



Action funded by  
the European Union

# EU4Environment

Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Training Workshop Series on Gender Sensitization in Greening the National Industry

### AGENDA

#### Armenia

**8-9 February 2021**

**Monday, 8 February 2021**

Start: 10:30 Yerevan time  
End: 14:00

**Tuesday, 9 February 2021**

Start: 10:30 Yerevan time  
End: 14:00

Format: online video conference

Language: English with simultaneous interpretation

Action implemented by:



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## Background

In the context of gender mainstreaming to the programme “European Union for Environment” (EU4Environment), the workshop on gender sensitization for project staff and key stakeholders will be carried out by UNIDO as a part of its work on Resource Efficient and Cleaner Production (RECP) and Circular Economy in the six countries of the Eastern Partnership region.

Gender equality is central to the mandate of UNIDO<sup>1</sup> because the goals of sustainable industrial production and development depend on eliminating social and economic inequalities between men and women. Gender equality is about creating equal opportunities for women and men by enabling them to equally contribute economically, politically, socially and culturally, so that no one is prevented from reaching their full potential because of their gender. Hence, it puts equal value on the varying roles played by women and men in society.

UNIDO provides countries with environmental management and technical assistance to promote the growth of green industry in developing countries and those with economies in transition by improving their industrial environmental performance and by supporting the creation of industries delivering environmentally friendly goods and services. However, gender inequalities, such as the limited access to key productive resources, mean that women are often not able to reach their full potential and they still experience negative consequences related to general poverty, food scarcity, or access to education and training. In this sense, UNIDO works to close the gender gap, to eliminate inequalities, and to ensure that industrial development processes take into consideration the distinct needs and values of women and men.

The EU4Environment aims to make sure that women and men equally contribute to, and benefit from the project activities and outcomes. The gender sensitization training is a part of a larger gender mainstreaming effort that encompasses gender analysis in the Eastern Partnership countries. It assesses the gender-differentiated impacts of the project issues in the six partners countries, it collects sex-disaggregated baseline data, and it identifies government agencies, NGOs, community-based organizations, and women’s associations or groups whose work focuses on gender and the environment. It also assesses gender knowledge and sensitivity of project stakeholders, and develops a plan of action for mainstreaming gender into the project and agendas of its partners.

To support this process in the EaP countries, the training workshop focuses on developing gender knowledge and sensitivity to core project staff (representatives of the national implementing agencies) and to the stakeholders that are critical for the success of the project. This is of utmost importance in making sure gender considerations are adequately considered and accounted in further project implementation. The workshop will be conducted in all the project countries, starting from Armenia, Belarus, Georgia and Ukraine, where UNIDO has already contracted the implementing partners. The contents (especially in terms of national legal framework and country-based statistics) will be adapted to the national context.

### Training objectives, expected outputs, and outcomes

Training objectives:

- 1) Introduce project staff, partners<sup>2</sup> and other stakeholders to gender equality
- 2) Develop the gender sensitivity of the participants
- 3) Identify gender mainstreaming opportunities into RECP and Circular Economy practices
- 4) Build up skills on gender analysis, gender mainstreaming, and the implementation of gender specific activities

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<sup>1</sup> See more at: <https://www.unido.org/unido-gender>

<sup>2</sup> The UNIDO National Implementing Partners (NIPs) of the Circular Economy and New Growth Opportunities component of the EU4Environment Action.

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- 5) Explore the benefits of gender mainstreaming for project partners, especially private companies

The participants will learn:

- Key concepts – gender and sex, discrimination, equal rights, equal opportunities, gender mainstreaming
- Gender stereotypes and how they affect decision-making
- The legal framework on gender – national and international
- Key statistics and parameters on gender in the project countries
- Gender aspects on Resource Efficient and Cleaner Production and Circular Economy

After the training, they will be able to answer the following questions:

- What is gender analysis and how to conduct it?
- What is gender mainstreaming and how to integrate gender implications in the project strategy and activities?
- How to monitor and evaluate gender progress?
- How to integrate gender into regular monitoring and evaluation activities?

### **Participants**

The training workshop will gather representatives of the National Implementing Partner in each of the countries as well as representatives of other key stakeholders identified by the NIP. These include government agencies, NGOs, think tanks, industrial associations, private companies or other entities which are most critical in the successful project implementation of the country.

### **Registration**

To participate in this event, please register here:

[Training Workshop Series on Gender Sensitization in Greening the National Industry \(google.com\)](#)

The tentative number of participants for every workshop is about 20 persons. A recording of the workshop will be made available as a training video for the wider audience, upon the completion of the course. The participants who attended the full duration of the workshop will be provided with training certificates.

### **About the EU4Environment**

The EU4Environment Action aims to help the six partner countries: Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine preserve their natural capital and increase people's environmental well-being, by supporting environment-related action, demonstrating and unlocking opportunities for greener growth, and setting mechanisms to better manage environmental risks and impacts.

The Action is funded by the European Union and implemented by five Partner organisations: OECD, UNECE, UNEP, UNIDO and the World Bank based on a budget of some EUR 20 million. The Action implementation period is 2019-2022.

