

Environmental Management Branch Indicator Framework

Category	EMB outputs and activities	Possible GEEW Outputs	Possible GEEW Indicators	Indicative GEEW Outcomes	Tools needed
Global	Support global policy and deployment frameworks such as the Green Industry Platform, the Global Network for Resource Efficient and Cleaner Production (RECPnet), the Partnership for Action on Green Economy (PAGE), WIPO green and the Climate Technology Centre and Network (CTCN)	<p>Needs and impact assessments, including on possible gender-differentiated outcomes of policy and deployment frameworks, are undertaken (including collection of sex-disaggregated data)</p> <ul style="list-style-type: none"> • Policymakers received appropriate training on gender implications of global policy and deployment frameworks • Associations and networks focusing on GEEW are included in policy consultations • Gender is mainstreamed in any content of online platforms and specific information on gender is made available • Gender is mainstreamed in global policy and deployment frameworks • Gender parity and gender considerations are an integral part of recruitment processes (e.g. specific encouragement of women to apply, job advertisements circulated widely and through channels accessible for women and men, gender as a required competency in ToRs, interview question on gender) 	<ul style="list-style-type: none"> • Number of gender-sensitive assessments • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) • Percentage of policy decisions in which associations and networks focusing on GEEW have been consulted • Nr of gender-specific content posted through online-platforms (e.g. uploads/ links to gender publications, references to gender networks, announcement of gender events) • Number of gender-references included in policy and deployment frameworks • Percentage of women and men represented in policymaking organs/structures • Nr of specific measures undertaken to recruit women 	<ul style="list-style-type: none"> • Global policy and deployment frameworks achieve better impact as women and men contribute and benefit more equally from interventions • Women and men are recognized as important actors and are more equally represented in global leadership and decision-making positions • Visibility and understanding of gender-specific needs and priorities related to environmental management is increased 	<ul style="list-style-type: none"> • ToR templates
	Promote Green Industry (GI) entrepreneurship and innovation through awards (such as CP Award, Global CL Award, SEED Gender Equality Award)	<ul style="list-style-type: none"> • SEED award is widely promoted and suitable winner selected • Specific provisions are made to encourage women to apply for GI awards • Gender considerations are an integral part of the assessment criteria of GI award applications 	<ul style="list-style-type: none"> • Nr of applications received for SEED award • Percentage of women and men applying for awards • Percentage of men and women winning awards • Nr of gender-references in applications received for awards • Nr of gender-references in award-winning initiatives 	<ul style="list-style-type: none"> • Environment is created that enables women and men to participate in GI award competition and be featured as champions • Initiatives that win GI awards are gender-sensitive and serve as good practice examples 	

	<p>Develop regional and national Green Industry (GI) strategies to promote industrial development that is economically viable, environmentally sound and socially inclusive</p>	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes of GI strategies, are undertaken (including collection of sex-disaggregated data) • Policymakers receive appropriate training on gender implications of GI strategies • Associations and networks focusing on GEEW are included in development of GI strategies • Gender is mainstreamed in GI strategies 	<ul style="list-style-type: none"> • Number of gender-sensitive assessments • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) • Percentage of time dedicated to gender in GI strategy development processes • Percentage of GI strategy development processes in which associations and networks focusing on GEEW have been consulted • Number of gender- references included in GI strategies 	<ul style="list-style-type: none"> • GI strategies achieve better impact as women and men contribute and benefit more equally from interventions • Visibility and understanding of gender-specific needs and priorities related to the GI is increased 	
	<p>Organize, participate in and contribute to global conferences to raise awareness, promote partnership and disseminate information</p>	<ul style="list-style-type: none"> • Stakeholders involved in global conferences are gender sensitized and aware of the benefits of gender mainstreaming • Associations and networks focusing on GEEW are included in global conferences • Provisions are made towards greater gender parity at global conferences (e.g. invitation of women speakers/panellists, encouragement of delegations to send women) • Gender is mainstreamed in information material prepared (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Specific partnerships with organisations working on GEEW are established and information material prepared is disseminated through these channels (e.g. GGCA network) 	<ul style="list-style-type: none"> • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) • Percentage of time dedicated to gender during global conferences • Percentage of global conferences in which associations and networks focusing on GEEW have participated • Percentage of women and men participating at global conferences • Percentage of women and men presenting at global conferences • Information material is gender-sensitive (yes / no) • Percentage of information material disseminated through specific channels dedicated to GEEW 	<ul style="list-style-type: none"> • Women and men are recognized as important actors and are more equally represented at global conferences • Visibility and understanding of gender-specific needs and priorities related to environmental management is increased • Additional GEEW-environmental management initiatives at various levels are supported as a wider and more diverse audience has access to and benefits from the knowledge and information generated 	
	<p>Develop and disseminate publications of best practices, lessons learned and research findings</p>	<ul style="list-style-type: none"> • Gender is mainstreamed in knowledge products developed (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Specific knowledge products on gender are developed, including a 'business case' for gender mainstreaming • Gender-related research/evidence and sex-disaggregated data is collected and processed (e.g. in form of case studies, statistics) 	<ul style="list-style-type: none"> • Knowledge products are gender-sensitive (yes / no) • Nr of gender-specific knowledge materials developed • 'Business case' developed on gender mainstreaming (yes/no) • Research/evidence and sex-disaggregated data collected and processed (yes/no) • Percentage of knowledge material disseminated through specific channels focusing on GEEW 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to the sector is increased • Additional GEEW-environmental management initiatives at various levels are supported as a wider and more diverse audience has access to and benefits from the knowledge and information 	

