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OzoNews

A fortnightly electronic news update on ozone and climate protection and the implementation of the Montreal Protocol brought to you by OzonAction

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In this issue:

1. **Interlinkages between the Basel, Rotterdam, Stockholm (BRS) Conventions and the Montreal Protocol: policy, implementation and enforcement**
2. **Green Cooling Summit 2025: Sustainable Cooling and Heating in Buildings**
3. **Montreal Protocol: Group canvasses public education to boost climate action**
4. **Việt Nam slashes ozone-depleting chemical imports in half**
5. **DMRC Technicians Trained on Good Servicing Practices for HCFC and R-290**
6. **China steps up management of ozone-depleting substances, HFCs to tackle climate change**
7. **Customs stop R404A hidden in LPG tanks**
8. **New Technical Brief: The Role of Refrigeration in the Global Economy**
9. **The hole in ozone layer**
10. **National Ozone Unit in The Sustainable Development Department Holds Stakeholders Consultation**
11. **National Ozone Layer Conservation Workshop kicks off today in Cuba**
12. **Toward climate-smart storage: NAPSO explores implications of landmark U.S. cooling legislation for the potato industry**

GLOBAL

1. **Interlinkages between the Basel, Rotterdam, Stockholm (BRS) Conventions and the Montreal Protocol: policy, implementation and enforcement**



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SIDE EVENT

1 May, 2025 | 13:15 am – 14:45 pm | ROOM C, CICC

Interlinkages between the BRS conventions and the Montreal Protocol: policy, implementation and enforcement

Moderator

Tatiana Terekhova, UNEP OzonAction

Opening

David Ogden

Deputy Executive Secretary, BRS Secretariat

Maria Socorro Manguiat

Deputy Executive Secretary, Ozone Secretariat

Highlights on interlinkages between the BRS conventions and Montreal Protocol

Giovanna Chiodi Moire, BRS Secretariat

Panel discussion

Anna Kobylecka

World Customs Organization

Joseph Amankwa Baffoe

Ozone Unit, Environment Protection Agency, Ghana

Sanja Grubačić

Basel Convention Focal Point, Bosnia and Herzegovina

Azra Rogović-Grubić

Stockholm Convention National focal point, Ozone Unit, Bosnia and Herzegovina

Dave Serneels

Belgium Customs

Tim Gabriel

Environmental Investigation Agency

We are pleased to inform you that the Ozone Secretariat, World Customs Organization, Secretariat of the Basel, Rotterdam and Stockholm conventions, and UNEP OzonAction are co-organizing a side-event ***on Interlinkages between the BRS conventions and the Montreal Protocol: policy, implementation and enforcement***. This side-event will be held on **1 May, 1h15 hours - 2h45 CET (Geneva time) at the BRS COPs**. For those wishing to participate online, kindly note that [registration is required](#).

Drawing insights from the recent report *Exploratory study on interlinkages between the Montreal Protocol on Substances that Deplete the Ozone Layer and the Basel, Rotterdam and Stockholm conventions* ([UNEP/FAO/RC/COP.12/INF/29](#)) this event will provide Parties and stakeholders an opportunity to deepen their understanding of these connections, address shared concerns and challenges, and exchange best practices for coherent implementation at both national and global levels. Special attention will be given to the opportunities for enforcement of the Basel Convention and Montreal Protocol, through the example of end-of-life equipment that contains or relies on controlled substances under the Montreal Protocol.

The panel discussion will feature representatives from Belgium, Bosnia and Herzegovina, and Ghana (environmental authorities responsible for the Basel Convention / Montreal Protocol as well as customs), WCO, and the Environmental Investigation Agency.

[Download flyer](#)

Information on side events: [click here](#)

Contacts:

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Source/image: UNEP OzonAction, 23 April 2025

2. Green Cooling Summit 2025: Sustainable Cooling and Heating in Buildings



Join our **Green Cooling Summit 2025** on 20 and 21 May 2025 to discuss how solutions using natural refrigerants are beneficial for the environment, the climate, and the people. This year we are focusing on sustainable cooling and heating in buildings.

