



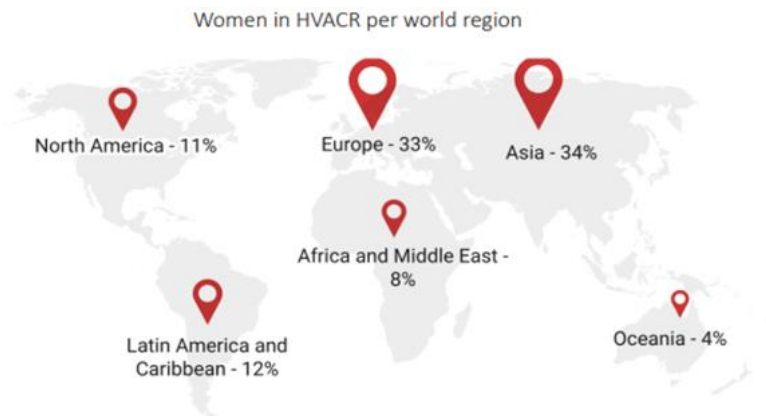
# Gender Mainstreaming in the RAC sector

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# WHAT IS THE PARTICIPATION OF WOMEN IN THE RAC SECTOR?

## Roles

- **technical roles**
- **RAC businesses leadership**
- **RAC business ownership**
- **Government**



Created with Datawrapper

**Source: Women in Cooling survey, IRR/UNEP**

## WHAT ARE THE DIFFERENCES BETWEEN MEN AND WOMEN IN THE RAC SECTOR? I

**In each country, stakeholder groups, the consumption sector and the NOUs can assess possible differences in exposure, by considering possible biological differences in the impact of toxic substances:**

**Are there differences in the adverse physiological impacts of specific ozone-depleting substances or their replacements on women's and men's bodies?**

*Note: including, but not limited to, special consideration of pregnant and lactating women)*



## WHAT ARE THE DIFFERENCES BETWEEN MEN AND WOMEN IN THE RAC SECTOR? II



### **Workplace**

What is the average gender ratio in jobs that entail exposure to toxic substances? Is there a de-facto gender-segregation with regards to certain occupations or activities that impacts exposure?



### **Consumers:**

Are the affected products mainly used by women or men?



### **Awareness:**

Is there a gender-related difference in the level of awareness in how to handle toxic substances?

## BARRIER'S TO WOMEN'S PARTICIPATION IN THE RAC SECTOR

### Perceptions

that gender equality can only be achieved by overcoming societal barriers and cultural norms, tends to limit gender-responsive action

### Best Practices

lack of concrete examples that would help to identify opportunities to ensure effective gender mainstreaming

### Beliefs

that **environmental protection programmes** cannot influence social norms within their scope of action  
needs to be overcome

### Knowledge

insufficient knowledge of how to effectively mainstream gender in respective policies and plans

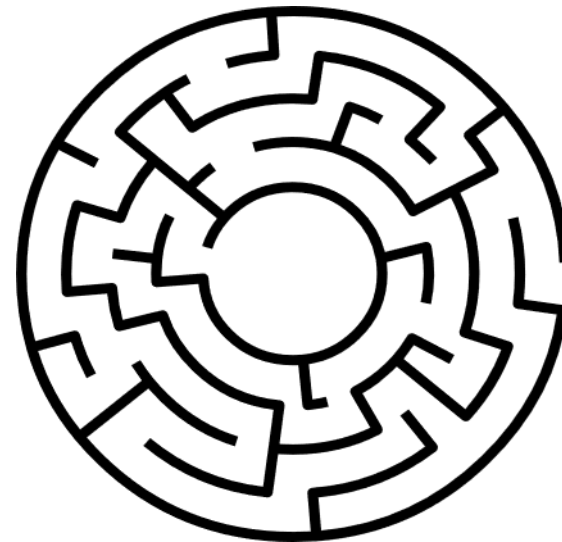
## ENTRY POINTS FOR GENDER ACTION I

### Increasing the participation of women in the RACHP value chain

- Education and skills are the different skills, capacities, and aspirations of women and men.
- Project/programme inclusion: equal access to and benefits derived from all aspects of a project or programme regardless of gender.

### Promoting women economic empowerment through entrepreneurship

- Access to and control over resources: access to and control over land, credit, capital, financial services, business services, technology, skills, education, social programmes, etc.
- Women in leadership: political representation and representation at decision-making levels within firms.





## ENTRY POINTS FOR GENDER ACTION II

### Participating in the current gender debate and promoting a gender-responsive culture

- Labour force characteristics: division of labour (participation levels and sectoral segregation).
- Household and care work responsibilities: labour division within the household and the community.

### Promoting gender equality through policy

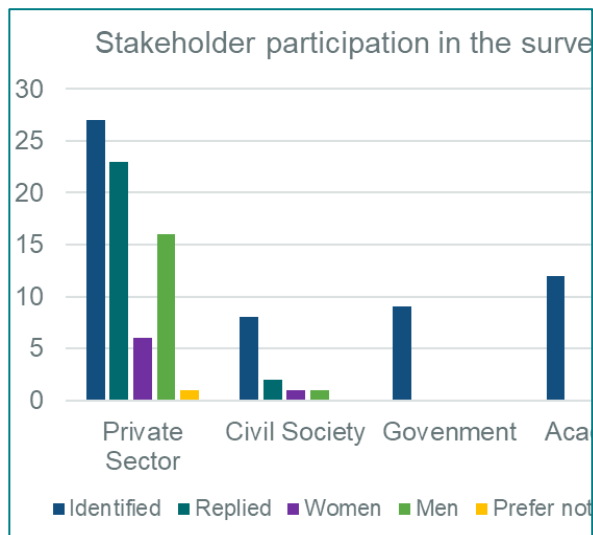
- Cultural norms: laws, social norms and attitudes within a community that define what women and men can/should do.
- Prevention of gender-based violence.



## MEASURING WOMEN'S PARTICIPATION



**Inclusive Governance**  
COPA promotes gender balance in technical working groups and decision-making processes.



**Sex-Disaggregated Data**  
COPA collects sex-disaggregated data to inform gender-responsive planning and monitoring.



**Gender-Responsive Training**  
COPA provides training to participating countries on integrating gender considerations into project activities.



## EXAMPLE I - MEASURING WOMEN´S PARTICIPATION

**Provide a baseline of women´ s participation in the RAC sector to Botswana**

**Women´ s participation data is available with the key stakeholders but is not readily available or systematized.**

- Stakeholder mapping
- Surveying
- Interviewing
- Data Analysis



**First of a kind for the SADC region?**

## EXAMPLE II - WOMEN AS SECTORIAL ROLE MODELS

The recognition that women in the sector are change agents who can influence men and women alike, to promote increased women's participation



### Workshop to

1. Provide a space for women in the sector to recognized their influence as role models in RACHP sector.
2. Create the social commitment that participants can advocate for increased women's participation in the sector.





***Thank you!***