels of target groups?*
 - Does the intervention assist affected persons to be aware of and exercise their rights?*

4. Weighting gender impact

- Measure the identified effects
- Questions: *Are the impacts of the initiative on gender equality neutral, positive or negative?*

5. Findings and recommendations for improvement - Implementation

- Formulate conclusions in terms of the impact on women and men
- develop recommendations and follow these instruction during the implementation
- Question: *How can gender equality be strengthened in the different parts of the draft intervention?*

6. Evaluation

- The analyzed gender impacts are evaluated
- Questions:
Are gender aspects sufficiently taken into account within the new recommendations?
Is gender equality better addressed by the intervention than before the measure?

5. How to implement: concrete measures/project ideas and examples

6. Glossary of terms

7. Resources

Caterbow (2017): Mainstreaming Gender into UNDP-GEF Projects on Chemicals and Waste.

EIGE (2017): Gender Impact Assessment. Gender Mainstreaming Toolkit.

EIGE (2020): Gender Mainstreaming. Online at: <https://eige.europa.eu/gender-mainstreaming>

GenderCC (2009): gender into climate policy. Toolkit for climate-experts and decision making.

GenderCC (unpublished): Gender Assessment and Monitoring of Mitigation and Adaptation (GAMMA).

Hemmati/Holthaus (2019): Gender in Multi-Stakeholder Partnerships (MSP).

UNDP (2015): Gender Responsive National Communications Toolkit.

UNDP (2019): Gender Analysis and Nationally Determined Contributions (NDCs)

WECF (2018): The gender impact assessment and monitoring tool.

WHO (2017): Chemicals Road Map.

WHO (2017): Chemicals Road Map. Workbook.