



Mapping of good practice: *gender, inclusion, and women's economic empowerment in Infrastructure and Trade Interventions*

WOW Helpdesk Query 2

FINAL Report

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Query: Please provide a mapping of good practice examples of EcDev programmes (DFID and other donors) successfully including and empowering marginalized groups (with a focus on women and persons with disability) that have sought to stimulate economic development through:

1. Strengthening/ rehabilitation of energy and water infrastructure, and
2. Interventions to boost trade (e.g. through direct support to businesses, and Industrial Zones – NB we are especially interested in the latter, i.e. Industrial Zones).

Please provide discussion of what has and has not worked, and why. Please draw on global evidence, including examples from the MENA region where the evidence exists.

1. Introduction and Overview of Mapping

DFID Occupied Palestinian Territories (OPT) have requested the WOW Helpdesk to provide a mapping of good practice examples of economic development (EcDev) programmes that have sought to include and empower marginalized groups, in particular women and persons with disability (PwD). The sectoral focus is strengthening/rehabilitation of energy and water infrastructure, as well as interventions to boost trade, particularly through direct business support and Industrial Zones.

The Helpdesk carried out a rapid desk-based mapping of programmes, using existing reviews as well as individual programme documents, from donors including the UK Department for International Development (DFID), the International Finance Organisation, and the International Labour Organisation. Limitations of the mapping include the rapid nature of the review, which precluded follow up with programme implementers, and a lack of robust data on outcomes and impacts or independent third party evaluations to confirm 'what works'.

This mapping has been informed by the Work and Opportunities for Women (WOW) Programme definition of WEE as *"the process whereby all women strengthen their voice and capacity to make and act on economic choices; expand their opportunities to fulfil their potential; and gain recognition for their contribution, paid and unpaid, in households, at work, and wider society"*. In its application this definition is viewed as a flexible continuum in which WEE progresses from 'inclusion', through 'access' to 'agency' and 'transformation' (see Annex A).

Equally for the mapping we have referred to DFID's definition of persons with disabilities (PwD), which echoes that of the UN Convention on the Rights of Persons with Disabilities: *"those who have long-term mental, intellectual or sensory impairments which in interaction with various barriers (attitudinal and environmental) may hinder their full and effective participation in society on an equal basis with others"*. The emphasis is not only on the affected person, but equally on barriers; three specific barriers are considered: informational barriers, physical barriers, and attitudinal or behavioral barriers (UN Convention on the Rights of Persons with Disabilities; ICED, undated).

Water and sanitation (WASH) are to a certain extent the pioneers of participatory development approaches in infrastructure development, and there is therefore a more robust literature available on the subject. WASH programmes have also had to recognise the key role of women play in this sector and the need for their active involvement from the start. This has challenged social norms in many communities particularly in countries in the MENA region. Inclusive approaches to energy, particularly clean energy has become a major concern more recently, supported by innovations in technology.

The inclusion of PwD needs to address the dual challenge of PwD both being protected and ignored by their communities, whilst also addressing the affects of stigmatisation on PwD themselves, which may contribute to lack of confidence or willingness to engage. A key to successful intervention is combining raising wider awareness and also making sure that the design of interventions takes account of the practical challenges for PwDs.

The importance of trade in the promotion of economic development is given increasing emphasis through various interventions from regulatory reform, trade promotion and facilitation to support to the development of Industrial Zones, some with special status such as Special Economic Zones (SEZ), whose aim is to attract investment, both domestic and international. Some recent trade programming has attempted to engage women informal traders and women's trade networks in efforts to boost cross border and regional trade, for example. In programming on industrial zones, actions to ensure inclusiveness are less advanced, except where there has been a focus on gender

issues in employment, given the significance of women and girls in the labour force in some Industrial Zones/ export industries. Focus on PwD in trade programming is in its infancy and limited examples were found to draw on.

Where the programme has involved investment in large-scale infrastructure, the focus of this mapping has been on how delivery of the service itself, whether energy or clean water, can be inclusive rather than looking at the impacts of the construction of the infrastructure. The latter is usually guided by a range of well-known international performance standards, which look at issues such as resettlement, labour conditions and vulnerable people.