The worldwide demand for cooling in buildings is projected to triple by 2050, driving emissions to an alarming 6.1 billion tons of CO₂ equivalent (Global Cooling Watch, UNEP, 2023). To avoid that, implementing sustainable cooling and heating solutions combined with passive building measures are essential. **Join us on 20 and 21 May 2025** to discuss this

topic. The virtual Summit jointly organized by the German Environment Agency (UBA([opens in a new window](#))) and GIZ Proklima on behalf of the German Federal Ministry for Environment, Nature Conservation, Nuclear Safety and Consumer Protection (BMUV([opens in a new window](#)))will highlight how solutions using natural refrigerants are beneficial for the environment, the climate, and the people. It will demonstrate that these solutions are available and competitive, making them a future-proof option. We are looking forward to welcoming many of you to our Green Cooling Summit 2025! [Read more, including the agenda...](#)

Source/image: [Green Cooling Initiative](#)

AFRICA

3. Montreal Protocol: Group canvasses public education to boost climate action

Environmentalists have asked for more public education so that Nigeria can meet its obligations under the Montreal Protocol and the Kigali Amendment.

The experts made the request on Thursday, April 10, 2025, in Abuja, during a stakeholders workshop organised by the Sustainable Research and Action for Environmental Development (SRADeV – Nigeria) with support from the Environmental Investigation Agency (EIA, UK).



Participants during the workshop hosted by SRADeV Nigeria and the Environmental Investigation Agency (EIA, UK) in Abuja

According to them, by raising public awareness, Nigeria can effectively reduce ozone-depleting emissions and encourage sustainable habits that would protect the environment for future generations.

Professor Innocent Barikor, Director General of the National Environmental Standards and Regulation Enforcement Agency (NESREA), told the participants at the event that, as Nigeria's lead agency for environmental compliance monitoring and enforcement, his organisation is committed to implementing policies and regulations that protect the environment from pollutants such as fluorinated gases (F-gases) and ozone-depleting substances (ODS).

The DG, represented by Elijah Udofia, the Director of Environmental Quality Control, stated that NESREA's efforts to collaborate with relevant ministries, agencies, and development

partners have consistently promoted cleaner and more sustainable environmental practices across various sectors.

“Achieving meaningful progress requires collective action in adopting innovative technologies, strengthening regulatory frameworks, raising public awareness, and encouraging private sector participation in the transition to environmentally friendly alternatives,” he added.

The workshop, in his view, therefore presents a critical platform to deliberate on practical solutions, share best practices, and accelerate implementation strategies towards reducing these harmful emissions.

Professor Barikor praised SRADev Nigeria and the project’s financier, EIA UK, for facilitating the dialogue, assuring that NESREA would continue to provide the necessary technical and regulatory support to ensure Nigeria meets its commitments under international environmental treaties while also promoting economic and social development.

He urged the attendees to keep in mind that the decisions they make today will have a long-term effect on environmental resilience, public health, and the planet’s sustainability.

“Together, we can advance a cleaner, healthier, and more climate-resilient Nigeria,” the NESREA boss said.

While also commending the issue, Nigeria’s Special Assistant to the President on Climate Change, Yusuf Kelani, identified education and strong climate-related law enforcement as the most effective measures to addressing Nigeria’s expanding environmental concerns.

According to the presidential aide, raising awareness at a young age will enable future generations to better comprehend and alleviate the effects of climate change while also encouraging sustainable practices.

“We believe that from an early age, people need to understand what climate change is about, its effects, and the role they can play in protecting the environment,” Kelani said.

He also discussed an initiative his office is working on, which intends to nominate at least two climate change ambassadors for each of Nigeria’s local government areas by the end of the year.

This programme, Kelani elaborated, would help ensure that climate change discussions are promoted at the grassroots level, fostering local ownership and engagement on environmental stewardship.

Speaking about the exercise’s goal, SRADev Nigeria Executive Director, Dr. Leslie Adogame, alluded to the fact that it represents a major turning point in the country’s overall progress towards environmental sustainability and climate resilience.

This programme, he explained, is intended to support and amplify the Nigerian government's ongoing efforts to transition to low Global Warming Potential (GWP) alternatives, thereby lowering the environmental and public health risks associated with Fluorinated Greenhouse Gases (F-gases) and Ozone-Depleting Substances (ODS).