		<ul style="list-style-type: none"> • Specific partnerships with organisations working on GEEW are established and knowledge material prepared is disseminated through these channels (e.g. GGCA network) 		generated	
	Strengthen the capacity of public and private-sector support institutions to assist SMEs to increase their water productivity through reduced water withdrawals, increased water use efficiency, and increased water reuse and recycling	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes of water productivity related policies and technologies, are undertaken (including collection of sex-disaggregated data) • Gender is an integral part of any capacity-building provided; where needed specific events on gender are held (e.g. workshops, trainings, briefings) • Gender is mainstreamed in training materials used (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Associations and networks focusing on GEEW are included in capacity-building initiatives 	<ul style="list-style-type: none"> • Number of gender-sensitive assessments • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) • Percentage of time dedicated to gender during capacity-building initiatives • Percentage of women and men participating in capacity-building initiatives • Percentage of women and men presenting at capacity-building initiatives • Training material is gender-sensitive (yes/no) • Percentage of capacity-building initiatives in which associations and networks focusing on GEEW have participated 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to water productivity is increased • Technical solutions applied achieve better impacts as women and men’s needs and priorities, as well as knowledge and skills, are considered to an increased extent 	<ul style="list-style-type: none"> • Gender-sensitive training materials
	Strengthen the capacity of public and private-sector support institutions to assist SMEs to minimize their water pollution discharges through the application of the UNIDO Transfer of Environmentally Sound Technologies (TEST) methodology	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes related to water pollution discharges, are undertaken (including collection of sex-disaggregated data) • Gender is an integral part of any capacity-building provided; where needed specific events on gender are held (e.g. workshops, trainings, briefings) • Gender is mainstreamed in training materials used for capacity building of stakeholders (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Associations and networks focusing on GEEW are included in capacity-building initiatives (e.g. workshops, trainings) 	<ul style="list-style-type: none"> • Number of gender-sensitive assessments • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) • Percentage of time dedicated to gender during capacity-building initiatives • Percentage of women and men participating in capacity-building initiatives • Percentage of women and men presenting at capacity-building initiatives • Training material is gender-sensitive (yes/no) • Percentage of capacity-building initiatives in which associations and networks focusing on GEEW have participated 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to water pollution is increased • Technical solutions applied achieve better impacts as women and men’s needs and priorities, as well as knowledge and skills, are considered to an increased extent 	<ul style="list-style-type: none"> •
	Assist in the creation of the necessary policy environment for the application of the ecosystem approach	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes related to sustainable use of water resources, are undertaken (including collection of sex-disaggregated data) 	<ul style="list-style-type: none"> • Number of gender-sensitive assessments • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to the sustainable use of water resources is increased 	