Following this introduction, section 2 describes the sources and methodology for the mapping and its limitations; section 3 summarizes initial findings of the mapping on EcDev programmes which have sought to include or empower marginalized groups and what has worked and what has not. Section 4 presents the detailed mapping of Economic Development Programmes/Interventions in a tabular format, focusing on those programmes with specific components to include or empower women and persons with disability (PwD), highlighting approaches and, where possible, known outcomes. Whilst the mapping focuses, as per request, on strengthening/rehabilitation of water and energy infrastructure and interventions to boost trade through direct support to business and Industrial Zones, there is also a section where a couple of other sectoral interventions which provide good examples of inclusion are also described.

2. Sources for and Limitations of Mapping

The sources for the rapid mapping were:

- A desk-based review of secondary materials available through the Internet using search terms including: the names of donor agencies, economic development, inclusion, WASH, access to energy, trade, Industrial Zone, gender, disability, evaluation, etc.
- Documents and guidance from two other experts¹ working on inclusion in these sectors, as well as access to documents provided by DFID which provided background on private sector investments as well as Industrial Zones and trade in OPT.

The programmes included in the mapping exercise covered countries in Africa and Asia as well as the MENA Region. Many of the interventions cited are regional or multi-country programmes and many also received multi-donor funding with, in some cases, a particular donor funding a specific component. Some of the programmes were aimed at overall economic development, with interventions for empowerment of marginalized groups, whilst with others an inclusive approach was key from the start.

Through a combination of these sources it was possible to obtain enough information to identify a few examples of good practice approaches for including or empowering marginalised groups in EcDev programmes in these specified sectors. The selection criteria for the good practice examples were:

- Programmes that included targeted measures to include or empower marginalised groups;
- Programmes that can demonstrate positive results;

¹ Dr. Katja Jobes and Vidya Naidu

- Where possible, preference was given to programmes rather than single interventions, although the latter were not entirely excluded from the review.

Importantly, this was a rapid and non-exhaustive mapping, which intends to provide information that would cover a range of types of interventions and geographic areas. Time limitations precluded detailed investigation and consultation with programme implementers. The review was also challenged by the type of information available, in that many potentially interesting programmes do not yet have publicly available independent evaluations. As such the information presented on results relies on a variable range of sources, from formal independent evaluations to anecdotal evidence.

Nevertheless the review identified some key entry points for gender and inclusion approaches to EcDev programming in the relevant sectors, which can inform the design of the new DFID OPT programme. These are outlined in more detail below.

3. Key findings of Mapping Exercise

For programmes focused on strengthening/ rehabilitation of Water and Energy Infrastructure, the former often being combined with improvements in sanitation, key elements contributing to effective gender responsive and inclusive programmes are:

- An analysis to understand gender-related barriers and bottlenecks.
- Design of facilities, which are gender responsive, taking account of issues such as distance of WASH facilities, adequate lighting, and security of locks.
- Active participation of women in programme design and implementation, e.g. through holding key positions in Water User Committees. This may present particular challenges in communities where women are not usually seen in the public sphere, but which can be overcome as in the example of the project in the village of Nazlet Fargallah in Upper Egypt (UN, 2006).
- Participatory approaches that involve both men and women are most effective such as ensuring mixed participation and leadership in the design and management of infrastructure e.g. through water committees. Nevertheless, mechanisms that enable women to collectively discuss their needs and to have a certain level of strength in numbers remain very important, particularly in contexts where social norms preclude mixing between males and female that are not family members.
- While use of participatory approaches in design and dialogue with communities has enabled women to participate in the development and delivery of WASH programmes, it is not clear if this has led to long term sustainable change in gender relations, or if the effects are localised and project specific.
- Links to economic opportunities for women, as in UNICEF's programme in Nicaragua where adolescent girls were able to take part in vocational training in masonry and plumbing, a traditionally male dominated sector (UNICEF, 2017).

With regard to disability, programmes have attempted to address both practical and attitudinal issues so that PwDs can gain access to services and thus improve the possibility of achieving economic empowerment Experience of the limited projects identified show that there can be simple

and locally based solutions to improve PwD's access to water and sanitation, such as hand guiding rails and other support measures using locally available materials. Successful interventions have included:

- Participation of PwD in the design of infrastructure interventions, and managing practicalities to ensure that PwD are able to reach project design meetings;
- Because of issues of stigmatisation and discrimination against PwD the involvement of local advocacy groups is particularly important in infrastructure programming for disabled people; PwD should lead such groups themselves (this is also true regarding the inclusion of women and other marginalised groups). Examples include e.g. advocacy groups that played an important role in reaching PwC in the case of the water project in Timor Leste (Fernandez et al. 2012), and in managing the testing of facilities as in the rapid transit project in Dar es Salaam (ICED, undated);
- A maintenance budget enables projects to quickly resolve problems that prevent access;
- Changing perceptions is more difficult, and most of the impact on that in these infrastructure projects has been almost a bi-product of the actual process of involving PwD and the community in the project design and implementation; and
- In the area of public transport programming there are some interesting examples of inclusive approaches for PwD, which could be of wider relevance. These show the importance of working with representative organisations of PwD to improve design and delivery from an early stage.

