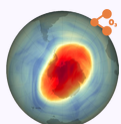
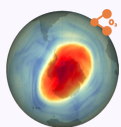




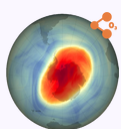
3 ways to create gender-responsive work conditions



Encourage gender-responsive workplace policies, including mandatory equal pay for women and men, national gender-related policies, anti-sexual harassment policies, to be eligible for activities supported under Multilateral Fund (MLF).



Highlight the benefits and encourage companies to adopt women-friendly practices.

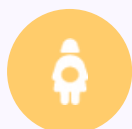


When providing on the job training in Refrigeration and Air-conditioning (RAC), mandate companies to ensure safety and comfort of women.

Women-Friendly practices



Independent promotion/work



Maternity Leave



Flexible working hours



2-year break-in-service option after maternity leave



Returning mothers programme



Day-care and nursery facilities



Mandatory mentoring



Learning and sharing platforms

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