	<p>to the management and sustainable use of water resources from river basins and coastal and marine areas, including large marine ecosystems</p>	<ul style="list-style-type: none"> • Gender is an integral part of any capacity-building provided; where needed specific events on gender are held (e.g. workshops, trainings, briefings) • Gender is mainstreamed in training materials used for capacity building of stakeholders (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Associations and networks focusing on GEEW are included in capacity-building initiatives (e.g. workshops, trainings) • Specific knowledge product on gender and sustainable use of water resources is developed • Gender is mainstreamed in any policies developed 	<ul style="list-style-type: none"> • Percentage of time dedicated to gender during capacity-building initiatives • Percentage of women and men participating in capacity-building initiatives • Percentage of women and men presenting at capacity-building initiatives • Training material is gender-sensitive (yes/no) • Percentage of capacity-building initiatives in which associations and networks focusing on GEEW have participated • Specific knowledge product on gender is developed (yes/no) • Nr of gender-references included in policies 	<ul style="list-style-type: none"> • Solutions applied achieve better impacts as women and men's needs and priorities, as well as knowledge and skills, are considered to an increased extent 	
	<p>Support the introduction of technologies and policy reforms to minimize the use and discharge of heavy metals into waterways, including mercury from small-scale mining operations</p>	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes of technologies and policy reforms, are undertaken (including collection of sex-disaggregated data) • Gender is an integral part of any capacity-building provided; where needed specific events on gender are held (e.g. workshops, trainings, briefings) • Gender is mainstreamed in training materials used for capacity building (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Associations and networks focusing on GEEW are included in policy consultations • Specific training opportunities for women in developing and using environmentally sound technologies are available with specific incentives and facilities (e.g. scholarships for women graduates, campaigns, mentorship programmes) 	<ul style="list-style-type: none"> • Nr of gender-sensitive assessments • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) • Percentage of time dedicated to gender during capacity-building initiatives • Percentage of women and men participating in capacity-building initiatives • Percentage of women and men presenting at capacity-building initiatives • Percentage of capacity-building initiatives in which associations and networks focusing on GEEW have participated • Training material is gender-sensitive (yes/no) • Percentage of women and men developing environmentally sound technologies • Percentage of women and men using environmentally sound technologies 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to the use and discharge of heavy metals into waterways is increased • More women have technical skills and experience in technology development and usage, and therewith better chances for employment in the sector 	

	<p>Actively participate in, and collaborate with, water-related global forums, partners and conventions, including the Global Environment Facility, the Minamata Convention on Mercury, and United Nations system-wide initiatives such as UN-Water, the World Water Assessment Programme, UN-Oceans and the Global Mercury Assessment</p>	<ul style="list-style-type: none"> • Suggestion to include associations and networks focusing on GEEW as collaborators and invite them to relevant events (e.g. conferences, workshops) is presented to decision-makers • Suggestion to mainstream gender in existing information/ knowledge material is presented to decision-makers (e.g. through dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Suggest to make gender parity and gender considerations an integral part of recruitment processes (e.g. specific encouragement of women to apply, job advertisements circulated widely and through channels accessible for women and men, gender as a required competency in ToRs, interview question on gender) • Advocacy work and awareness raising on gender and water is undertaken at events (e.g. through side events, thematic working lunches, informal discussions) • Experiences and information on gender mainstreaming are exchanged through formal and informal networks (e.g. individual colleagues, working groups, specific gender and water networks), processed and documented (e.g. in form of case studies, statistics) 	<ul style="list-style-type: none"> • Nr of communications with decision-makers related to gender • Nr of specific gender events held (e.g. side events, thematic working lunches) • Percentage of time dedicated to gender during events • Percentage of events in which associations and networks focusing on GEEW have participated • Information/knowledge material is gender-sensitive (yes/no) • Percentage of women and men represented in policymaking organs/structures • Nr of formal, gender-related exchanges • Nr of experiences on gender mainstreaming documented 	<ul style="list-style-type: none"> • Women's participation and leadership in the water sector is promoted • Visibility and understanding of gender-specific needs and priorities related to the entire water sector is increased • Initiatives related to the water sector achieve better impacts and are more efficient through the generation of new knowledge and active exchange of experiences and information • Additional GEEW-water management initiatives at various levels are supported, as a wider and more diverse audience has access to and benefits from the knowledge and information generated 	
<p>CPU</p>	<p>Create and deepen the national markets and policy environment for cleaner and more sustainable production by supporting the establishment of NCPCs and strengthening the capacities of existing NCPCs</p>	<ul style="list-style-type: none"> • NCPC staff is gender sensitized and aware of the benefits of gender mainstreaming • Gender is an integral part of any capacity-building provided by NCPCs; where needed specific events on gender are held (e.g. workshops, trainings, briefings) • Gender is mainstreamed in training materials used for capacity building (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Women and men have access to technical trainings; where needed, specific training 	<ul style="list-style-type: none"> • Nr of Training of Trainers held for NCPC staff on gender • Nr of specific gender events held • Percentage of time dedicated to gender during capacity-building initiatives • Percentage of women and men participating in capacity-building initiatives • Percentage of women and men presenting at capacity-building initiatives • Nr of women and men working in NCPCs / plants • Nr of specific measures undertaken to recruit women • Training material is gender-sensitive 	<ul style="list-style-type: none"> • More women have technical skills and experience in technology development and usage, and therewith better chances for employment in the sector • Women and men are recognized as important actors and are more equally represented in the labour force on cleaner production • Future recruitment processes of women are simplified due to database of fe- 	<ul style="list-style-type: none"> • Training material for NCPC staff on gender • Standardized training module on gender that captures issues in relation to the whole unit (or even branch) • Business case for gender