Access to energy, particularly clean energy offers much potential to bring about inclusive economic development although there is less experience to draw on here.

- Technological change paired with access to affordable finance are bringing opportunities for women to improve their day to day lives and enhance their current economic activities, for example in the SELCO Foundation's work in India where innovative solar power roti rolling machines are enabling women's' increased earning capacity (USAID, 2018).
- Economic development opportunities are also emerging for women through participation in the supply chain for the provision of clean energy.
- As with water and sanitation this is also an area where improvements can be made through gender sensitive design of technology e.g. for energy or cost saving or enhancing reliability of products.
- Energy provision for excluded groups is often about enabling access through micro schemes, but where an intervention has been at the "macro" utility level, inclusive approaches have been about targeted subsidies and affordable financing mechanisms for connections. Successful schemes show the need for a partnership approach between utility supplier, government and NGOs that can reach out to excluded groups, as for example in the World Bank's project *Connecting Colombia's Poor to Natural Gas Services* (Mandri-Perrott, 2010) and the *Lao Rural Electrification Programme* (Dutta et al., 2017).

Despite a call from international organisations including UNDESA (Kajima, 2017) for programmes on energy access to include PwD, energy programmes with inclusive components have tended to focus around gender, ethnicity, and vulnerability created by extreme poverty rather than on PwD. For interventions focused on boosting trade through Industrial Zones or support to businesses, key elements contributing to effective gender responsive and inclusive programmes are:

- Whilst organisations such as the IFC emphasise the business case for an inclusive approach, many of the programmes reviewed make a strong case for a rights based approach, or for the two to work in combination.
- Programmes aimed at improving worker conditions, whilst not aimed specifically at women, have delivered benefits to female workers where they make up the majority of workers in key sectors e.g. in garment factories (one of the industries typically found in Special Economic Zones).
- Multi-stakeholder approaches to addressing labour standards, as in the Better Work programme, involving governments, factory owners, international buyers and the workers themselves to implement ILO core labour standards and national legislation (Tufts University, 2016). The Better Work Programme has improved the enabling environment to ensure better outcomes for women from trade, by providing technical support to the Jordanian government to bring Jordanian labour legislation in line with international labour standards related to sexual harassment in the workplace.
- Other positive measures include development of zone level grievance mechanisms targeted at women, creation of women's committees at zone and enterprise levels, and creation of infrastructure such as zone level social services targeted at women.
- Working directly with buyers and governments to increase the procurement of goods and services from women entrepreneurs as in the International Trade Council's Women and Trade Programme.
- Programmes such as Trade Mark East Africa have sought to support female cross border traders who are vulnerable to abuse and exploitation by cross-border officials but also lack of knowledge on prices and customs procedures. One of the challenges of a programme such as this is how to work effectively with informal traders who make up the vast majority of traders. The cost implications of full formalization would be prohibitive for many informal traders. This is an issue discussed but the review has not revealed any robust solutions. The independent review of TMEA when made public may offer some insight.
- Organizations like the International Trade Council are utilizing new technology to create platforms that can link female entrepreneurs to potential clients.
- It is important to note that in parts of the MENA region such as Jordan, the employment conditions of industrial zone workers is potentially made more complex by the presence of significant numbers of migrant workers in the labour market. Migrant workers, especially women, often lack protection under national labour laws, are indebted and have limited knowledge of the host economy and are therefore among the most vulnerable workers.
- Thus programmes aimed at improving outcomes for women from trade interventions need to be aware of the very different levels of ability and engagement experienced. Some women will indeed be able to take up the opportunities for trade with new technologies, others need more basic support such as learning basic finance or ensuring that quality of product meets buyer needs.

There are also programmes aimed at helping PwDs access employment such as The World Economic Forum's programme to help people with disabilities get back to work (World Economic Forum, 2017). Much of this has been about skills training and attitudinal changes as well as helping PwDs set up their own business. Access to energy and water is also a key element in supporting PwDs to be economic actors. There is limited information on PwDs and programmes to boost trade.



