



Gender and Chemicals Road Map

Workbook

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Gender and Chemicals Road Map - Workbook

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Other Publications:

Hemmati, M. & Bach, A. (2017): Gender and Chemicals. Questions, Issues and Possible Entry Points. (http://gender-chemicals.org/wp-content/uploads/2017/12/2017-12-04-Gender_and_Chemicals_IssuePaper_MSP_Institute.pdf)

Hemmati, M. & Holthaus, A. (2018): Gender and Chemicals Beyond2020. Policy Suggestions. How to integrate gender in SAICM Beyond 2020.

(http://gender-chemicals.org/wp-content/uploads/2018/03/GenderChemicals_PolicySuggestions_MSPInstitute_03-2018.pdf)

MSP Institute (2019): Gender & Chemicals Beyond 2020 – How to create a gender-just healthy planet. (http://gender-chemicals.org/wp-content/uploads/2019/03/MSPInstitute_Broschu%CC%88re_Howtocrete.pdf)

Foreword

Dear colleagues,

Integrating gender aspects in our work has become ever more important with the Agenda 2030, its Sustainable Development Goal (SDG) 5 on gender equality, as well as with heed of the overarching motto “leaving no one behind”.

Gender inequalities are among the reasons for the unsound management of chemicals. Taking gender aspects into account in chemicals management not only promotes gender equality, which is an essential human right, but can also improve and optimize our chemicals management per se. Gender mainstreaming not only is the strategy to integrate a key cross-cutting issue, it is a strategic opportunity to improve our work and achieve our goals. Gender equality is essential for sustainable chemistry!

However, we often do not know how to address the issue at the national level and in our day-to-day work, for example as SAICM Focal Points: to act as an effective conduit for communication on SAICM is a complex task, and any issues perceived additional often remain add-ons that fall by the wayside again.

The Gender and Chemicals Road Map with its Workbook offer practical support for the integration of gender in national chemicals management - and I want to use it: I have accepted MSP Institute's invitation to try to implement first steps in Germany and share our lessons learned. Moreover, it would be very useful to discuss experiences with you and learn from implementation activities in your countries.

Let's work together on gender-responsive national chemicals management!



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Exchange is welcome!

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List of abbreviations

BMU	German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety
ECOSOC	UN Economic and Social Council
EIGE	European Institute for Gender Equality
GIA	Gemological Institute Of Amerika
ICCM	International Conference on Composite Materials
IOMC	Institute for Organic Chemistry and Macromolecular Chemistry
UNDP	United Nations Development Programme
IPEN	International Pollutants Elimination Network
NGOs	Non-governmental Organizations
SAICM	Strategic Approach to International Chemicals Management
SDGs	Sustainable Development Goals
UBA	German Federal Environmental Agency
UN	United Nations
UNEA	United Nations Environment Assembly
UNEP	United Nations Environment Programme
UNGA	UN General Assembly
UNITAR	United Nations Institute for Training and Research
WHO	World Health Organization

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Introduction

Dear SAICM National Focal Points,
dear colleagues and friends,

At the international policy level, there have been increasing efforts and discussions on how gender should be included in international chemicals and waste management (e.g. in the [SAICM Beyond 2020-Process](#)). But even though such a commitment is urgently needed, the real implementation must take place at the national and local level.

However, there are hardly any gender mainstreaming concepts for national chemicals policy, nor gendered legislation. There seem to be no official strategy documents or information about activities by governments. This is not really surprising. Unfortunately, we are still in the early stages of integrating gender into environmental and sustainability policy in most areas.

Yet change is underway: in the policy fields of climate change or biodiversity conservation, governments have agreed that gender aspects must be considered in the respective national strategies and action plans, and since 2019, several countries have appointed national gender and climate change focal points. The chemicals community can and should build on these experiences.

During an [online discussion of the Chemicals and SDGs Community of Practice in September 2020](#), participants discussed the implementation of gender mainstreaming into national policies:

- 87,5% of the participants thought gender inequalities related to the management of chemicals and waste exist in their countries.
- To change this, most participants thought that the development of a gender action plan and additional research on chemicals and gender would be crucial.
- But in more than 50% of the countries, gender mainstreaming has not yet been considered in environmental and health policies, and no gender experts or women's organizations are involved in chemicals management at the national level.

This situation urgently needs to change – otherwise, gender inequalities will remain one cause for ineffective and unjust chemicals management.

That's why we developed the [Gender and Chemicals Road Map](#) and this workbook as a brief guidance for a gender-responsive national chemicals policy for SAICM National Focal Points.

Additionally, the "GenChemRoadMap"-project, which is supported by the German Ministry for Environment, Nature Conservation and Nuclear Safety and the German Environment Agency, includes an international training workshop and the support of the German SAICM Focal Point when taking first steps towards implementing the road map in Germany. Experiences, challenges and successful elements of this pilot project will be discussed at the international level to enable mutual learning and encourage implementation activities in other countries.

We believe that gender-responsive national chemicals management is urgently needed and that Gender mainstreaming is an essential task of all National SAICM Focal Point - this workbook aims to help you with this!

Anna Holthaus, Dr Minu Hemmati and Pia Cimander, MSP Institute

Background and context

Looking at gender and chemicals management is a multi-dimensional exercise: the use of chemicals is nearly ubiquitous and gender dimensions are multi-disciplinary. It needs to pay attention to scientific risk assessments as well as cultural and social factors, technical capacities, decision-making procedures, education and professional occupations as well as governance processes. In order to do so, there is an underlying need for capacity building and providing guidance to governments and stakeholders on how to integrate, step by step, gender aspects into chemicals and wastes related policies and projects. Although chemicals management has long been a topic of national and international policy and regulation, the need to account for sex and gender differences in exposure, susceptibility, and health impacts by generating gender-disaggregated data, and the need for gender analysis has only slowly gained the necessary consideration in policy processes:

- Beijing Declaration and Platform for Action: The chosen approach of the United Nations system and international community towards realizing gender equality until today, and the Interlinkages of "Women and the Environment" were highlighted for the very first time. In 1995, when the concept of gender mainstreaming was developed - a novelty in international policy. The Beijing Declaration and Platform for Action stated that women are agents of change, that women's full participation is crucial, and that gender mainstreaming needs to be implemented in all policy fields - including chemicals and waste and even refers to the gendered effects of chemicals.
- Agenda 2030: Since the Rio Earth Summit in 1992, the safer use of chemicals is considered a vital part of sustainable development. At present, realizing gender equality is at the core of the 2030 Agenda and its SDGs, through promoting women's rights and raising awareness of social norms and values that shape gender-specific expectations and conformity to roles. SDG Target 5.5 specifically calls for "women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life". In the context of chemicals management, SDG Target 12.4 calls for achieving "the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment".
- SAICM: SAICM's Overarching Policy Strategy (OPS) draws attention to the fact "[t]hat in many countries some stakeholders, particularly women and indigenous communities, still do not participate in all aspects of decision-making related to the sound management of chemicals, a situation which needs to be addressed". Additionally, a report of the Special Rapporteur on the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes states that: "States have elevated duties to protect those who are disproportionately affected by toxic exposures under international human rights law." and recommends "[g]reater attention to both the gendered impact of exposure to toxic substances and its disproportional impact on children" for the future framework on chemicals and waste. To promote discussions on gender in the intersessional process, the SAICM Secretariat developed a paper on "Gender and the sound management of chemicals and waste" in 2017 as well as a "SAICM Gender Policy Brief" in 2018.

Global Policy Context for the Road Map

Gender Equality/
Sustainable Development



1995 - Beijing Platform for Action

concept of gender mainstreaming
Chapter K: Women and the Environment,
gendered effects of chemicals



2015 - UNGA 70

2030 Agenda for Sustainable Development:
- SDG 3 Good Health & Wellbeing
- SDG 5 Gender Equality
- SDG 12 Responsible consumption and production



2019 - UNEA-4

Resolution on gender mainstreaming and the empowerment of women and girls:
references to pollution, unsound management of chemicals and waste



2030 – Sustainable Development Goals

Chemicals



2006 ICCM1

The Strategic Approach to international chemicals management is adopted.
OPS: reference to women's participation and women's chemicals safety



2017/2018 Intersessional Process

Paper by SAICM Secretariat on Gender and the sound management of chemicals and waste
Gender Policy Brief by SAICM Secretariat



ICCM5



About the road map and workbook

Why a Road Map?