		<p>opportunities for women are available with specific incentives and facilities (e.g. scholarships for women graduates, campaigns, mentorship programmes)</p> <ul style="list-style-type: none"> • Provisions are made to ensure gender/family-friendly work environments (e.g. separate bathrooms for women and men, safe transportation to work, child care facilities) • Gender parity and gender considerations are an integral part of any recruitment processes (e.g. specific encouragement of women to apply, job advertisements circulated widely and through channels accessible for women and men, gender as a required competency in ToRs, interview question on gender) • Database on qualified women candidates is established • Gender is an integral part of any reporting (e.g. to companies) 	<p>(yes/no)</p> <ul style="list-style-type: none"> • Work environments are gender/family-friendly (yes / no) • Database on qualified women candidates available (yes / no) • Nr of gender-references in reporting 	<p>male experts</p>	<p>mainstreaming</p>
	<p>Support the scaling up and mainstreaming of RECP and the transfer and deployment of EST, including through eco-industrial parks, innovative chemical solutions and business models, sustainable product innovation and CSR</p>	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes of RECPs and ESTs, are undertaken (including collection of sex-disaggregated data) • Women and men have access and participate in any stakeholder dialogues and consultations • Gender is an integral part of any capacity-building provided; where needed specific events on gender are held (e.g. workshops, trainings, briefings) • Gender is mainstreamed in training materials used for capacity building (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Women and men have access to technical trainings; where needed, specific training opportunities for women are available with specific incentives and facilities (e.g. scholarships for women graduates, campaigns, mentorship programmes) • Provisions are made to ensure gen- 	<ul style="list-style-type: none"> • Nr of gender-sensitive assessments • Nr of women and men participating in stakeholder dialogues / consultations • Nr of specific gender events held • Percentage of time dedicated to gender during capacity-building initiatives • Percentage of women and men participating in capacity-building initiatives • Percentage of women and men presenting at capacity-building initiatives • Training material is gender-sensitive (yes / no) • Work environments are gender/family-friendly (yes / no) • Nr of women and men working in RECP/ transfer and deployment of EST • Nr of specific measures undertaken to recruit women 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to RECP and transfer and deployment of ESTs is increased • More women have technical skills and experience in RECP and transfer and usage of ESTs, and therewith better chances for employment in the sector • Women and men are recognized as important actors and are more equally represented in the labour force related to RECP and transfer and usage of ESTs 	