4. Mapping of EcDev Programmes/Interventions with Components to Include and Empower Women and Persons with Disabilities

This section provides a mapping of good practice examples of EcDev programmes (DFID and other donors) that include measures to include or empower marginalized groups (with a focus on women and persons with disability), which have sought to stimulate economic development through interventions to boost trade and improve water and energy infrastructure. Two examples are also given at the end of interventions which are not related to trade or water and energy infrastructure but do provide examples of measures intended to empower marginalized people.

Table 1: Mapping of EcDev Programmes/Interventions with Components to Empower Women and People with Disabilities

General Description of Programme/Intervention	Approach / Specific design measures to address gender and or disability	Known and measured outcomes – lessons learned
1. INTERVENTIONS TO BOOST TRADE		
1.1 THROUGH INDUSTRIAL ZONES		
Name: BANGLADESH INVESTMENT CLIMATE FUND PHASE 1 (BICF 1) Financing Organisation: IFC/DFID/EU Date: 2008 – 2016 Location: Bangladesh Purpose: To support investments and job creation in Bangladesh through regulatory reform to ease the high levels of red tape, corruption and outdated laws. It was followed by and linked with the Private Sector Development Programme, which started in 2011.	The Bangladesh Export Processing Zones Authority (BEPZA), through support provided by BICF – 1 is one of the first organisations to address gender issues within special economic zones. It carried out a number of interventions to promote participation and advancement of women. BEPZA identified best global practices from eight countries looking at both government and company policies. The Authority focuses on: <ul style="list-style-type: none"> • Increasing access to finance and working with banks to design affordable savings and loan products for women workers. • Supervisory training comprising both technical skills. • Increasing women’s participation in worker welfare associations in SEZs. 	An IFC presentation at a seminar in Bangkok cited the following achievements (IFC, 2012): <ul style="list-style-type: none"> • Instituted social compliance in all EZs; over 90% firms compliant in all zones; grievance resolve rate 95% • Skills development council established to market demand No independent third party evaluation found on this initiative.

<p>Name: WOMEN'S HEALTH PROGRAMME FOR BUSINESS RETURNS</p> <p>Financing Organisation: USAID implemented through Health Solutions Participatory Development Appraisal (HSPDA)</p> <p>Date: 2005-2006</p> <p>Location: Chittagong garment factory Bangladesh</p> <p>Purpose: To promote worker's rights protection, health and well-being</p>	<p>The participating Chittagong factory had 450 employees, 84% of whom were women.</p> <p>Local partner HSPDA supported program implementation, including a factory based clinic operation 3 days a week at the cost of approximately US\$ 47 per week.</p> <p>Also included was a peer education programme to raise awareness among workers about the services available in the clinic.</p>	<p>An assessment of the business value by the IFC and World Bank (2012) found that there were overall 18% fewer days lost to absenteeism and a 46% decrease in staff turnover. The report assessed the factors contributing to the programme's success to be :</p> <ul style="list-style-type: none"> • Support from senior management and line supervisors for the creation of the onsite clinic and workers use of the clinic. • The needs-based design of the programme which directly responded to workers' expressed health needs. • Combination of services and with information sharing using a peer education model. • Availability of a skilled clinic nurse.
<p>The above example was taken from the IFC and World Bank Report Fostering Women's Economic Empowerment Through Special Economic Zones, 2012. A comparative study of eight countries, the research is based on a review of different interventions and it is worth highlighting some of the recommendations:</p> <ul style="list-style-type: none"> • Create policies to support female entrepreneurs' access to zones as investors, suppliers or small business owners; • Improve collaboration between national committees or ministries of women and labour; • Ensure enforcement of gender relevant laws and train gender-sensitive enforcement officers; • Establish national or zone-level grievance mechanism that are specially targeted to women; • Create or support the creation of women's committees at zone and enterprise levels; • Create improved infrastructure such as zone-level social services to benefit women, such as hospitals, child care, schools, transportation and housing; • Help female workers grow financial assets through direct wage deposit and financial literacy programmes; • Promote women's skills development through vocational training programmes; and 		

- Support female entrepreneurs through access and training programmes.