Since the WHO published its “WHO Chemicals Road Map” in 2017, road maps have been welcomed 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.” (UNITAR 2019)

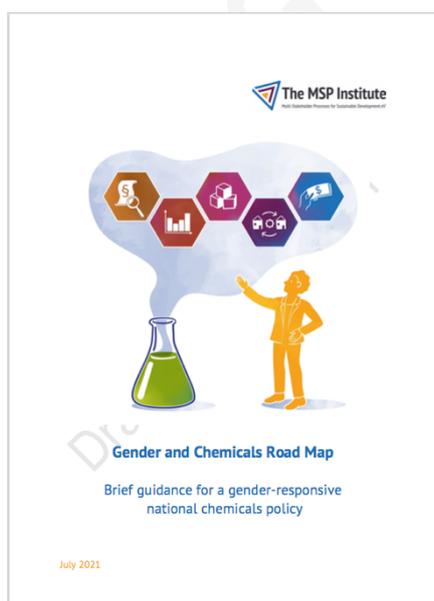
What is a Road Map?

A road map itself is a publication serving as a guidance tool and a means of communication. 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. It recommends first steps and actions areas without overloading or over-complicating.

How to use the Road Map?

The road map provides guidance on how to fully integrate gender in national chemicals management. These steps are meant to give support and direction to actors engaged in national chemicals management. Not all steps will be relevant for all. It is useful to have tools and guidance for creating gender-responsive and thus better structures, policies and processes at hand. Introducing them step by step (with the workbook) and demonstrating the potential of integrating gender can prevent feelings of overburdening and resistance and will help generate interest.

Publication 1: Road Map



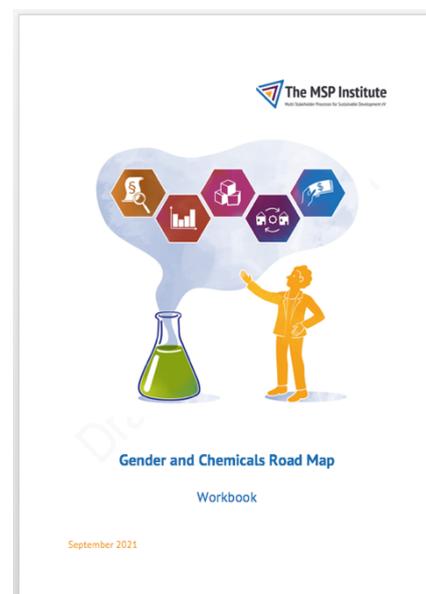
The road map lays out actions to integrate gender into national chemicals management.

You can download it here:

<http://gender-chemicals.org/wp-content/uploads/2021/06/2021-06-30-Gender-Chemicals-Road-Map.pdf>

Publication 2: Workbook

This workbook helps SAICM Focal Points and others to prioritize and plan work on gender actions outlined in the road map.



Why a Workbook?

The workbook is designed to assist SAICM National Focal Points and other stakeholders to use the road map to identify priorities and to plan gender activities around these priorities. A great deal of guidance already exists on the various tasks involved in gender mainstreaming as well as on various strategies and approaches for managing chemicals (see additional resources below). But specific guidance on the integration of gender and chemicals is still missing.

Therefore, the road map gives an overview of actions to integrate gender as cross-cutting task in chemicals management, but all steps might be too much for the beginning. That is why, the workbook helps to prioritize and plan your activities step by step. Additionally, SAICM Focal Points and other stakeholders might be at different stages, and priority actions and objectives will differ depending on the individual national context - the workbook, therefore, offers a space to individualize the process of integrating gender.

What is a workbook?

This workbook is not intended to be an in-depth guide on how to develop an implementation plan or on specific strategies and approaches for the many road map actions. Rather, it is intended to be a simple and practical tool to assist SAICM National Focal Points in using the Gender and Chemicals road map. The workbook offers a structured way to work through the road map step by step, choose priorities and plan activities. **Completing the workbook will require in-depth work and will likely be a process that takes time, approximately one year.**

While the road map and this workbook are intended for the SAICM National Focal Points it is expected that others will need to be engaged and consulted. This could include gender experts and chemistry specialists, as well as representatives of other sectors and stakeholders. That is why the use of the workbook will support information sharing, identification of shared priorities and collaboration between various stakeholders, and might be an opportunity to strengthen the multi-stakeholder character of the sound management of chemicals at the national level.

How to use the Workbook?

The workbook contains four main working steps, similar to the chapters of the Gender and Chemicals Road map:

Step 1: Understanding why gender matters

The first step invites you to learn more about gender and its interconnections to the world of chemistry.

Step 2: Initiating the process

The second step helps you to start with the integration of gender and to find some supporters – so that you don't have to work on it alone.

Step 3: Conducting a Gender Analysis

The third step lays down important action fields to consider for the integration of gender as a cross-cutting issue in chemicals management. It offers you questions to analyse the current status and to plan and priorities first activities.

Step 4 Gender Impact Assessment

The fourth step offers you one of best-known tools to mainstream gender into specific policies and projects, which we adapted to national chemicals management.

In addition, the last chapter offers you **Further Information and Tools** with some possible solutions how to handle typical difficulties, a glossary of gender terms, useful resources and some ideas how to share your experiences.

Print it or not?

To fill the workbook with your thoughts and ideas, you can either print it or you work with it digitally. We recommend the latter, this saves paper and print ink and it will be easier to share the workbook and your notes with your colleagues.

Let's get started!

STEP 1: Understanding why gender matters

In Step 1, we would like to invite you to learn more about gender and chemicals, so that you get to know some key documents and definitions. It is important to familiarize yourself with the topic and deepen your understanding for the main aspects, problems and questions – so that you can explore why gender might be relevant to you and your work.

1.1 What is gender?

People tend to use the terms “sex” and “gender” interchangeably. However, while connected, the two terms are not equivalent. Sex is a person’s biological gender based on genitals, but a person’s gender is the complex interrelationship between three dimensions: body, identity, and social gender, so all in all it is an interplay of biological and social factors. That is why, gender identity may or may not correspond with the biological sex assigned, it rather exists on a spectrum and is not necessarily connected to an identity that is completely male or completely female (WHO 2016).

Gender is not “naturally” given, but rather determined by the social, cultural and economic organization of a society and its norms and values. Thus it’s changeable and data show that today young people have very different understandings of gender than previous generations. The term “Gender” is often used as an umbrella term, also in this workbook, which includes the entire field of gender and gender relations. That’s why this field is complex and multi-dimensional, and gender studies as well as understandings of gender continually evolve.

Gender Equality refers to the equal rights, responsibilities and opportunities of women, men and gender diverse people and implies that their interests, needs and priorities are taken into consideration. This is at first, a human rights issue and a huge issue of political participation because women are still under-represented at all levels of political leadership but gender equality is also a precondition and indicator for sustainable development, which simply means that there is no sustainable development without gender equality! The preferred terminology within the United Nations is indeed gender equality, rather than the very similar term gender equity.

Useful Resources

- Concept of gender: <https://www.genderbread.org/>
- Gender and Science: <http://www.genderportal.eu/>
- Gender Terminology: UN Women (2017) - Gender Equality Glossary. <https://training-centre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sort-key&sortorder=asc&fullsearch=0&page=2>
- Health and Sexual Diversity: WHO (2016): <https://www.who.int/gender-equity-rights/news/20170329-health-and-sexual-diversity-faq.pdf>
- List of Journals in Gender, Sexuality and Feminist Studies: <https://www.mcgill.ca/igsf/graduate-0/resources/journals-gender-sexuality-and-feminist-studies>

1.2 What is gender mainstreaming?

There are global patterns of inequalities between women and men: Women tend to experience domestic violence more often than men; women's political participation and leadership positions are limited; women and men have different access to resources; women are still more likely than men to live in poverty; and women and girls are often disproportionately affected by climate change and environmental disasters ([UN 2002](#), [UN Women 2018](#)).

And it is not only women who are negatively affected - gender inequalities impact whole societies: for example, not investing in female education lowers the gross national product; gender discrimination in the labour market decreases national income; and gender inequality reduces the productivity of the next generation because it has negative effects on household investments in nutrition, health and education of children ([UN 2002](#)). "Achieving greater gender equality will require changes at all levels, including changes in attitudes and relationships, changes in institutions and legal frameworks, changes in economic institutions, and changes in political decision-making structures" ([UN 2002](#)).

➔ The strategy for promoting gender equality is Gender Mainstreaming!

Since 1990, there was a growing debate about gender mainstreaming strategies in the UN. Gender Mainstreaming was then endorsed in the Beijing Platform for Action, agreed at the United Nations Fourth World Conference on Women in 1995. It was finally defined in the ECOSOC agreed conclusions 1997/2 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" ([ECOSOC 1997](#)).

This official UN definition is strong with regard to including all different spheres and levels and all the phases of the policy cycle but also has some weaknesses from a feminist perspective: the actors in charge of implementation are not mentioned; it remains a top-down approach; the definition reduces the term 'gender' to 'women and men' and is not used as an agenda-setting approach. When developing gender mainstreaming activities, it is therefore useful to also take note of other definitions, for example: gender mainstreaming is "the (re)organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making" ([Council of Europe, 1998](#)).