More information: [www.eu4environment.org](http://www.eu4environment.org)

## Agenda

Time (Yerevan time)	Item
<b>8 February 2021, Day 1</b>	
10:30	<p>Welcoming remarks:</p> <ul style="list-style-type: none"> <li>- <b>Ms. Anna Mazmanyán</b>, Deputy Minister of Environment</li> <li>- <b>Mr. Andrea Baggioli</b>, International Aid and Cooperation Officer, Delegation of the European Union to Armenia</li> <li>- <b>Ms. Tatyana Chernyavskaya</b>, International Project Coordinator, UNIDO</li> <li>- <b>Ms. Anahit Simonyan</b>, Country Representative in Armenia, UNIDO</li> <li>- <b>Ms. Nune Harutyunyan</b>, National Coordinator, Project “Resource Efficient and Cleaner Production (RECP), EU4Environment Program</li> </ul> <p>Introduction: Why we need gender equality in the project, benefits for project, UNIDO requirements</p>
10:50	<p>Ice breaker</p> <p>Exercise that helps participants feel what discrimination or manifestation of inequality looks like and that it may be invisible yet sensitive</p>
11:10	<p>Basic Introduction to gender</p> <ul style="list-style-type: none"> <li>- Key notions – gender and sex, discrimination, equal rights, equal opportunities (presentation)</li> <li>- Gender equality is both human rights and efficiency. <a href="#">Video</a> fragments + presentation</li> </ul>
11:30	<p>Gender stereotypes and the ways we think</p> <ul style="list-style-type: none"> <li>- Exercise – consider what stereotypes about women and men we know and how they affect us? How they affect our professional attitudes?</li> <li>- How the stereotypes emerge, how they impact us and what is negative about them (presentation)?</li> </ul>
11:50	<p>Gender stereotypes and the ways we think</p> <ul style="list-style-type: none"> <li>- Exercise – consider what stereotypes about women and men we know and how they affect us? How they affect our professional attitudes?</li> <li>- How the stereotypes emerge, how they impact us and what is negative about them (presentation)?</li> </ul>
12:20	Break
12:30	<p>Gender in legal provisions (presentation)</p> <ul style="list-style-type: none"> <li>- UNIDO Guidelines</li> <li>- National law on gender, national gender policies in Armenia</li> </ul>
12:50	<p>Gender equality in Armenia (presentation)</p> <ul style="list-style-type: none"> <li>- Statistics and key parameters (access to decision-making and assets, labour, income, gender pay gap, health, social issues, entrepreneurship)</li> </ul>
13:20	<p>Gender in greener economic growth</p> <ul style="list-style-type: none"> <li>- Gender aspects of Resource Efficient and Cleaner Production and Circular Economy (presentation based on UNIDO’s and other guidelines)</li> </ul>
13:50	<p>Wrap up of Day 1</p> <ul style="list-style-type: none"> <li>- Feedback and expectations</li> </ul>

	<ul style="list-style-type: none"> <li>- Homework: <ul style="list-style-type: none"> <li>• Compiling a list of 3-5 gender aspects that directly relate to a participant's job</li> <li>• Suggest 3-5 arguments why mainstreaming gender into RECP/CE project is associated with positive outcomes.</li> </ul> </li> </ul>
<b>9 February 2021, Day 2</b>	
10:30	<p>Introduction</p> <ul style="list-style-type: none"> <li>- What we learnt on Day 1?</li> <li>- Feedback from Day 1</li> <li>- Expectations for today</li> </ul>
10:50	<p>Sensitization exercise</p> <p>Schedule of the day. How much hours a woman and a man allocate to professional duties, house chores, childcare, hobbies, self-care, etc.</p>
11:20	<p>Gender analysis</p> <ul style="list-style-type: none"> <li>- What is gender analysis? What are the scope and methods/tools of gender analysis (presentation)?</li> <li>- How gender analysis can be instrumental to private companies?</li> <li>- Practical exercise – participants are asked to use the gender analysis tools they've just learned to conduct analysis of specific issue related to greener economic growth</li> </ul>
12:00	<p>Break</p>
12:10	<p>Gender mainstreaming</p> <ul style="list-style-type: none"> <li>- What is gender mainstreaming? Examples, methods and tips on gender mainstreaming in greener economic growth projects (video + presentation)</li> <li>- How gender mainstreaming can be instrumental to private companies?</li> </ul>
12:30	<p>Gender mainstreaming</p> <ul style="list-style-type: none"> <li>- Practical exercise – participants are asked to suggest 3 specific ideas on gender mainstreaming in RECP/CE project/in their company (what should be done, what outputs it will bring about, necessary partnerships, responsible persons, resources)</li> </ul>
13:10	<p>Monitoring and Evaluation. Gender impact of the project</p> <ul style="list-style-type: none"> <li>- How to monitor gender mainstreaming in the project? What is gender impact? How to conduct gender impact assessment (presentation including theory, examples and tips)</li> <li>- Practical exercise – participants are asked to develop 3 gender-specific indicators for RECP/CE project/their company</li> </ul>
13:40	<p>Wrap up of the training</p> <ul style="list-style-type: none"> <li>- Summary from participants</li> <li>- Questionnaire to evaluate the training and knowledge/skills learnt (online)</li> <li>- 2 specific activities the participants will do (differently) to mainstream gender after they get back to their jobs</li> </ul>