<p>Name: BETTER WORK PROGRAMME Financing Organisation: United Nations (UN), International Labour Organisation (ILO) and the IFC. Location: Bangladesh, Cambodia, Egypt (pilot), Haiti, Indonesia, Jordan, Nicaragua Purpose: Better Work is a comprehensive programme bringing together all levels of the garment industry to improve working conditions and respect of labour rights for workers and boost competitiveness of apparel business.</p> <p>The programme works at the level of individual factories while also leveraging policy change at both national and international levels. This is achieved through building partnerships with governments, business associations, workers and their representative unions and global apparel buyers.</p> <p>Currently the programme is active in 1,450 factories employing more than 1.9 million workers in seven countries. Better Work not only advises factories, but also collaborates with governments to improve labour laws, with brand to ensure progress is sustained, with unions to give greater say to workers and with donors to help achieve their broader development goals.</p>	<p>Factories taking part in the Better Work Programmes go through a process of learning that includes assessments, advisory services, industry seminars and training. Key aspects covered include child labour, discrimination, forced labour, freedom of association, collective bargaining and national labour law regulations on compensation, contract and workplace relations, occupational safety and health, and working hours.</p> <p>Improvements in conditions are assessed by each factory’s enterprise advisors based on a Compliance Test Tool (CAT), incorporating the broad categories of freedom of association and collective bargaining, occupational safety and health, contracts and human resources, discrimination, forced labour, compensation and working time.</p> <p>Country level examples with a gender focus include the following:</p> <p>Better Factories Cambodia Towards Gender Equality: monitors the compliance of garment firms on national labour laws and international core labour standards. It publishes the findings of the ILO monitors and gives firms a chance to improve their compliance after which it conducts a reevaluation and identifies by name, in publicly available reports those firms who have not remedied their violations. This is of consequence to factories as these reports are available to international buyers who make sourcing decisions.</p> <p>Better Work Jordan –baseline and follow up on issue of sexual harassment: a baseline study carried out in 2013 found that 71% of workers were female and the majority at 75.9% were between the age of 21 and 35. Only 33.7% were born in Jordan, the remaining were mainly from Bangladesh, Sri Lanka, Pakistan</p>	<p>As a result of participation in Better Work, factories have improved their compliance with ILO core labour standards and national legislation.</p> <p>An independent study of Better Work by Tufts University (2016) showed that the programme had decreased the gender pay gap by up to 17%, reduced sexual harassment concerns by up to 18%, and increased women’s access to prenatal care by as much as 26%. The report also demonstrated that a workplace free of harassment leads to higher profitability and that quality jobs for women have knock-on development impacts including better health for workers and their family members and improved education for workers children.</p> <p>Important to note that factories surveyed are subject to broader supply chain pressures which can affect or even restrict some types of HR management systems.</p>
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	<p>and China. Responding to allegations of sexual assault in some factories, Better Work Jordan committed in 2012 to:</p> <ul style="list-style-type: none"> • Providing specialised advisory services to factories to help employers develop policies and procedures to prevent, identify and deal with harassment at the enterprise level. • Advocating for strengthened legislation. Technical support was given to the Jordanian government to bring Jordanian labour legislation in line with international labour standards related to sexual harassment in the workplace. • Raising awareness about sexual harassment. Providing training to both managers and workers to ensure that they understand the concept of sexual harassment in the workplace. • Protection for workers facing sexual harassment. Providing access to independent counselling and legal services for workers facing sexual harassment. <p>For Better Work as a whole, a new five-year Global Gender Strategy has been launched to promote women’s economic empowerment through targeted initiatives in garment factories and by strengthening policies and practices at the national, regional and international levels. Specifically it aims to:</p> <ul style="list-style-type: none"> • Reduce discrimination and sexual harassment. • Promote sexual and reproductive health and rights, maternity protection and work-life balance. • Increase representation of women in worker and employer committees and organisations. • Help women develop career opportunities. 	
<p>Name: RESPONSIBLE AND ACCOUNTABLE GARMENT SECTOR CHALLENGE FUND (RAGS) Financing Organisation: DFID Date: 2010-2013</p>	<p>A lessons learned report (Maxwell Stamp, 2013) identified several measures carried out to address specific problems.</p> <ul style="list-style-type: none"> • Changing management attitudes to unions and workers was made difficult by mid-level managers’ lack of awareness or understanding of the role and legal status of Participation 	<p>An assessment of the programme (Maxwell Stamp, 2013) reported the following outputs:</p> <ul style="list-style-type: none"> • A total of 313, 213 workers benefitted from freedom of association, collective

