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EU4Environment
Green Economy in Eastern Partner Countries

**Training Workshop on Gender Sensitization
in Greening the National Industry**

Agenda

Azerbaijan

Date: 11-12 May 2022

Time: 10:00 – 13:50 (Baku time)

REGISTRATION LINK

2 consecutive days, 4 hours each day

Format: online video conference

Language: English/Russian with simultaneous interpretation to Azerbaijani

Action implemented by:



Training agenda (Azerbaijan)

Moderator: Mykhailo Koriukalov

Time (tentative)	Session
DAY 1	
10:00	<p>Welcoming remarks:</p> <ul style="list-style-type: none"> - Ms. Aytakin Guluzada, Deputy Head of Department of Cooperation with International Organizations, The Ministry of Economy (TBC) - Mr. Faig Mutallimov, Head of Division of Ecological Policy, The Ministry of Ecology and Natural Resources (TBC) - Ms. Maryam Haji-Ismayilova, International Aid and Cooperation Officer, European Union Delegation to Azerbaijan - Ms. Sakina Babayeva, Head of Association of Women Entrepreneurship Development in Azerbaijan - Ms. Tatiana Chernyavskaya, EU4Environment Project Manager, Directorate of Environment and Energy, UNIDO
10:20	<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>
10:40	<p>Basic Introduction to gender</p> <ul style="list-style-type: none"> - Key notions – gender and sex, discrimination, equal rights, equal opportunities (presentation)
11:20	<p>Gender stereotypes and the ways we think</p> <ul style="list-style-type: none"> - Exercise – consider what stereotypes about women and men we know and how they affect us. How do they affect our professional attitudes? - How the stereotypes emerge, how they impact us and what is negative about them (presentation)?
12:00	<p>Break</p>
12:10	<p>Gender in legal provisions (presentation)</p> <ul style="list-style-type: none"> - UNIDO Guidelines - National law on gender, national gender policies in Azerbaijan
12:30	<p>Gender equality in Azerbaijan (presentation)</p> <ul style="list-style-type: none"> - Statistics and key parameters (access to decision-making and assets, labour, income, gender pay gap, health, social issues, entrepreneurship)
13:10	<p>Gender in greener economic growth</p> <ul style="list-style-type: none"> - Gender aspects of Resource Efficient and Cleaner Production and Circular Economy (presentation based on UNIDO's and other guidelines)

13:50	<p>Wrap up of Day 1</p> <ul style="list-style-type: none"> - Feedback and expectations - Homework: <ul style="list-style-type: none"> • Compiling a list of 3-5 gender aspects that directly relate to a participant’s job • Suggest 3-5 arguments why mainstreaming gender into RECP/CE project is associated with positive outcomes.
DAY 2	
10:00	<p>Introduction</p> <ul style="list-style-type: none"> - What have we learnt on Day 1? - Feedback from Day 1 - Expectations for today
10:20	<p>Sensitization exercise</p> <ul style="list-style-type: none"> - “Schedule of the day.” How many hours do a woman and a man allocate to professional duties, house chores, childcare, hobbies, self-care, etc.?
11:00	<p>Gender analysis</p> <ul style="list-style-type: none"> - What is gender analysis? What are the scope and methods/tools of gender analysis (presentation)? - How gender analysis can be instrumental to private companies? - 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
11:50	<p>Break</p>
12:00	<p>Gender mainstreaming</p> <ul style="list-style-type: none"> - What is gender mainstreaming? Examples, methods and tips on gender mainstreaming in greener economic growth projects (video + presentation) - How gender mainstreaming can be instrumental to private companies?
12:30	<p>Gender mainstreaming</p> <ul style="list-style-type: none"> - 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)
13:20	<p>Monitoring and Evaluation. Gender impact of the project</p> <ul style="list-style-type: none"> - How to monitor gender mainstreaming in the project? What is gender impact? How to conduct gender impact assessment (presentation including theory, examples and tips)

13:40	<ul style="list-style-type: none"> - Practical exercise – participants are asked to develop 3 gender-specific indicators for RECP/CE project/their company <p>Wrap up of the training</p> <ul style="list-style-type: none"> - Summary from participants - Questionnaire to evaluate the training and knowledge/skills learnt (online) - 2 specific activities the participants will do (differently) to mainstream gender after they get back to their jobs
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Meeting objectives, expected outputs and outcomes

- Introduce project staff, partners¹ and other stakeholders to gender equality
- Develop the gender sensitivity of the participants
- Identify gender mainstreaming opportunities into RECP and Circular Economy practices
- Build up skills on gender analysis, gender mainstreaming, and the implementation of gender specific activities
- Explore the benefits of gender mainstreaming for project partners, especially private companies.

After the training, the participants 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 the NIP in Azerbaijan, as well as representatives of other key stakeholders identified by national coordinator. 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.

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.

¹ The UNIDO National Implementing Partners (NIPs) of the Circular Economy and New Growth Opportunities component of the EU4Environment Action.

Practical Information

The training will take place in a virtual format (Zoom), and will be conducted in English/Russian with simultaneous interpretation into Azerbaijani. To participate in this training, please register using the below link (*after registration, you will receive an automatic email with the meeting link*):

https://us06web.zoom.us/meeting/register/tZludeuorz8qGdPOth_n8lQilZOYJad6kPVu

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 Eastern Partner countries.

Gender equality is central to the mandate of UNIDO 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.

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.

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. In 2020-2021, the workshop has been already conducted in Armenia, Belarus, Georgia and Ukraine in cooperation with UNIDO’s national implementing partners. In spring 2022, the respective workshop will be conducted in two more project countries, Azerbaijan and Moldova. The contents (especially in terms of national legal framework and country-based statistics) is adapted to the national context.

About EU4Environment

The “European Union for Environment” (**EU4Environment**) aims to help the six partner countries: Armenia, Azerbaijan, Belarus, Georgia, the Republic of Moldova, and 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.

For further information, please contact: t.chernyavskaya@unido.org

For more information, please visit our website: www.eu4environment.org.