		<p>der/family-friendly work environments (e.g. separate bathrooms for women and men, safe transportation to work, child care facilities)</p> <ul style="list-style-type: none"> • Gender parity and gender considerations are an integral part of any recruitment processes (e.g. specific encouragement of women to apply, job advertisements circulated widely and through channels accessible for women and men, gender as a required competency in ToRs, interview question on gender) 			
	<p>Strengthen the capacity of public and private-sector support institutions to build up an industrial sector providing environmental services, with a focus on the management of hazardous wastes and on waste recycling, including e-waste</p>	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes related to the management of hazardous waste, are undertaken (including collection of sex-disaggregated data) • Gender is an integral part of any capacity-building provided; where needed specific events on gender are held (e.g. workshops, trainings, briefings) • Gender is mainstreamed in training materials used for capacity building of stakeholders (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Associations and networks focusing on GEEW are included in capacity-building initiatives (e.g. workshops, trainings) 	<ul style="list-style-type: none"> • Number of gender-sensitive assessments • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) • Percentage of time dedicated to gender during capacity-building initiatives • Percentage of women and men participating in capacity-building initiatives • Percentage of women and men presenting at capacity-building initiatives • Training material is gender-sensitive (yes/no) • Percentage of capacity-building initiatives in which associations and networks focusing on GEEW have participated 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to environmental services is increased • Environmental services applied achieve better impacts and are more efficient as women and men's needs and priorities are increasingly considered 	
	<p>Actively participate in, collaborate with and contribute to, RECP-related global forums, including the Green Industry Platform, PAGE, 10YFP and the International Resource Panel, as well as regional sustainable consumption and production roundtables, as well as those focusing on chemicals manage-</p>	<ul style="list-style-type: none"> • Suggestion to include associations and networks focusing on GEEW as collaborators and invite them to relevant events (e.g. conferences, workshops) is presented to decision-makers • Suggestion to mainstream gender in existing information/ knowledge material is presented to decision-makers (e.g. through dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Suggest to make gender parity and gender considerations an integral part of recruitment processes (e.g. specific encourage- 	<ul style="list-style-type: none"> • Nr of communications with decision-makers related to gender • Nr of specific gender events held (e.g. side events, thematic working lunches) • Percentage of time dedicated to gender during events • Percentage of events in which associations and networks focusing on GEEW have participated • Information/knowledge material is gender-sensitive (yes/no) • Percentage of women and men represented in policymaking organs/structures • Nr of formal, gender-related exchanges 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to clean production is increased • Women's participation and leadership in the clean production sector is promoted • Additional GEEW-clean production initiatives at various levels are supported, as a wider and more diverse audience has access to and benefits from the knowledge and information 	

	<p>ment, including the Inter-Organization Programme for the Sound Management of Chemicals (IOMC)</p>	<p>ment of women to apply, job advertisements circulated widely and through channels accessible for women and men, gender as a required competency in ToRs, interview question on gender)</p> <ul style="list-style-type: none"> • Advocacy work and awareness raising on gender and cleaner production is undertaken at events (e.g. through side events, thematic working lunches, informal discussions) • Experiences and information on gender mainstreaming are exchanged through formal and informal networks (e.g. individual colleagues, working groups, specific gender and water networks), processed and documented (e.g. in form of case studies, statistics) 	<ul style="list-style-type: none"> • Nr of experiences on gender mainstreaming documented 	<p>generated</p>	
	<p>Raise awareness of stakeholders on new chemicals and strengthen the capacity of governments in developing their countries' POPs National Implementation Plans (NIPs)</p>	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes of POPs, are undertaken (including collection of sex-disaggregated data) • Stakeholders involved in national POP implementation plan development / updating are gender sensitized and aware of the benefits of gender mainstreaming • Gender is an integral part of any capacity-building provided; where needed specific events on gender are held (e.g. workshops, trainings, briefings) • Gender is mainstreamed throughout national POP implementation plans, and specific gender sections and activities are included • Gender is mainstreamed in knowledge products developed (e.g. dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • NIP updating projects are gender-sensitive (e.g. dedicated gender sections in project documents, gender indicators in M&E frameworks, collection of sex-disaggregated data, specific activities focusing on GEEW) • Gender parity and gender considerations are an integral part of any recruitment 	<ul style="list-style-type: none"> • Nr of gender-sensitive assessments • Nr of specific gender events held (e.g. trainings, workshops, side events, thematic working lunches) • Percentage of time dedicated to gender during consultations / dialogues • Percentage of women and men represented in Steering Committees • Nr of men and women attending trainings • Nr of gender references in national POP implementation plans • Nr of specific gender sections / activities in national POP implementation plans • Knowledge products are gender-sensitive (yes / no) • Nr of women and men working on POPs • Nr of specific measures undertaken to recruit women 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to POPs is increased • Women and men are recognized as important actors and are more equally represented in the labour force on POPs • NIPs achieve better impacts as women and men's needs and priorities, as well as knowledge and skills, are considered to an increased extent • NIP updating projects achieve better impacts as women and men's needs and priorities, as well as knowledge and skills, are considered to an increased extent 	<ul style="list-style-type: none"> • Guidelines on how to mainstream gender in the context of POPs • General checklist of important steps in gender mainstreaming (e.g. when designing projects) • Standardized gender presentation • Database on gender networks and institutions focusing on GEEW • Database on impact assessments • ToR templates