Dr. Adogame hinted that the project, which is focuses on “promoting fast action to reduce emissions of fluorinated greenhouse gases (F-gases) and ozone-depleting substances (ODS) in Nigeria”, will include conducting comprehensive assessments, increasing stakeholder engagement, and building capacity and awareness.

The executive director of SRADev said Nigeria has demonstrated unwavering commitment to international environmental agreements, notably the Montreal Protocol and its subsequent amendments.

According to him, the government's proactive measures include the phased reduction of hydrochlorofluorocarbons (HCFCs), with a target to phase out 51.35% of HCFC consumption by the end of this year.

He went on to say that initiatives like the AGORA project have been launched to promote energy-efficient and climate-friendly cooling technologies.

However, despite these commendable efforts, he acknowledged that challenges persist in fully transitioning to low GWP alternatives.

“Our project seeks to bridge these gaps by providing the necessary support through awareness, capacity building and robust stakeholder engagement to accelerate the adoption of sustainable technologies and practices,” Dr. Adogame stated.

As stakeholders embark on this critical endeavour, it is important to reaffirm their collective commitment to safeguarding the environment for present and future generations. This is because, through collaborative action, informed policy-making, and dedicated advocacy, Nigeria can achieve significant reductions in F-gas and ODS emissions, contributing to a healthier planet and a more sustainable nation.

Source/image: [EnviroNews Nigeria](#), 13 April 2025

ASIA AND THE PACIFIC

4. Việt Nam slashes ozone-depleting chemical imports in half

The Ministry of Agriculture and Environment confirmed that 2025 will be the first year Việt Nam enforces its national roadmap to manage and phase out ozone-depleting substances and regulate greenhouse gases.



Photo for illustration: Việt Nam to slash HCFC imports beginning this year. — VNA/VNS Photo

HÀ NỘI — Việt Nam will significantly reduce its import quota for ozone-depleting substances in 2025, marking a major step forward in the country's commitment to climate action under the Montreal Protocol.

Under a newly issued decision, announced by the Ministry of Agriculture and Environment, the annual import quota for hydrochlorofluorocarbons (HCFCs), chemicals widely used in refrigeration and air conditioning equipment, will be cut to 1,300 tonnes, half of the 2024 quota of 2,600 tonnes.

HCFC-22, a type of HCFC, accounts for all of Việt Nam's allocated imports. It is commonly used in household air conditioners, refrigeration systems, foam production and in the maintenance of cooling equipment.

While effective in industrial applications, HCFC-22 is a known contributor to ozone layer depletion and is a major contributor to global warming.

In addition to cutting ozone-depleting chemicals, Việt Nam has also capped its 2025 import quota for greenhouse gases at levels equivalent to nearly 13 million tonnes of CO₂ emissions.

The ministry confirmed that 2025 will be the first year Việt Nam enforces its national roadmap to manage and phase out ozone-depleting substances and regulated greenhouse gases. From 2025 to 2029, HCFC imports will be limited to 1,300 tonnes per year, a 67.5 per cent cut from baseline consumption.

From 2030, the quota will drop even more sharply, to an average of 100 tonnes per year, before being phased out completely by 2040.

Meanwhile, imports of hydrofluorocarbons (HFCs), another class of synthetic refrigerants, while not depleting the ozone layer, but which trap much more heat than carbon dioxide, will also be phased down, but more gradually.

By 2045, the country aims to limit HFC imports to volumes equivalent to just 2.7 million tonnes of CO₂ emissions, representing an 80 per cent cut from baseline levels.

Companies are required to specify quotas for each imported chemical and comply strictly with the annual limits. Companies must also submit annual reports on their use of regulated

substances by January 15, in line with Government Decree No. 06/2022/NĐ-CP, and abide by all relevant environmental regulations.

If fully implemented, the plan is expected to help Việt Nam cut over 11 million tonnes of CO₂ emissions by 2045.

These efforts are aligned with the country's pledge to reach net-zero emissions by 2050, as declared at the COP26 climate summit. — VNS

Source/image: [Việt Nam News](#), 22 April 2025

Related:

[Vietnam to Reduce Import Quote for Ozone-Depleting Substances](#), Vietnam Briefing, 23 April 2025

5. DMRC Technicians Trained on Good Servicing Practices for HCFC and R-290

In February 2025, 70 refrigeration and air conditioning (RAC) technicians from the Delhi Metro Rail Corporation (DMRC) completed hands-on training in safe servicing practices under India's HCFC Phase-out Management Plan (HPMP) Stage II.