<p>Location: Bangladesh, India, Lesotho, Nepal</p> <p>Purpose: To improve conditions of vulnerable workers in the ready-made garment (RMG) production sector that supply the UK markets. The premise underlying the RAGS Challenge Fund is that whilst the garment sector is an important source of employment in the targeted countries, the quality of labour falls short of international labour standards and the commitment of many UK and other High Street retailers and consumers to the norms of ethical trade. The project worked through giving grants to companies, NGOs and trade unions that were committed to demonstrating sustainable improvements in the working conditions of garment workers.</p>	<p>Committees. NGOs (ActionAid Bangladesh and Skillshare in Lesotho) tackled this through targeting management for training and negotiations.</p> <ul style="list-style-type: none"> • Including male workers in training by ActionAid Bangladesh was effective to address the need expressed by women workers for support from their male colleagues. • The presence of informal homeworkers is a key characteristic of the garment industry. RAGS worked with various NGOs to improve the visibility of homeworkers and ensure regularity of orders and payment of a fair piece rate. In India, the NGO Self-Employed Women’s Association (SEWA) has worked towards shortening the supply chain and providing global brands with the opportunity to see the reality of homeworkers first hand. This has resulted in brands exerting pressure on their contractors and export houses to issue purchase orders with greater transparency and guaranteed piece rates. <p>To tackle child labour, a multi-pronged approach was applied. In India, the project “Not made by Children” was implemented by Global March Against Child Labour in association with other organisations. It aimed to increase awareness of child labour along the value chain. At the same time, it pursued a strategy of law enforcement and engaging statutory authorities to provide remediation to child labourers as a long term solution. Challenges included the difficulty of engaging official authorities and the low capacity of enforcement mechanisms.</p>	<p>bargaining, and industrial relations in targeted factories/workplaces. This was 139% of target.</p> <ul style="list-style-type: none"> • Total number of workers receiving higher income from efficiency gains was 97,777 which was 130% of target. • Total number of child labourers rescued or withdrawn from targeted factories/workplaces was 1,774 which is 197% of target. • Number of factory managers and supervisors trained on gender awareness and homework management was 893 representing 179% of target. • The number of new Peer Education Groups formed in Bangladesh was 20,583, representing 114% of target. <p>Recommendations made include the following:</p> <ul style="list-style-type: none"> • Buyers need to work with their suppliers and contractors on a long term basis. • Recognition of homeworkers and that home-based work provides an essential source of income. • Industry needs to acknowledge that child labour exists and work with civil society to tackle it. There are now newer forms of exploitation such as precarious employment of migrant workers and the vulnerabilities to their children that require attention.
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		<ul style="list-style-type: none"> Governments could create tax breaks for companies carrying out procedures to improve labour conditions. <p>Inclusion of trafficking in the Criminal Law Amendment Bill 2013 in India has the potential for replication and scaling.</p>
1.2 THROUGH DIRECT SUPPORT TO BUSINESSES		
<p>Name: THE INTERNATIONAL TRADE CENTRES (ITC) WOMEN AND TRADE PROGRAMME</p> <p>Financing Organisation: DFID, The Australian Government, Department of Foreign Affairs and Trade, Government of Norway and others through ITC's Global Trust Fund</p> <p>Date: Phase I: 2010-2013, and Phase II: 2014-2016</p> <p>Location: Global</p> <p>Purpose: To increase the participation of women entrepreneurs and producers in global value chains to enable them to gain greater economic benefits from participation in international trade</p> <p>NB the entry below discusses separately and in more detail SheTrades, one of the ITC initiatives.</p>	<p>The programme works with buyers and governments to increase the procurement of goods and services from women entrepreneurs. The goal is to improve long-term partnerships that improve the relationship to create an equal footing between buyers and suppliers.</p> <p>Work with trade institutions to improve the products and services they offer to women entrepreneurs, and enhance the competitiveness of women entrepreneurs in developing countries to give them greater access to market opportunities.</p>	<p>Specific examples:</p> <ul style="list-style-type: none"> Creation of national chapters of the International Women's Coffee Alliance (IWCA) in a number of countries to empower women in the coffee sector. Working with buyers and produces to improve the profile of coffee produced by women has resulted in more than 100 major transactions. About 200 women coffee producers are now selling to large institutional buyers throughout the world. Enhancing women SMEs development in Palestine. Collaborating with UNDP this intervention is designed to support women-owned business to become export-ready. A key factor is to ensure that the goods and services offered by Palestinian women entrepreneurs meet buyers requirements. One of the components is to strengthen the capacity of the Business Women Forum of Palestine so that can provide a better trade support services to its members
<p>Name: ITC – FOCUS ON SHETRADES INITIATIVE</p>	<p>ITC teamed up with Google and CI&T, a Brazilian technology company, to run a tech challenge with the aim of creating a</p>	<p>The SheTrades initiative has now been launched in a number of countries. In</p>