The primary objective of gender mainstreaming is to design and implement development projects, programs and policies that:

- Do not reinforce existing gender inequalities (Gender Neutral),
- attempt to redress existing gender inequalities (Gender Sensitive),
- or attempt to re-define women and men's gender roles and relations at the structural level (Gender Responsive/ Transformative).

Institutional gender mainstreaming strategies ideally combine several components ([EIGE 2016](#)):

- A goal definition for mainstreaming gender with targeted actions for gender equality

- A gender analysis of the initial position
- A gender impact assessment of planned measurements, programs and projects
- Gender budgeting
- A combined approach to responsibilities (where all staff share responsibility, but are supported by gender experts or a gender focal point)
- Gender trainings and gender awareness raising
 - Monitoring and evaluation

Opportunities, obstacles and processes in the context of gender mainstreaming are often very different for each area of work. Thus, “there is no set formula or blueprint that can be applied in every context. However, what is common to mainstreaming in all sectors or development issues is that a concern for gender equality is brought into the ‘mainstream’ of activities rather than dealt with as an ‘add-on’” (UN 2002) – “it requires change in all mainstream policies, programmes and resource allocations” (UN 2007). That is why gender equality is an independent goal (SDG 5) in the Agenda 2030, and it is also integrated as a cross-cutting task in other SDGs.

Gender mainstreaming is not a new strategy. It builds on years of experience of trying to bring gender perspectives to the center of attention in policies and programs and is used nowadays by numerous institutions at all political levels, in- side and outside government. Many lessons have been learned and we can build on this knowledge and experience when mainstreaming gender in chemicals management.

Useful Resources

- Gender Equality and the Agenda 2030: UN Women (2018) Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development. <https://www.unwomen.org/en/digital-library/publications/2018/2/gender-equality-in-the-2030-agenda-for-sustainable-development-2018>
- Gender Equality and the United Nations: <https://www.un.org/en/global-issues/gender-equality>
- Gender Mainstreaming Definition and Tools: European Institute for Gender Equality: What is gender mainstreaming? <https://eige.europa.eu/gender-mainstreaming>
- Gender Mainstreaming in the UN:
 - ECOSOC (1997): Mainstreaming the gender perspective into all policies and programmes in the United Nations system. [http:// www.un.org/women-watch/osagi/pdf/ECOSOCAC1997.2.PDF](http://www.un.org/women-watch/osagi/pdf/ECOSOCAC1997.2.PDF)
 - UN (2002): Gender Mainstreaming. An Overview. <https://www.un.org/women-watch/osagi/pdf/e65237.pdf>
 - UN Women: Gender Mainstreaming + Key tools and resources. <https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming>

1.2 What are the interconnections of gender and chemicals?

Chemicals are used in nearly every area of life, for example, the agricultural sector, health sector, pharmaceuticals, cosmetics, laboratories and at home. That is why the chemicals management plays an important role in every economic and social sector ([IOMC 2018](#)). The World Health Organization estimated the burden of disease from selected chemicals at 1.6 million lives in 2016 ([WHO 2016](#)). Furthermore, the second edition of the Global Chemicals Outlook (GCO-II) assumes that the chemical industry will double by 2030. According to it “[t]he global goal to minimize adverse impacts of chemicals and waste will not be achieved by 2020. (...) ambitious worldwide action by all stakeholders is urgently required.” ([UNEP 2019](#)). A sound and sustainable chemicals management is essential to avoiding complex risks to human health and ecosystems and substantial costs to national economies as well as to maximize the potential benefits of chemicals contribution to human well-being ([IOMC 2018](#)). In order to use chemistry as an important driver towards sustainable development, holistic approaches are needed, which consider the economic, environmental and social dimensions of sustainability. One of the essential aspects to strengthen decision-making, legislation and actions related to chemicals and waste is gender mainstreaming.

The interconnections between gender and chemicals are complex and multi-dimensional. In summary, the following three points justify serious consideration of gender within chemicals management:

- 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, the levels to which they are affected by their access to and power over resources: Due to the division of labour between the sexes, men and women are more often affected by different chemicals. For example, men are more likely to work in construction and thus come into contact with chemicals from building materials, while women are more likely to work in the care sector with cleaning agents and cosmetics or care products. Additionally, the division of labour also causes differences in exposure within individual sectors: For example, women in agricultural are more affected by indirect exposure, e.g. from harvesting and handling chemically-treated plants or contaminated clothing, while men are often more directly exposed, e.g. when mixing chemicals. Women are also more severely affected by indoor pollution, e.g. from the burning of household fuels or chemical pollution from furniture, especially in poor population groups ([UNDP 2011](#); [Hemmati/Bach 2017](#); [ILO 2021](#)).
- Gender, from a biological perspective, prompts us to consider that women’s and men’s bodies may be affected differently by chemicals depending on exposure and contamination pathways, pertinent risks, and impacts on health. Women, for example, tend to store more environmental pollutants in their body tissues than men due to a higher body fat content. In addition to puberty, women live through other phases of life such as pregnancy, breastfeeding and menopause, during which their bodies become more susceptible to health damages from chemicals due to the significant physiological changes. Furthermore, chemical exposure can also be passed on to the next generation ([UNDP 2011](#); [IPEN/SAICM 2020](#)). On the other hand, men are particularly susceptible to chemicals in other ways: researchers regard hormonal chemicals and pollutants as a possible cause of the global increase in testicular cancer and the massive loss of male sperm count in industrialized countries ([Levine et al. 2017](#)). However, these biological differences have so

far not been sufficiently researched and receive little attention in risk analyses of chemicals and drug tests.

- Gender analysis enables us to understand and unpack root causes of unsustainable behaviour and societies, and helps us to find innovative solutions for a sustainable chemicals policy ([Hemmati/Bach 2017](#)). Gender analysis can be used, for example, to find out why protective measures are repeatedly disregarded when dealing with toxic chemicals: Women, especially those from developing countries, are less likely to be able to afford appropriately-fitting protective clothing than their male colleagues (if it is available at all) ([Ontario Women's Directorate 2006](#); [WES 2010](#)), and they are less able to understand and implement safety instructions due to higher illiteracy rates. Men, on the other hand, more often believe that wearing protective clothing is unnecessary and indicates a level of weakness, and tend to use risky behaviour and dangerous practices in order to improve their status in a group ([Andrade-Rivas/Rother 2015](#)).



Overview: gender gaps and gender specifics in chemicals management

(by [MSP Institute 2021](#))

gaps in understanding gender:

- complexity: multi-dimensional, cross-sectoral; understanding of gender evolves
- gender is a human right, precondition and indicator for sustainable development (SDG 5)
- gender mainstreaming is not seen as a strategic opportunity

specifics in health and exposure impacts:

- women and men are affected differently because of their body composition
- women and men are affected differently because of their gendered roles in society
- women are at particularly high risk during child bearing years and pregnancy

gaps in knowledge and research:

- huge gaps of research studies on gender and its interlinkages in toxicology and risk assessments exists
- the white male body is still used as prototype
- women's occupational diseases are often under-diagnosed, under-reported and under-compensated
- virtually no studies on gender diverse persons exists

specifics in protection:

- men tend to work in high-risk industries: more short-term but acute exposure
- typical "women's job": more indirect and long-term exposure presumed to be less hazardous, receive often less attention in terms of protection measures;
- work tools and personal protective equipment usually fit women less well
- women sometimes have to combine childcare with work, risk: children can be exposed
- precautionary consumption & activities are seen as women's tasks, due to the feminization of reproductive labor

gaps in representation:

- women are underrepresented at all levels of political leadership
- women often have less decision-making power at work(place)
- women are rarely in leadership positions for implementation

gaps in implementation:

- women are often less well reached by projects and communication
- women's concerns, capacity gaps and proposals are often overlooked in project design and implementation activities

gaps in opportunities for being agents of change:

- women's specific experiences, expertise and feminist perspectives are often not acknowledged
- ethic principles of non-discrimination and equal opportunities are not always included in new concepts of green and sustainable chemistry
- many barriers and less funding for women's businesses and start-ups
- masculine image of chemistry – women and girls still face discrimination in the discipline

Useful resources

Publications on Women, Gender and Chemicals:

- Catalyst – feminism, theory, technoscience (2017): 6(1): Special Section on Chemical Entanglements: Gender and Exposure. <https://catalystjournal.org/index.php/catalyst/issue/view/2293>
- Caterbow (2017): Mainstreaming Gender into UNDP-GEF Projects on Chemicals and Waste. Online at: https://www.undp.org/content/undp/en/home/librarypage/environment-energy/chemicals_management/GuidanceGender&Chemicals.html
- Hemmati/Bach (2017): Gender and Chemicals. Questions, Issues and Possible Entry Points. http://gender-chemicals.org/wp-content/uploads/2017/12/2017-12-04-Gender_and_Chemicals_IssuePaper_MSP_Institute.pdf
- Holthaus/Hemmati (2019): Gender & SAICM Beyond 2020 – How to create a gender-just healthy planet. http://gender-chemicals.org/wp-content/uploads/2019/03/MSPInstitute_Broschu%CC%88re_Howtcreate.pdf
- IPEN/SAICM (2020): Women, Chemicals and the SDGs. <https://ipen.org/documents/women-chemicals-and-sdgs>
- UNDP (2011): Gender and Chemicals. <https://www.undp.org/publications/chemicals-and-gender>
- UNEP (2021): Incorporating gender dimensions into national strategy setting in chemicals management for Minamata Convention National Action Plans for ASGM and Stockholm Convention National Implementation Plans. <https://wedocs.unep.org/bitstream/handle/20.500.11822/36587/GenderNAP.pdf?sequence=3&isAllowed=y>
- WECF (2018): Women and Chemicals. The impact of hazardous chemicals on women. https://www.wecf.org/wp-content/uploads/2018/12/WomenAndChemicals_Publication-IWD2016.pdf

Courses/Webinars

- Collaborative on Health and the Environment (2021): Generation Chemical. How environmental exposures are affecting reproductive health and development. <https://www.healthandenvironment.org/our-work/webinars/generation-chemical-how-environmental-exposures-are-affecting-reproductive-health-and-development>

- Hejsupport: Webinar on women and mercury. Webinar recording: <https://www.youtube.com/watch?v=HslaAu-T9lQ>
- MSP Institute: 45min for gender (in sectors) – webinar series on gender equality and future chemicals management. Webinar recordings: <https://www.youtube.com/channel/UCyX6KeU-PeCkiWDUokxRAD9A/videos>
- UN CC: Learn Open Online Course on Gender and Environment. Course 6 on Chemicals. (registration required). <https://unccelearn.org/course/view.php?id=39&page=overview>
- UNEP Global Mercury Partnership: Integrating gender dimensions into national action plans for artisanal and small-scale mining. Webinar recording: <https://www.youtube.com/watch?v=Js-jWlFlcHQ>

Case Studies

- Envirocare (2016): A gender strategy on the sound management of chemicals and waste. <https://saicmknowledge.org/sites/default/files/meterial/gender%20strategy%20by%20envirocare.pdf>
- Scott/ Lewis (2014): Sex and Gender in Canada's Chemicals Management Plan, in Dayna Nadine Scott (ed.) Our Chemical Selves: Toxics, Gender and Environmental Health, UBC Press, 2014. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2441322
- WECF (2021): Gender, Chemicals and waste in Bolivia. <https://www.wecf.org/case-study-gender-chemicals-and-waste-in-bolivia/>
- WECF (2021): Gender, Chemicals and waste in Kyrgystan. <https://www.wecf.org/wp-content/uploads/2021/07/Gender-chemicals-waste-case-study-Kyrgyzstan-BRS-min.pdf>
- WECF (2017): Gender dimensions of hazardous chemicals and waste. Case Studies in Indonesia and Nigeria. http://www.wecf.org/wp-content/uploads/2017/10/NigeriaGenderDimensions_2018_BRS_WECF.compressed.pdf

Blogs/Magazines/Videos

- Hej!Youth (2021): Hej!Youth Magazin, for a healthy and toxic-free future! Vol. 2 on women and chemicals. <https://drive.google.com/file/d/1n70Vi6nGKLKXHP7IUpU6tcQD0jB6CFCW/view>
- MSP Institute: Blog article series “How to create a gender-just healthy planet.” <http://gender-chemicals.org/category/blog-series-how-to-create-a-gender-just-healthy-planet>
- WEP/WECF (2017): 30 min Documentary. What has gender got to do with chemicals, <https://www.youtube.com/watch?v=CeYj50Hlb8Q>

STEP 2 helps you to start with the integration of gender and to find some supporters – so that you don't have to work on it alone. Additionally, we will present you interactive tools for a first stakeholder meeting on gender and show you some facilitation advises for gender-sensitive communication.

2.1 Establish a working group

Making national chemicals management gender-responsive is a longtime and complex cross-cutting task that addresses all stakeholder groups involved in the national management of chemicals. Thus, the National SAICM Focal Point cannot master this task alone! However, due to its function of acting as a communication channel between national stakeholder interests and the international Strategic Approach, the National SAICM Focal Point can initiate gender activities as a key actor, because

- the consideration of gender is gaining more importance at the international level and the pressure for action to implement it at the national level is expected to increase more and more,
- and the National SAICM Focal Point is in contact with various national stakeholders due to the multi-stakeholder nature of the Strategic Approach.

In short, many stakeholders are needed at one table to work on gender and the National SAICM Focal Point can invite them! But whom to send the invitations to?

Find supporters with the Stakeholder Analysis

The stakeholder analysis is a proven project management tool for systematically identifying stakeholders and their influence on a particular decision. The aim of it is to identify which internal and external stakeholders have an impact on the project and how they could or should be involved in it.

The term **stakeholder** refers to all individuals, social groups or institutions that are affected by a particular decision and thus have an interest in it. In contrast to the shareholder approach, which focuses exclusively on the shareholders directly affected by a project of a company, the stakeholder approach makes it possible to identify and consider a wide range of interests within a society with regard to a specific problem situation - in this case gender inequalities in chemicals management.

The following stakeholder groups in particular might be helpful to involve for the implementation of the Gender and Chemicals Roadmap:

- Governmental organizations (Ministry of Environment, Ministry of Health, Ministry of Women's Affairs, Ministry of Development, Ministry of Economy, Ministry of Science/Research, institutions for occupational health and safety, risk assessment, consumer protection)
- Science (experts from chemistry, toxicology, gender studies, political science and sustainability and transformation research)

- Private sector (small and large companies in the chemical industry, textile production, pharmaceuticals, cosmetics, consultancies, start-ups by women)
- NGOs/civil society (environmental organizations, women's organizations)
- Professional associations (trade unions, professional societies)

The first step of the stakeholder analysis is a detailed **stakeholder research**:

Information of all potential stakeholders, such as their homepage, existing contacts, field of activity and previous activities on the topic of women and gender, is compiled in a list by means of an internet search. The aim is to be able to assess which stakeholders are relevant for the project on the basis of the information gathered.

This can be done, for example, on the basis of the following criteria:

- Competence
- Existing contact
- Political importance
- Interest in the project
- Size

The second step is a **stakeholder mapping**: the stakeholders identified as relevant are sorted according to their stakeholder groups. The aim is to gain an overview of the stakeholder landscape and its multi-stakeholder character. This makes it possible to assess whether stakeholders will be involved in a balanced manner or whether any important stakeholder groups are missing or underrepresented.

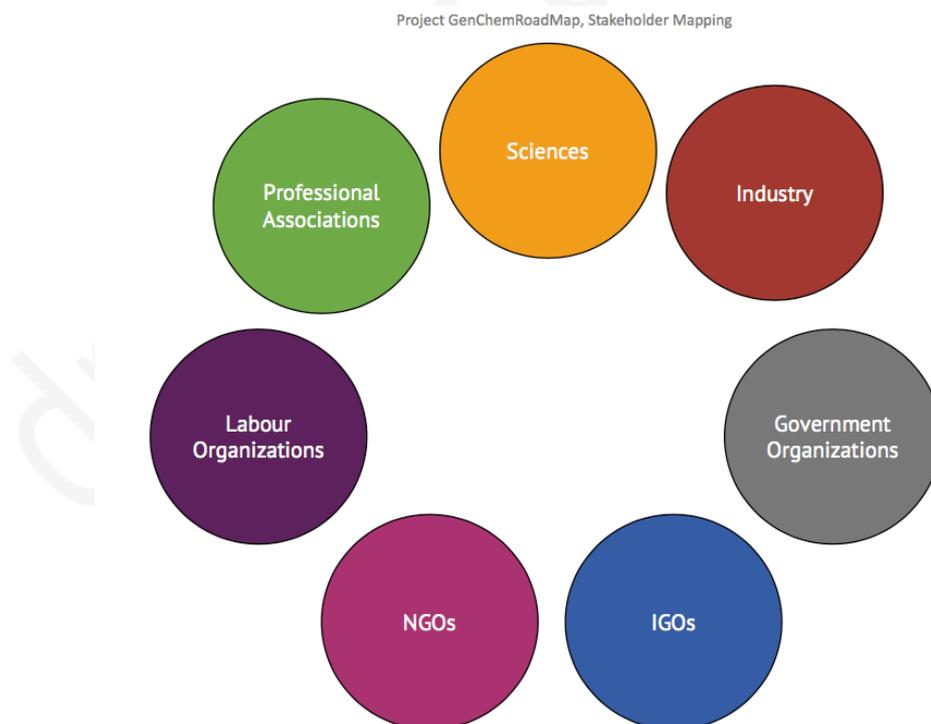


Figure 2 Stakeholder Mapping

In the third step, **the power-interest matrix** (by Johnson and Scholes, 1999) the relevant stakeholders are then assessed on the basis of their power and importance for the success of the project of their interest in the project and classified in a matrix. The goal is to understand which stakeholder needs to be involved and how