Training Overview

Organized by GIZ Proklima India in partnership with the Ozone Cell of the Ministry of Environment, Forest and Climate Change (MoEF&CC), the program focused on "Good Servicing Practices and Installation of Room Air Conditioners with HCFC-22 and Flammable Refrigerants (R-290)." The sessions were conducted by Keypath India Pvt Ltd. at the DMRC Training Academy in New Delhi from February 17 to 22, 2025. Technicians were trained in three batches.

Technical Focus

The training covered both theoretical and practical aspects, beginning with an introduction to the ozone layer, environmental impacts of refrigerants, and the importance of transitioning to climate-friendly alternatives. Participants received instruction in equipment handling, copper tube processing, brazing, refrigerant recovery, and energy-efficient servicing techniques. A core component of the program was the safe installation and maintenance of split air conditioners using R-290, a flammable but low-GWP refrigerant. Hands-on sessions allowed technicians to practice installation and servicing methods, emphasizing leak prevention and the proper use of personal protective equipment (PPE).

Capacity Building for Sustainable Practices

Each training concluded with group workshops where technicians discussed field experiences and key takeaways. The interactive format reinforced the importance of best practices in refrigerant handling and encouraged knowledge exchange among DMRC's maintenance staff.

"This training not only improved the technical skills of our team but also raised awareness about environmentally responsible servicing methods," said a DMRC official.

The initiative supports India's commitments under the Montreal Protocol and aims to strengthen institutional capacity for sustainable air-conditioning practices in the public transport sector.

Source/image: [Refindustry Refrigeration Tech Hub](#), 19 April 2025

6. China steps up management of ozone-depleting substances, HFCs to tackle climate change

BEIJING, April 23 -- China has unveiled a plan to comprehensively strengthen its management of ozone-depleting substances and hydrofluorocarbons (HFCs) in order to address ozone layer depletion and climate change, the Ministry of Ecology and Environment announced on Wednesday.

According to the national implementation plan on fulfilling the Montreal Protocol on Substances that Deplete the Ozone Layer during the 2025-2030 period, China will regulate nine categories of substances, including HFCs. Notably, eight categories are ozone-depleting substances, while HFCs do not harm the ozone layer but are potent synthetic greenhouse gases that have the potential to contribute to global warming.

The plan puts forward 11 specific tasks in the areas of source control, process management, end-of-pipe treatment, and import and export regulation.

For example, to strengthen management of the use of controlled substances, the production of refrigerators and freezers using HFCs as refrigerants will be banned in China's home appliance sector starting Jan. 1, 2026.

Since joining the Montreal Protocol on Substances that Deplete the Ozone Layer in 1991, China has faithfully fulfilled its international obligations, phasing out about 628,000 tonnes of ozone-depleting substances, accounting for more than half of the total phased out by developing countries, the ministry revealed.

Source: [The State Council, The People's Republic of China](#), 23 April 2025

Related:

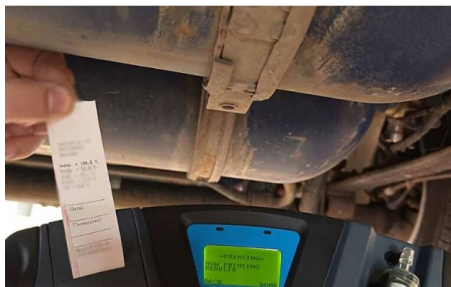
Plan unveiled to protect the ozone layer, [China Daily](#), 23 April 2025

EUROPE AND CENTRAL ASIA

7. Customs stop R404A hidden in LPG tanks

POLAND: Customs and tax officers have stopped an attempt to smuggle over 150kg of R404A refrigerant across the border from Ukraine.

Officers stopped a passenger car driven by a Ukrainian citizen for inspection at the border crossing in Medyka in south-eastern Poland, on the border with Ukraine. Their attention was drawn to non-standard fuel tanks suspended under the car.



It was determined that the tanks contained over 150kg of R404a refrigerant, estimated to be worth around PLN 40,000 (€9,350). The vehicle had a modified LPG installation in order to hide the transported goods and their later recovery.