<p>Financing Organisation: DFID, The Australian Government, Department of Foreign Affairs and Trade, Government of Norway and others through ITC's Global Trust Fund Date: 2015 Location: Global Purpose: To provide woman entrepreneurs around the world with a network and platform to connect to markets.</p> <p>This intervention was developed in direct response to corporations repeatedly stressing that a main challenge to increasing the participation of women entrepreneurs in their supply chains is their inability to identify companies to engage with as potential suppliers.</p>	<p>platform through which corporations can meet and identify women-owned supplying companies of goods and services.</p> <ul style="list-style-type: none"> • This challenge was won in 2015 by Greenbell Communications(GBC) of Kenya a women owned enterprise that worked with ITC, Google and CI&T to develop and make the SheTrade platform. • The SheTrades platform provides a way for registered women entrepreneurs to be verified, thus providing credibility to potential business partners. <p>SheTrade Verifiers can create groups and facilitate discussions.</p> <p>There is a call of action to connect one million women entrepreneurs to market by 2020</p>	<p>February 2018 it was also launched in Dubai as the Hub for the MENA region. This hub will seek to gain support from policymakers, business community and women's organizations to leverage trade as a channel for WEE. The collaboration is intended to connect more women entrepreneurs across the MENA region. According to the publicity material, female entrepreneurs now hold 58.5% of the e-Trader licenses which the Department of Economic Development (DED) launched to enable Emiratis and Gulf Cooperation Council (GCC) citizens living in Dubai to conduct business on social networking sites.</p> <p>An early activity to be carried out by the SheTrades MENA hub will be the mapping of the priorities of 3,000 women entrepreneurs across the region to gain an understanding of market gaps and barriers preventing them from fully participating in trade. It will also identify priority sectors that will be the focus of the capacity building and entrepreneurial skills upgrading. In addition the Hub will generate targeted activities to engage with business owners.</p>
<p>Name: TRADE MARK EAST AFRICA (TMEA) Financing Organisation: Range of donors including DFID and USAID, Date: Established in 2010 Location: East Africa</p>	<p>A number of women-focused initiatives have been implemented by TMEA:</p> <ul style="list-style-type: none"> • <i>Capacity building for women across border traders in Tanzania:</i> The project carries out tailor-made trainings on rules, regulations benefits and available opportunities for 	<p>An independent evaluation of TMEA has been commissioned but is not yet available.</p> <p>Programmes such as that implemented by Pro Femmes/Twese Hamme claim to have</p>

<p>Purpose: TMEA is a multi-donor funded 'aid for trade' agency set up as a company limited by guarantee with the aim of supporting the growth of regional and international trade in East Africa. TMEA works around three strategic objectives: 1) Increased access to markets; 2) enhanced trade environment; and improved business competitiveness.</p>	<p>Tanzanian women traders. It also aims to identify and address gender-based constraints that limit women's ability to participate in cross-border trade. Capacity building will also be available to selected women cross-border traders on how to improve their product standards. One key intervention is aimed at strengthening women traders' associations, groups and cooperatives to enable them to effectively engage with policymakers at national level, access group loans, access market and trade information and engage in collective marketing.</p> <ul style="list-style-type: none"> • <i>Opening up non-traditional job opportunities for Women:</i> Through the support of TMEA, in September 2017, Kenya had its first female marine pilot. This was the consequence of a gender mainstreaming assessment commissioned jointly by the Kenya Ports Authority (KPA) and TMEA. Increased automation in KPA's Mombasa Port means that more jobs are now being opened up for women. • <i>Women and Cross Border Trade in East African countries and the DRC borders implemented through the Rwandan umbrella NGO Pro Femmes/Twese Hamme:</i> Women involved in cross border trade experienced problems of lack of information on the available markets for commodities, lack of appropriate skills as well as lack of finance. The programme addresses these issues by providing direct training in different areas of businesses. 	<p>supported 355 female and 58 male traders; developed 9 cooperatives; reduced the time taken to register a cooperative from 90 to 30 days. Whilst the maximum monthly trade generated by each trader is US\$450.</p> <p>A quote from one participant: <i>The project supported us to move from informal trade to formal trade through the border post; this eliminated illegal trade, gender based violence including harassment at the border and improved security for us and for our products.</i></p>
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2. INFRASTRUCTURE