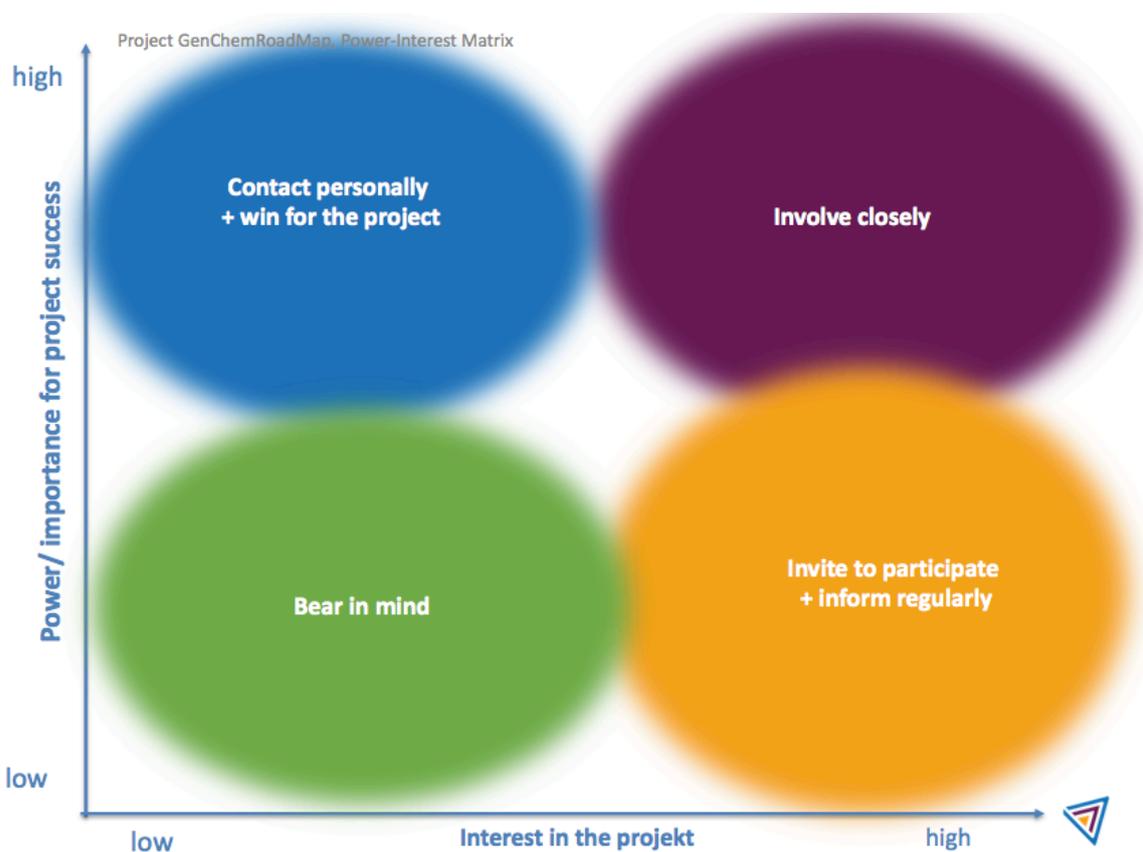


Figure 3 Power-Interest Matrix

Although conducting a stakeholder analysis can be somewhat time-consuming, it is not very difficult (and the biggest part can therefore also be done by auxiliary staff). Thus, the method offers the National SAICM Focal Point a good opportunity to find supporters on the way to a gender-responsive chemicals management and to invite them to a first meeting.

Useful resources

- Brouwer, Herman and Brouwers, Jan, (2017) The MSP Tool Guide: Sixty tools to facilitate multi-stakeholder partnerships. Companion to The MSP Guide. <http://www.mspguide.org/resource/msp-tool-guide>, p.33.
- Wagening Centre for Development Innovation (2012): Power-Interest Grid for stakeholder participation. <http://www.managingforimpact.org/tool/power-interest-grid-stakeholder-participation>.



Invite supporters to a first meeting

Shaping chemicals management together in a gender-responsive way. Round Table with Stakeholders		
2 Hours meeting – virtually or in-person		
10min	Welcome Agenda	SAICM National Focal Point
10min	Brief Introduction Gender dimensions in chemicals management	If possible invite an expert on gender & chemicals, otherwise use information material from Step 1
20min	Gender and Chemical Road Map Presentation of working steps	SAICM National Focal Point
20min	Gender and chemicals in our nation? Panel Discussion	SAICM National Focal Point Representative(s) of Ministries Health, Women, Environment Representative(s) of Women NGO
30min	Stakeholder Exchange Interactive brainstorming with flipchart or problem gallery and ranking (see below)	All participants
15min	What next? Invitation to engage in next steps, create a mailing list with interested stakeholders	SAICM National Focal Point
15min	Reflection round Closing	All participants or some stakeholders

See also our event report of the first virtual meeting in Germany on the 20th of July 2021, where we used this agenda: <http://gender-chemicals.org/event-report-roundtable-genchem-roadmap>

2.2 Create space for gender-sensitive collaboration

To create a positive and (gender)sensitive working atmosphere, we advise you to use/ pay attention to the following activities and facilitation techniques:

Before the meeting:

- Communicate with participants ahead of time to whom questions or accessibility needs can be raised and provide the contact info for technical assistance.
- Ask participants if there is a need for childcare and, if necessary, organize or hire someone to do it
- Arrange the time and place of the meeting according to participants with care responsibilities.
- Schedule breaks for energizers, meals or coffee and care work.

During the meeting:

- Explain your rules of communication in the beginning. But don't spend too much time on this, as attention, which is particularly high on the first day, can quickly wane.
- Ask if taking photos is okay for everyone, explain for what you will use the photos
- Note the number of female, male and gender diverse participants.
- First, let people speak who have not spoken yet.
- If possible, let women and men speak alternately.
- Interrupt friendly if speakers or participants speak too long in their contributions or have moved away from the actual topic.
- If people disrupt the meeting, give them a clear warning.

online meetings:

- Ask if recording the webinar is okay for everyone.
- Monitor the chat steadily so that technical problems or content-related questions can be addressed and responded to directly.

BEFORE WE START:

- Remove distractions
- Get a beverage
- Get note-taking stuff
- Please mute yourself
- You want to speak: raise your hand or use the chat box and unmute yourself



Figure 4 Example of rules for an online meeting

After the meeting:

- Use blind carbon copy (BCC) and do not forward email addresses to everyone without agreement.
- Send as much material and results from the meeting as possible to participants for transparency (presentation, photos of flipcharts, recording...).
- Small group meeting: send a draft of the minutes to all participants with a request for additions/changes.

Useful resources

- Brouwer, Herman and Brouwers, Jan, (2017) The MSP Tool Guide: Sixty tools to facilitate multi-stakeholder partnerships. Companion to The MSP Guide. <http://www.mspguide.org/resource/msp-tool-guide>, p. 25.
- UN-REDD (2019): Checklist for Gender-Responsive Workshops. <https://www.un-redd.net/documents/global-programme-191/gender-and-womens-empowerment-in-redd-1044/global-gender-resources/17255-checklist-for-gender-responsive-workshops.html?path=global-programme-191/gender-and-womens-empowerment-in-redd-1044/global-gender-resources>
- WEDO/ WECF (2020): Feminist Organizing Toolkit. Planning virtual meetings. https://www.wecf.org/wp-content/uploads/2020/06/ICT-toolkit_final_2020.pdf

2.3 Develop a common Understanding

Brainstorming

Objective: The method of brainstorming is great to give participants space to get into the subject and its many facets, to exchange their knowledge, experiences, associations and ideas and to start first discussions that could become more important in the following process.

Implementation: A brainstorming can be used online as well as in a meeting in presence. In advance, it might be helpful to prepare key guiding questions and a content-related structure or categories in order to give an impulse to think and to make it easier for the participants to start brainstorming. Various graphic and facilitation tools/materials can be used for better visualization, such as mind maps, word clouds or facilitation cards. In face-to-face meetings, the classic way of working with flipchart paper and post-it's is great, but the use of online tools is also recommended, especially in online meetings. At the end, you can ask participants to vote for their preferences with symbols or sticky dots. Time required: about 45min - 1hr.