The car was secured for further proceedings. A criminal and fiscal case was initiated against the driver of the car. PLN 2,000 (€467) was seized towards the threatened fine.

Source/image: [Cooling Post](#), 17 April 2025

8. New Technical Brief: The Role of Refrigeration in the Global Economy

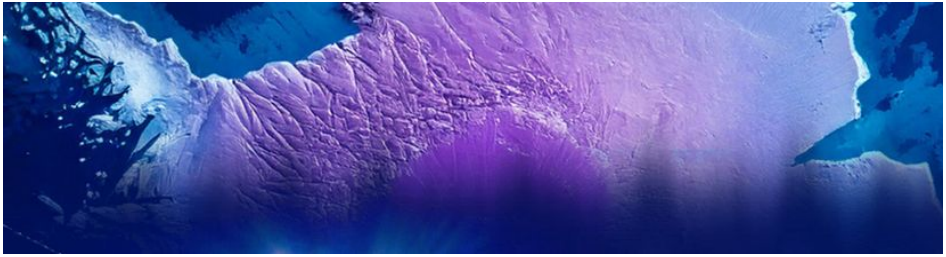


Paris, France – April 2025 The International Institute of Refrigeration (IIR) is proud to announce the release of its latest technical brief, The Role of refrigeration in the global economy (3rd edition). This comprehensive report highlights the critical importance of refrigeration in addressing global challenges related to food security, healthcare, energy efficiency, and climate change. As the world continues to face unprecedented heatwaves and rising global temperatures, the demand for sustainable refrigeration solutions has never been greater.

The 2025 edition of this landmark publication provides updated data, insights, and recommendations to guide policymakers, industry leaders, and researchers in advancing the refrigeration sector toward a more sustainable and equitable future.

Source/image: [IIR](#), April 2025

9. The hole in the ozone layer



Join us (**6 May 2025**) to mark the 40th anniversary of one of the most significant environmental discoveries of our time, the ozone hole.

On 16 May 1985, British Antarctic Survey scientists Jon Shanklin, Brian Gardiner and Joe Farman published groundbreaking research that revealed the ozone hole above Antarctica, sparking global action and leading to the historic Montreal Protocol.

At a time when international consensus on climate science is under some stress, this is a moment to reflect on a science success story, one that changed the world for the better. Featuring three expert talks, this event will revisit the British Antarctic Survey's pivotal role in the discovery, explore how it shaped international environmental policy, and celebrate the power of science and geography as a force for good. [More details...](#)

Source/image: [Royal Geographical Society](#), April 2025

LATIN AMERICA AND THE CARIBBEAN

10. National Ozone Unit in The Sustainable Development Department Holds Stakeholders Consultation



The Montreal Protocol on Substances that Deplete the Ozone Layer is a global agreement to protect the Earth's ozone layer by phasing out the chemicals that deplete it. The landmark agreement was signed in 1987 and entered into force in 1989.

The Kigali Amendment to the Montreal Protocol mandates a global phase-down of hydrofluorocarbons (HFCs), potent greenhouse gases widely used in the Refrigeration and Air Conditioning (RAC) sector.

On April 14 and 16, 2025, the National Ozone Unit, within the Department of Sustainable Development, Ministry of Tourism, Civil Aviation, Sustainable Development and Culture, held

two days of consultations with the Refrigeration & Air-Conditioning Services Sector: importers of refrigerants and equipment, and the Customs and Excise Department.

The consultation's aim was to:

- Facilitate dialogue among government and industry,
- Support stakeholders in the Refrigeration and Air Conditioning (RAC) sector in understanding and preparing for the phasedown of hydrofluorocarbons (HFCs) as mandated under the Kigali Amendment by raising awareness of Kigali obligations and timelines,
- Develop actionable strategies for a smooth and sustainable transition away from HFCs,
- Inform of updated policy regulations and national standards within the RAC sector, and
- Promote the adoption of climate-friendly, low-GWP refrigerants and technologies.

The consultations ensured that all relevant actors are informed, aligned, and equipped to meet the Kigali Amendment obligations.