		<p>processes (e.g. specific encouragement of women to apply, job advertisements circulated widely and through channels accessible for women and men, gender as a required competency in ToRs, interview question on gender)</p>			
	<ul style="list-style-type: none"> • Support the transfer of technology and techniques for the introduction of Best Available Technologies (BAT) and Best Environmental Practices (BEP) for POPs minimization and for the environmentally friendly and sound elimination of POPs through introduction of appropriate technologies and approaches. • Support the management of waste streams in a manner that minimizes the generation and release of POPs 	<ul style="list-style-type: none"> • Needs and impact assessments, including on possible gender-differentiated outcomes of POPs, are undertaken (including collection of sex-disaggregated data) • Database on qualified women candidates is established • Staff working on BAT and BEP are gender sensitized and aware of the benefits of gender mainstreaming • Specific knowledge products on gender and POPs are prepared • Specific gender activities are included in waste management projects (e.g. awareness raising on gender-differentiated outcomes of household waste, medical waste) • Gender parity and gender considerations are an integral part of any recruitment processes (e.g. specific encouragement of women to apply, job advertisements circulated widely and through channels accessible for women and men, gender as a required competency in ToRs, interview question on gender) 	<ul style="list-style-type: none"> • Nr of gender-sensitive assessments • Specific knowledge product on gender is developed (yes/no) • Database on qualified women candidates is established (yes / no) • Nr of specific gender events held for staff working on BAT and BEP (e.g. trainings, workshops, side events, thematic working lunches) • Nr of specific gender events held on waste management • Percentage of women and men participating in capacity-building initiatives • Percentage of women and men presenting at capacity-building initiatives • Nr of gender references in documents related to waste management (e.g. project documents, reports, knowledge products) • Nr of women and men working on technology development and transfer • Nr of new jobs created for women and men in the sector 	<ul style="list-style-type: none"> • Visibility and understanding of gender-specific needs and priorities related to BATs, BEPs, and POPs is increased • Women and men are recognized as important actors and are more equally represented in the labour force on BATs, BEPs, and POPs • Waste management projects achieve better impacts as women and men's needs and priorities, as well as knowledge and skills, are considered to an increased extent • Future recruitment processes of women are simplified due to database of female experts 	
<p>Actively participate in, and collaborate with, forums focusing on POPs</p>		<ul style="list-style-type: none"> • Suggestion to include associations and networks focusing on GEEW as collaborators and invite them to relevant events (e.g. conferences, workshops) is presented to decision-makers • Suggestion to mainstream gender in existing information/ knowledge material is presented to decision-makers (e.g. through dedicated gender sections, sex-disaggregated data, information on gender-differentiated impacts, illustrations of men and women) • Suggest to make gender parity and gender considerations an integral part of recruitment processes (e.g. specific encourage- 	<ul style="list-style-type: none"> • Nr of communications with decision-makers related to gender • Nr of specific gender events held (e.g. side events, thematic working lunches) • Percentage of time dedicated to gender during events • Percentage of events in which associations and networks focusing on GEEW have participated • Information/knowledge material is gender-sensitive (yes/no) • Percentage of women and men represented in policymaking organs/structures • Nr of formal, gender-related exchanges 	<ul style="list-style-type: none"> • Women's participation and leadership in the chemicals sector is promoted • Additional GEEW-POPs initiatives at various levels are supported, as a wider and more diverse audience has access to and benefits from the knowledge and information generated 	

		<p>ment of women to apply, job advertisements circulated widely and through channels accessible for women and men, gender as a required competency in ToRs, interview question on gender)</p> <ul style="list-style-type: none"> • Advocacy work and awareness raising on gender and cleaner production is undertaken at events (e.g. through side events, thematic working lunches, informal discussions) • Experiences and information on gender mainstreaming are exchanged through formal and informal networks (e.g. individual colleagues, working groups, specific gender and water networks), processed and documented (e.g. in form of case studies, statistics) 	<ul style="list-style-type: none"> • Nr of experiences on gender mainstreaming documented 		
--	--	---	--	--	--