Experiences from the German Stakeholder Round Table:

A brainstorming session was conducted at our first virtual stakeholder meeting in Germany on the 20th of July 2021. As the meeting took place online, the platform Mural was used. A brainstorming board was developed to guide the process (see figure below). Participants discussed two guiding questions: "Which gender aspects are present in the respective chemical sector?" and "Which gender aspects do you consider to be particularly relevant in Germany?" in regard to various chemical sectors: textiles, cleaning agents, electronics, pharmaceuticals, pesticides/nutrition, building materials and cosmetics.

The participants were first given a brief introduction to the "Mural" board. The participants were then asked to turn to an area they are interested in and to write their ideas on virtual cards (similar to post-it notes) and post them. In Mural (as in other platforms offering virtual boards and similar spaces for online workshopping), there is the possibility of moving around and posting cards anonymously. In addition, the participants were able to post content of very different lengths and scopes. Thus, not only individual keywords but also longer statements came together. Later on, the comments on the post-its were highlighted with small exclamation marks according to their importance so that everyone had the opportunity to underline and emphasize important statements. At some points, this also led to a virtual discussion. After the meeting, participants still had the opportunity to add content on the digital board. This offer was taken up sporadically. After one week, the final board was sent to all participants via email.

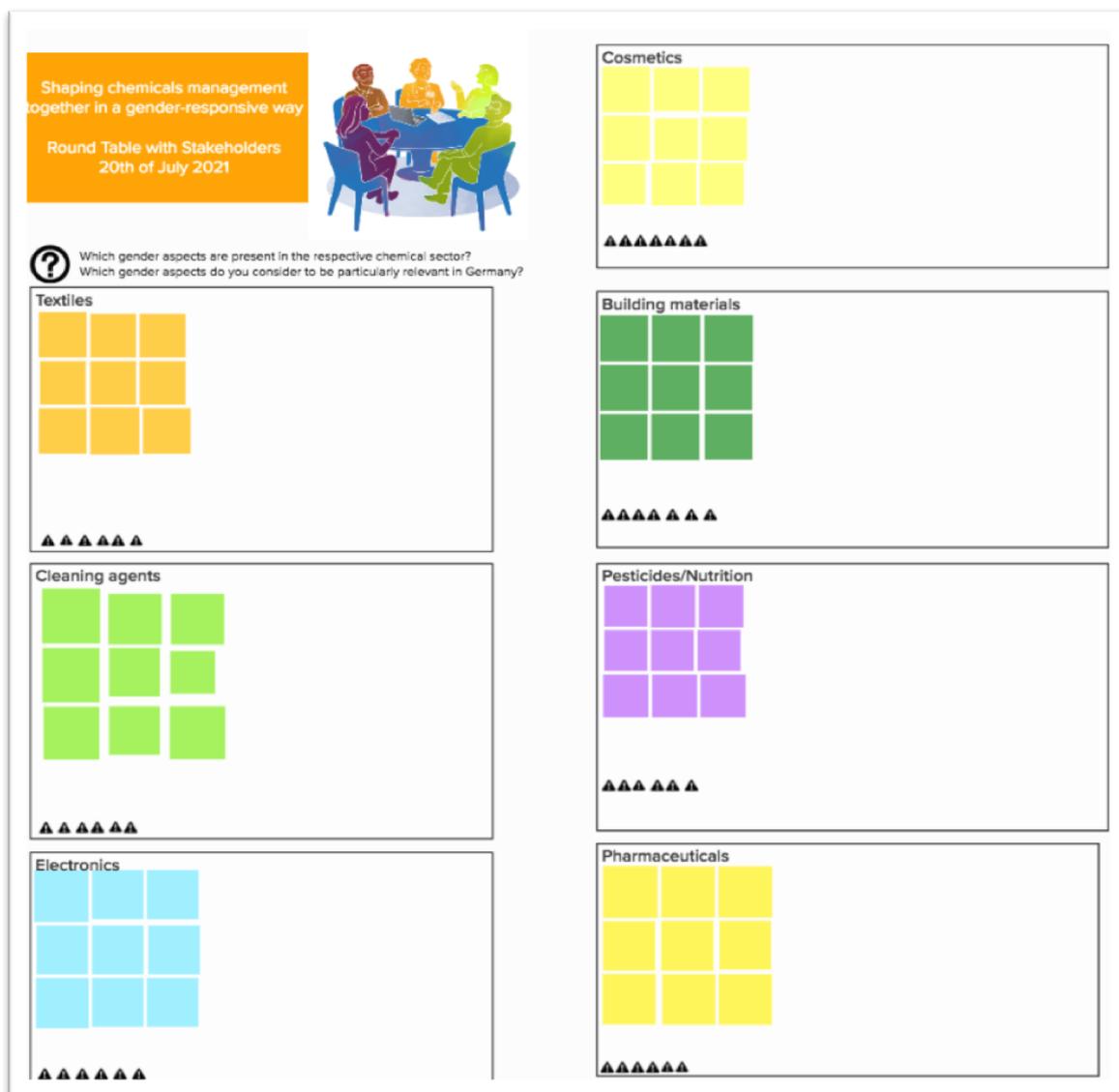


Figure 5 Example: Flipchart Board for the Stakeholder Round Table in Germany, the 20th of July 2021

Problem Gallery and Problem Ranking (by Women2030: 2018)

Objectives: This exercise has two steps: Problem Gallery allows to identify gender differentiated problems of women and men that are resulting from the gender specific division of labour and/or existing gender relations. Based on priorities women and men assign to these problems, Problem Ranking then helps to identify gender specific needs.

Implementation: Participants work in separate groups of women and men. They are asked to list all problems they are experiencing right now. They are then asked to identify five top priorities. Then the both groups explain in plenary their choices and discuss if they can identify with the problems the respective other group has listed and prioritized. All are then asked to name the most important problems. The facilitator notes these votes and initiate a brief discussion to check if everyone agrees with the priorities identified by the whole group. Time required: about 1-1,5 hrs.

2.5 Notes

List of stakeholders/ (potential) working group members

Name	Organization	Stakeholder group	Field of expertise	Power/ Importance for project success (high/middle/low)	Interest in the project (high/middle/low)	Contact details	

Name	Organization	Stakeholder group	Field of expertise	Power/ Importance for project success (high/middle/low)	Interest in the project (high/middle/low)	Contact details	

STEP 3: Gender Analysis

STEP 3 gives you an overview how to implement gender mainstreaming as a cross-cutting task on the structural and content level in national chemicals management. Along five main action areas (policy integration, gender-related data and information, capacity building, institutional coordination and dedicated financial resources) it offers you several working steps and key questions to analyze the current status and to plan and priorities first activities. But mainstreaming gender is a complex and long-term or even continuous task, that's why we advise you:

→ **Focus on one or two chemicals sectors or problem areas** in your country first, e.g.: pesticides, textiles, pharmaceuticals, electronics or plastics. Criteria for this might be: the relevance in your county, interested on the issue in your working group, existing contact to experts with practical experiences, existence of first data and research results on gender.

→ **Divide the work** in your group of supporters, **define together the priority** of each working steps and **who is responsible** for which working step. **Meet regularly** to exchange your status of work, and to plan the implementation of first activities.

Example on pesticides:

Actions	Current Situation	Potential Activities/ Considerations
<p>Examine consideration of gender in chemicals policy and chemical sectors</p> <p>Priority: low medium high X</p> <p>Responsible: Dr. Alex Johnson - Ministry of Environment</p>	<ul style="list-style-type: none"> • The term "gender" is not yet mentioned in our principal documents on pesticides, but "to strengthen women's participation", • Gender Mainstreaming is generally desirable by all ministries, but not obligatory. • The Ministry of Environment funded a women agroecology project 4 years ago 	<ul style="list-style-type: none"> • include the goal of gender equality (SDG5) in principal documents on pesticides. • hire a gender mainstreaming expert in the Ministry of Environment • contact women's project and ask how gender equality can be promoted in pesticide law.

3.1 Policy Integration

Actions	Current Situation	Potential Activities/ Considerations
<p>Examine consideration of gender in chemicals policy and chemical sectors</p> <p>Priority: low medium high Responsible:</p>		
<p>Examine consideration of chemicals in gender policies and gender strategies</p> <p>Priority: low /medium /high Responsible:</p>		

Provide deeper analysis and guidance on concrete actions/policies (see Step 4)

Priority: low /medium /high
Responsible:

Useful questions:



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

Have potential social co-benefits/ discriminations of chemical policies been identified for all genders?

Are initiatives regarding which chemicals are relevant routinely screened for potential effects on all gender and on gender relations?

Are specific measures in place to address gender inequalities related to chemicals, or to address the specific vulnerabilities, needs and capacities that may exist regarding different genders?

Is the communication to the broader public gender-sensitive?

Analyse and articulate what data/information is needed by different stakeholders

Priority: low /medium /high
Responsible:

Useful questions:

Are changes in health and wellbeing tracked across all social groups and all gender groups?

Are sex/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-making?