Source/image: [Ministry of Tourism, Civil Aviation, Sustainable Development & Culture, The Government of St Vincent and the Grenadines](#), April 2025

11. National Ozone Layer Conservation Workshop kicks off today in Cuba



HAVANA, Cuba, Apr 22 (ACN) A national workshop on the protection of the ozone layer and climate begins today in the western province of Matanzas in three-day sessions, with the support of the Implementing Agency of the United Nations Development Program (UNDP).

The meeting will bring together specialists from the delegations of the Ministry of Science, Technology and Environment, who apply the actions of the National Ozone Program in their territory, reported to the Cuban News Agency, Helen Rodriguez, communicator of the Center for Information Management and Energy Development (CUBAENERGIA).

She added that under the coordination of the Ozone Technical Office (OTOZ), the participants will evaluate the results of the management of the conservation of this kind of umbrella that protects the Earth from the Sun's ultraviolet rays.

The agenda also includes the progress of the national plans for the elimination of hydrochlorofluorocarbons (HCFCs) phase II and the reduction of hydrofluorocarbons (HFCs) until 2045.

In addition, energy efficiency in the Montreal Protocol, in force since 1989, courses on Good Practices in Refrigeration and Air Conditioning and Hydrocarbons; outreach campaigns and gender approach, among other topics.

OTOZ, attached to CUBAENERGIA, celebrates this year the 30th anniversary of its creation and since then coordinates and leads initiatives to eliminate ozone-depleting substances, through technological innovation and international projects.

CUBAENERGIA is an entity attached to CITMA's Agency for Nuclear Energy and Advanced Technologies (AENTA).

Source/image: [ACN Cuban News Agency](#), 22 April 2025

NORTH AMERICA

12. Toward climate-smart storage: NAPSΟ explores implications of landmark U.S. cooling legislation for the potato industry



In an effort to better understand fast-evolving U.S. environmental regulations affecting refrigeration systems, the North America Potato Storage Organization ([NAPSΟ](#)) recently welcomed John W.S. Dunmore, Director of Government and External Affairs at the Biological Products Industry Alliance (BPIA) in Washington, DC, for a timely and insightful presentation on the American Innovation and Manufacturing (AIM) Act of 2020.

Dunmore's address to the NAPSΟ Central Committee, delivered during its April 14 meeting, offered an in-depth look at how the AIM Act will reshape cooling and refrigeration practices across multiple sectors—including long-term potato storage facilities throughout North America.

What Is the AIM Act?

Passed with strong bipartisan support, the AIM Act gives the U.S. Environmental Protection Agency (EPA) the authority to phase down the production and consumption of hydrofluorocarbons (HFCs)—potent greenhouse gases widely used in cooling systems. The law aims to reduce HFC use by 85% by 2036 and supports the development of climate-friendlier alternatives.

Originally introduced in Congress in 2019, the Act has since become a cornerstone of U.S. efforts to meet global climate commitments under frameworks like the Kigali Amendment to the Montreal Protocol.

More information on this EPA website: <https://www.epa.gov/system/files/documents/2021-09/hfc-allocation-rule-nprm-fact-sheet-finalrule.pdf>

Key Objectives of the AIM Act:

- **Environmental Target:** Cut HFC use by 85% by 2036
- **Industry Incentives:** Spur innovation in sustainable refrigerants
- **Economic Opportunity:** Support clean tech jobs and manufacturing
- **Regulatory Clarity:** Offer predictable policy timelines to industry stakeholders

Why It Matters for Potato Storage

While the AIM Act is not specific to agriculture, it has far-reaching implications for the North American potato industry—particularly for operations that rely on controlled temperature environments to ensure tuber quality, longevity, and safety. The phase-down of HFCs and the introduction of alternative refrigerants will require strategic foresight and possible capital investment from storage operators.

According to Dunmore, the EPA has already begun implementing rulemakings, including:

- A national HFC allowance system launched in 2021
- A 10% initial reduction in 2022
- Further step-downs in HFC usage through 2029
- A final 85% reduction target set for 2036

The EPA's next steps may include tighter product-specific use restrictions, enhanced leak detection and reporting, and new compliance systems—all of which could impact facilities using traditional refrigeration systems.

Sector-Wide Implications

Although Dunmore's briefing was hosted by NAPSO, the information is relevant across the entire North American potato supply chain—from growers with on-farm storage to large-scale commercial operations. The AIM Act's implementation may present both regulatory challenges and modernization opportunities for facilities looking to align with next-generation cooling technologies.