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



3.3 Capacity Building

Actions	Current Situation	Potential Activities/ Considerations
<p>Examine gender-sensitivity on structural level</p> <p>Priority: low /medium /high Responsible:</p>		
<p>Analyse gaps of gender knowledge in chemicals policy/ sectors and of chemicals knowledge in gender policy/strategies</p> <p>Priority: low /medium /high Responsible:</p>		

Analyse capacity building structures and develop opportunities and concrete actions for gender trainings

Priority: low /medium /high
Responsible:

Useful questions



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

Is meaningful participation of women and women organizations ensured throughout research and planning, implementation and evaluation of chemicals policy?

Are key actors aware of the gender aspects of chemicals?

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

Are chemicals experts involved in policy-making on gender and health?

3.4 Institutional coordination

Actions	Current Situation	Potential Activities/ Considerations
<p>Examine existing mandates for gender mainstreaming of different chemicals related institutions</p> <p>Priority: low /medium /high Responsible:</p>		

Analyse and develop systems that integrate gender into key existing coordination mechanisms

Priority: low /medium /high
Responsible:

Useful questions



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, the elderly, youth, work, agriculture & food)?

Do overarching institutional processes and interactions address gender aspects?

3.5 Dedicated financial resources

Actions	Current Situation	Potential Activities/ Considerations
<p>Examine if frameworks, guidelines and mandates support or demand the integration of gender in chemical related budgeting and Develop new recommendations</p> <p>Priority: low /medium /high Responsible:</p>		

Useful questions



Is incorporating gender a criterion for the allocation of public research and project funding?

Does the government undertake gender-responsive budgeting (see Glossary of Terms)?

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

Is funding available for specific actions addressing gender inequalities related to chemicals, or the specific vulnerabilities, needs and capacities that may exist regarding different gender

Step 4: Gender Impact Assessment

STEP 4 offers you one of best-known tools to provide deeper analysis and guidance on specific policies and projects, which we adapted to national chemicals management. You need this tool to work on STEP 3.1 above, but it might be useful in many other situations. You will be guided through the different working steps with key questions and a checklist.

The Gender Impact Assessment (GIA) is a key instrument of the political strategy of gender mainstreaming, originally developed in the Netherlands in the early Nineties (Verloo/ Roggeband 1996). It is an ex ante evaluation or analysis of a law, policy or programme that makes it possible to determine, in a preventative manner, if its future implementation “is causing negative consequences for the state of equality between women and men” (EIGE 2018). The basic understanding of a GIA is “that the gender neutrality of political measures often has unintentional but highly consequential and often negative impacts on gender relations in a society and on men and women themselves” (ISOE 2002). Thus, the central question of GIA is: “Does a policy measure reduce, maintain or increase the gender inequalities between women and men?” (EIGE 2018).

The German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (BMU) developed a GIA model for environment policy in 2004, in collaboration with the Institute for Social-Ecological Research (ISOE): The environmental Gender Impact Assessment is the specific review of an environmental policy measure by using a GIA stage model. Its main stages are:

- **Relevance (Pre Test):** In the first step it is checked whether the implementation of a GIA is relevant to the examined policy measure or not. Are persons directly or indirectly affected by the measure or parts of it and to what extent? At the end of this step, the decision is made if a GIA should be implemented or not.
- **Gender Impact Analysis (Main Test):** In the second step, the gender impacts are analyzed. Which factors of the policy measure are influencing women and men, as well as gender relations? The aim of this working step is to provide a detailed description of relevant gender aspects of the examined policy measure that will lay the foundations for the subsequent rating.
- **Rating and Voting:** In the third step, the analyzed gender impacts are evaluated and improvements are developed. At the end these are again tested: Are gender aspects sufficiently taken into account within the new recommendations? Is gender equality better addressed by the measure than before the measure?

GIA has enormous potential in this regard: beyond avoiding negative effects it can also be used in a transformative way as a tool for defining gender equality objectives and formulating policies that proactively promote gender equality. Sex differences, and gender differences in terms of roles and identities are important to understand so that we can improve chemicals and waste management. But we can go a step further: We also need to understand structural causes of gender inequalities, environmental degradation and pollution. Gender injustices and gender inequalities are symptoms of androcentric structures in societies. Using GIA helps to see these connections and to find better solutions.

Therefore, the following gender dimensions of environment policies by Spitzner et al. (2020) provide a comprehensive analytical framework, and the key questions for each working step in this chapter are based on it:

- Socio-economic - Keywords: gender division of labor, access to resources, property ownership, poverty, income, education access
- Socio-Cultural - Keywords: cultural patterns and norms, religion
- Socio-psychological - Keywords: gender roles, gender identity, gender-specific behavior, risk perception, attitudes, life expectancy (behavior related)
- Legal - Keywords: anti-discrimination, protection, land rights
- Political - Keywords: governance, power, policy instruments, policy mixes, participation, empowerment
- Physical, biological - Keywords: different physiological response to chemical exposure, pollution, life-expectancy

For working with GIA, we advise you to:

→ **Choose one or two specific policy measures** or projects in your focused chemical sector or problem area from STEP 3.

→ **Work together** with your group, especially with gender experts or women's organizations (if possible).

→ **Please note:** By looking at data of women and men in the GIA respectively, we aim to better understand different life situations and the potential impact of policies. Additionally, it helps us to identify gender data gaps. At the same time, the dilemma remains that gender-differentiated studies may indirectly reproduce socially constructed gender binarity and exclude gender-diverse people.

Useful resources

- European Institute for Gender Equality (EIGE) (2018): Homepage: <http://eige.europa.eu/gender-mainstreaming/methods-tools/gender-impact>.
- Institute for Social-Ecological Research (ISOE) (2002): Gender Impact Assessment in the Field of Radiation Protection and the Environment. Concluding Report. https://www.bmu.de/fileadmin/bmu-import/files/pdfs/allgemein/application/pdf/gia_abschlussbericht_uk.pdf
- Spitzner, Meike et al. (2020): Interdependente Genderaspekte der Klimapolitik. Gendergerechtigkeit als Beitrag zu einer erfolgreichen Klimapolitik: Wirkungsanalyse, Interdependenzen mit anderen sozialen Kategorien, methodische Aspekte und Gestaltungsoptionen. Abschluss bericht. Umweltb). https://www.umweltbundesamt.de/sites/default/files/medien/1410/publikationen/2020-02-06_texte_30-2020_genderaspekte-klimapolitik.pdf
- Verloof, Mieke/Roggeband, Connie (1996): Gender Impact Assessment: The Development of a New Instrument in the Netherlands. In: Impact Assessment 14/996, 3-20. <https://www.tandfonline.com/doi/abs/10.1080/07349165.1996.9725883>



4.3 Analysing gender impact

Analyze which factors of the policy measure are influencing women and men, as well as gender relations by collecting sex/gender-disaggregated data and information and conduct interviews to get primary data and a deeper understanding through experiences from women and men on the ground.

It might help to use the following questions:

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 change?

Are there gender-specific consumption patterns that need to be considered?

4.4 Assessing gender impact

Assess the identified effects!

Question: *Are the impacts of the initiative on gender equality neutral, positive or negative?*

Tick the boxes below.

Impact on....	gender-neutral	gender-positive	gender-negative
health			
income			
care work/ use of time			
security			
labour market			
consumption			
education/ information			
human rights			
decision-making power			

Further information and tools

Difficulties – How to handle them?

Integrating gender is a promising activity but not always easy. The following describes common challenges and potential solutions for addressing them.

Lack of interest

Most stakeholders working in chemicals management are not primarily concerned with gender. Often, people simply know very little about gender issues. However, gender mainstreaming offers a wealth of tools and approaches for cooperation and sustainable development – hence, there is a lot of potential for the sound management of chemicals and wastes as well.

→ *Potential solution:* Demonstrating the relevance and potential of gender mainstreaming can generate interest. Offering studies and publications, online courses or webinars on the interconnection of gender and chemicals to colleagues is key to raise awareness. Have a look at our lists of resources in Step 1.

Differences in understanding and language

Gender is a complex issue, and there is a variety of concepts and definitions. Even among colleagues that are specifically targeting gender issues it can be difficult to develop shared language and common understanding.

→ *Potential solution:* A first meeting with stakeholders to exchange on gender and chemicals, and its importance in your country as well as trainings with gender experts can help developing a shared understanding, particularly in the beginning. Lengthy discussions about wording can be avoided using effective facilitation.

Accusation of ideology

Gender is a political issue – it's about changing inequalities and power relations. This is why gender is often at the center of political debates. On the other hand, gender is a very personal issue as it affects everyone. In this complex detanglement people feel sometimes misunderstood, are getting afraid or feel personally attacked. In reaction some people and political parties/ movements accuse gender studies of being unscientific or just an ideology, often in a polemic way.