The Act has received broad support from environmental groups, HVAC and refrigeration associations, and major trade organizations. While a few industry segments, such as aerospace and home appliances, opposed the measure, most stakeholders see the AIM Act as a balanced approach to reducing climate impact while preserving industrial competitiveness.

What Can Industry Do Next?

In his concluding remarks, Dunmore recommended a proactive posture for all industry stakeholders. His suggestions include:

- **Facilitating Dialogue** among growers, storage operators, manufacturers, and regulators
- **Coalition Building** with allied agricultural sectors and trade groups
- **Engaging Policymakers** to represent industry-specific storage realities
- **Providing Technical Guidance** to help operations transition smoothly
- **Participating in Public Comment Periods** during EPA rulemaking processes

Conclusion: Preparing for a Refrigerant Future

As the potato industry grapples with climate volatility and rising sustainability expectations, staying informed about foundational policies like the AIM Act becomes increasingly critical. NAPSO's initiative to host Dunmore's presentation signals a broader effort to prepare the storage sector for regulatory shifts—and to ensure that industry voices are heard in shaping what comes next.

The full implications of the AIM Act will unfold over the next decade, but one thing is certain: the cooling technologies that underpin potato storage are entering a new era—and North American stakeholders will need to adapt accordingly.

Source/image: [Potato News Today](#), 18 April 2025

RESOURCES

UNEP OzonAction has developed a suite of resources aimed at integrating a gender perspective into the implementation of the Montreal Protocol, with a focus on empowering women in the Refrigeration and Air-Conditioning (RAC) sector. These materials highlight the value of inclusive practices, such as equitable workplace policies, mentoring programmes, and access to training, that enable women to participate fully and thrive across all levels of the RAC industry. By promoting gender equality and women's economic independence, these resources support not only the fundamental rights of women, but also the development of a more innovative, efficient, and competitive sector. **Available in English and Arabic.**

Understanding Gender

Using gender-related terms correctly is crucial for fostering respect, inclusion, and equality, also promotes clear, empathetic communication.

Gender equality
Refers to the equal rights, responsibilities and opportunities of women, men, girls and boys. Equality does not imply sameness but that the rights of women and men will not depend on the gender they were born with. Gender equality implies that the interests, needs and priorities of all genders are taken into consideration, recognizing the diversity of different groups. (UNWOMEN, undated)

Gender equity
Refers to fair and just distribution of responsibilities and benefits for both women and men. Measures to compensate for previously occurred and occurring disadvantages that limit their responsibilities and benefits may be needed.

Women's empowerment
Refers to the process of women gaining their power and control through political participation and leadership opportunities. In order to be empowered, women shall have equal capabilities as well as equal access to opportunities to realize their rights, potentials, confidence, and freedom of choices so that discrimination and inequality can be tackled.

Gender norms
Set expected standards on how women and men should act and conduct themselves. These standards tend to be internalized early in life stage, leading to the widespread conformation of gender socialization and stereotyping.

Breaking Molds: Inclusion in the Refrigeration and Air Conditioning Industry

inclusion
[noun]
1 The action or effect of including

The inclusion of women in the refrigeration and air conditioning sector, along with the removal of barriers to their participation in the workforce, will provide opportunities for women and enable them to achieve social and economic independence.

What are we aiming for?

- To provide women and men with the same opportunities, conditions, treatment, and access to rights that we all have as citizens.
- That women and men are equal and that women dominate men.

Montreal Protocol and Gender Equality Principles.

The Montreal Protocol, in line with gender equality principles, acknowledges the importance of ensuring that all individuals have equal opportunities, conditions, and access to rights.

Commitment to Fundamental Rights

Supported by the Charter of the United Nations, the Universal Declaration of Human Rights, and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Montreal Protocol reaffirms the commitment to these principles as fundamental and inalienable rights.

Access the guide on integrating a gender perspective into the implementation of the Montreal Protocol prepared by UNEP.

[Understanding Gender: Using gender-related terms correctly is crucial for fostering respect, inclusion, and equality, also promotes clear, empathetic communication](#)

[Breaking Molds: Inclusion in the Refrigeration and Air Conditioning Industry.](#)

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