→ *Potential solution:* The change in gender relations is part of historical developments and it's important to debate it together in our societies. Showing a strong willingness to invite everyone with different background, knowledge and personal/ cultural experiences in these debates is key. Sometimes a personal conversation or telephone call might help to find a common ground. However, polemic attacks, especially when they are getting personal, are a no-go and the dialogue should be stopped. For a substantive discussion of the ideology accusation we recommend the publication "Gender, Scientificity and Ideology" (2014) by Frey et. al.

Complexity of gender & other inequality aspects

Gender is a social variable, which crosscuts with other social variables such as age, ethnicity, class, religion, disability and sexual orientation. Intersectionality refers to the fact that these social variables interact, and that the individual is at the crossroads of these. For instance, a woman is never merely a woman but always has a certain ethnicity, age, sexual orientation etc. Trying to consider all these different inequality aspects can lead to a feeling of overwhelmingness, especially in the practical implementation.

→ *Potential solution:* Keep in mind that all categories of diversity are interconnected and can lead to overlapping forms of discrimination. Try to include it at least in some points of your work and begin with those diversity aspects that you regard as most relevant. Collect research gaps, questions and data on intersectionality that comes across your way for future activities.

Lack of capacity and diminishing motivation

Considering and integrating gender aspects is highly desirable but a long-term and sometimes challenging process. Over time, motivation and engagement can decrease, particularly among stakeholders who are working on gender voluntarily and in addition to their full workload.

→ *Potential solution:* It is key to consider and respect capacity limits, e.g. due to care obligations stakeholders (often women) may have in their personal and family lives. Institutionalizing gender activities through creating a specific desk or role (e.g. national gender focal point) can relieve from time-consuming parts of the work, and help keep up their motivation to implement gender activities in the long run.

Basic gender indicators for project design

The following basic indicators can be used to assess the integration of gender in a project, and to identify future needs.

Level	Indicators	Assessment
Organisational level	<ul style="list-style-type: none"> • Equal representation of women and men / increasing participation of women. • There are women in leadership positions. • Women's organisations/ gender experts are engaged • Attention is paid to gender-sensitive communication 	Yes/no Yes/no Yes/no Yes/no
Content level	<ul style="list-style-type: none"> • A gender analysis/ gender impact assessment has been conducted <p>If gender has been confirmed as a relevant dimension through gender analysis/ gender impact assessment:</p> <ul style="list-style-type: none"> • Organizer(s) gives a public commitment statement on gender equality. • Gender activities are being undertaken. • A gender-sensitive project plan has been developed. • Gender-sensitive monitoring is being conducted, using specifically developed indicators. • Gender-disaggregated data are being generated. • There is an appropriate budget for gender activities. 	Yes/no If irrelevant, no assessments from here onwards Yes/no Yes/no Yes/no Yes/no Yes/no

Assessment:

Mostly Yes: gender is taken into account. The project can contribute to gender equality and demonstrate results and measures towards gender justice by the end of the project.

Yes and No in equal measure: gender is partly taken into account; it is likely to contribute to gender equality to a certain extent.

Mostly No: the project is gender blind; project activities will likely not contribute to gender equality; it could even contribute to maintaining unequal power relations between women and men or exclude certain stakeholder groups from participating or benefitting.

Glossary of terms

The definitions provided below have been copied, or adapted, from the mentioned references, especially the UN Women Gender Equality Glossary.

Gender refers to the roles, behaviors, activities, and attributes that a given society at a given time consider appropriate for men and women. Cultural and social contexts, including characteristics such as age, ethnicity, socialization, economic background and education co-determine the understanding of gender and associated gender specific roles and identities. A gender-responsive approach will not focus solely on women, nor will it focus solely on men. In contrary, Sex refers to the physical and biological characteristics by which most of our societies distinguish males and females. But research is showing that sex may be far more complex than the traditional male-female binary.

Gender activities are structural-organizational as well as thematic-content-related activities that contribute to gender equality.

Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.

Gender budgeting gender budgeting is an application of gender mainstreaming in the budgetary process. It involves conducting a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures in order to promote gender equality. In short, gender budgeting is a strategy and a process with the long-term aim of achieving gender equality goals.

Gender/Sex-disaggregated data refers to data that is cross-classified by gender/sex, presenting information separately for men and women. When data is not disaggregated by gender/sex, it is more difficult to identify real and potential inequalities.

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

Gender mainstreaming is the chosen approach of the United Nations system and international community toward realizing progress on women's and girl's rights, as a sub-set of human rights to which the United Nations dedicates itself. It is not a goal or objective on its own. It is a strategy for implementing greater equality for women and girls in relation to men and boys. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs 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.

Gender relations are the specific sub-set of social relations uniting men and women as social groups in a particular community, including how power and access to and control over resources are distributed between the sexes. Gender relations intersect with all other influences on social relations – age, ethnicity, race, religion – to determine the position and identity of people in a social group. Since gender relations are a social construct, they can be transformed over time to become more equitable.

Gender roles refer to social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls (see gender division of labour). Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions. Like gender itself, gender roles can evolve

over time, in particular through the empowerment of women and transformation of masculinities (UN Women 2017).

Gender perspective is a way of seeing or analysing which looks at the impact of gender on people's opportunities, social roles and interactions. This way of seeing is what enables one to carry out gender analysis and subsequently to mainstream a gender perspective into any proposed program, policy or organization.

Levels of integrating gender into projects	
gender-blind	no gender analysis in project planning; project does not take into account different gender roles and different needs → might reinforce gender inequalities
gender-neutral	gender analysis showed that gender is not relevant, women and men participate and benefit equally → status quo is maintained by the project
gender-sensitive	gender roles and diverse needs of women and men are taken into account → project contributes to gender equality; mostly in the project's thematic context
gender-responsive/-transformative	the project aims to change the deep-rooted structures underpinning gender inequalities → project transforms gender relations
projects focusing on gender equality	gender actions and/or the empowering of women and girls are the focus of the project → mostly with direct connection to the women's movement and a feminist agenda

Additional guidance and toolkits

Gender and Water Alliance/ Women2030 (2018):: #Women2030 Master Manual for Training of Trainers: Building knowledge, skills, and capacity to implement gender- responsive SDGs
Online at: <https://www.women2030.org/women2030-training-master-manual-building-capacity-for-change/>

GenderCC (2009): gender into climate policy. Toolkit for climate-experts and decision making. Online at: https://gendercc.net/fileadmin/inhalte/dokumente/5_Gender_Climate/toolkit-gender-cc-web.pdf

GenderCC: Gamma - Gender Assessment and Monitoring of Mitigation and Adaptation. Online at: https://unfccc.int/files/gender_and_climate_change/application/pdf/gendercc-gamma-tool.pdf

Hemmati/Holthaus (2019): Gender in Multi-Stakeholder Partnerships (MSP). Online at: https://www.bmz.de/rue/includes/downloads/MAPInternalGuidanceNote_gb.pdf

UNDP (2015): Gender Responsive National Communications Toolkit. Online at: <https://www.undp.org/content/undp/en/home/librarypage/womens-empowerment/gender-responsive-national-communications.html>

UNDP (2019): Gender Analysis and Nationally Determined Contributions (NDCs). Online at: <https://www.ndcs.undp.org/content/ndc-support-programme/en/home/impact-and-learning/library/gender-analysis-and-ndcs--short-guidance-for-government-stakehol.html>

UNEP (2021): Incorporating gender dimensions into national strategy setting in chemicals management for Minamata Convention National Action Plans for ASGM and Stockholm Convention National Implementation Plans. <https://we-docs.unep.org/bitstream/handle/20.500.11822/36587/GenderNAP.pdf?sequence=3&isAllowed=y>

UN Women/Sida GRB Project/Friederich Ebert Foundation (2016): Gender-Responsive Budgeting: Analysis of Budget Programmes from Gender Perspective. <https://eca.unwomen.org/en/digital-library/publications/2016/05/gender-responsive-budgeting--analysis-of-budget-programmes-from-gender-perspective>

WECF (2018): The gender impact assessment and monitoring tool. Online at: <https://www.wecf.org/the-gender-impact-assessment-and-monitoring-tool/>

Well done! - Share your experiences

Thank you for working with this guidance for a gender-responsive national chemicals policy. We hope you enjoyed the workbook!

You can celebrate your successes and enjoy communicating them to the outside world! Share your successes with your SAICM regional focal points, present your activities at regional and international meetings and become a member of our “Women and Gender at SAICM”-Group to help other SAICM National Focal Points and the SAICM process benefit from your experience.

Feel free to share your experiences under the hashtag #GenderChemicalsRoadMap
If you have any questions, suggestions, or feedback, please don't hesitate to contact us:

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www.gender-chemicals.org





Download the Gender and Chemicals Road Map at:
<http://gender-chemicals.org/road-map>