2.1 STRENGTHENING / REHABILITATION OF ENERGY INFRASTRUCTURE

<p>Name: TECHNOLOGY INNOVATION FOR SUSTAINABLE ENERGY ACCESS AND POVERTY ALLEVIATION Financing Organisation: USAID</p>	<p>The SELCO foundation started in 2008 as SELCO Innovation Labs and was registered as SELCO Foundation in 2010. Its aim is "to bridge the gap in high risk innovation and ecosystem development for under-served communities by using</p>	<p>The USAID website describes this under their section on success stories (USAID, 2018). For example one woman who provides financial assistance to her family</p>
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<p>Date: 2016 – 2019 Location: India Purpose: The purpose of this programme is to combine technology and financial and social services for people who are in the greatest need of energy access and delivery. Clean energy solutions that are easy to apply and can assist the poor in income-generation activities. So far 20,000 people have benefited from the programme.</p>	<p>philanthropic capital” (SELCO Foundation, 2017).</p> <p>The intervention involves specific targeting of women through a Micro Units Development and Refinance Agency scheme for women entrepreneurs. The loan facility enables women to switch to a reliable energy source that can be paid off on a monthly basis.</p>	<p>by making rotis was able to borrow 30,000 Indian rupees to replace her electric roti maker with an efficient solar-powered roti rolling machine specially designed by SELCO’s energy engineers. This allowed her to avoid the problems caused to her business by frequent power cuts in the village. She is now able to increase her output and meet the demands in the market.</p>
<p>Name: THE GENDER AND ENERGY RESEARCH PROGRAMME Financing Organisation: DFID, Implemented through ENERGIA Date: 2014-2019 Location: Global Purpose: Research to determine the best ways to reach the Sustainable Energy for All targets and achieve sustainable development goals. Also to find ways to ensure that there is a good return on investments for the large amounts of public and private money that goes into the energy sector. Whilst it is understood that sustainable energy can transform the lives of women and men, there is also the understanding that many marginalized women in rural villages would like to become micro entrepreneurs and become involved in the energy supply chain. This has an</p>	<p>Researchers are collecting empirical data on the current knowledge about gender and energy. Key themes considered are:</p> <ul style="list-style-type: none"> • Focus on the factors that enhance and restrict women’s empowerment through electrification (Kenya, Nepal, India). • Gendered energy choices and energy impacts in the informal food sector (Rwanda, Senegal and South Africa) • How can rural women be empowered to gain access to modern energy services in both production and social production (India, Nepal) • Effects of cooking and lighting fuel subsidies and their reform on women in low-income households (Bangladesh, India and Nigeria). • Women’s involvement in village level enterprises selling low-cost off-grid lighting (Rwanda). <p>One of the key findings is that the volume of research on the relationship between gender and energy is still relatively small.</p>	<p>The lessons learned so far indicate a requirement for:</p> <ul style="list-style-type: none"> • A gendered approach to project development at all stages of project; • Mainstreaming gender not only in formal policy statements, but also translating these statements into practice; • Statistical services to ensure the availability of the data needed to evaluate the gendered impact of policies and interventions; • Inter-sectoral coordination in formulating policies and designing interventions. Interventions in agriculture, water and sanitation, social welfare, and other sectors all have potential implications for a gendered policy. Collaborative interventions and policy formulation can avoid unnecessary conflicts between the

<p>empowering impact through increased income and a transition away from fuel wood to cleaner sources of energy.</p>		<p>policies and goals of different departments; and</p> <ul style="list-style-type: none"> • There are immediate benefits to women from greater access to energy. Water pumps, mechanised grain milling/food processing, and LPG for cooking can help to free up women's time.
<p>Name: ENERGIA'S WOMEN'S ECONOMIC EMPOWERMENT PROGRAMME Financing Organisation: Swedish International (SIDA), the Norwegian Agency for Development Cooperation (NORAD), the Ministry for Foreign Affairs of Finland and the ADB. Date: Location: Implemented in seven countries (Kenya, Senegal, Indonesia, Nepal, Nigeria, Uganda, Tanzania). Purpose: To develop women and their networks as energy entrepreneurs in the promotion, sale, servicing and financing of modern lighting, off-grid electrification solutions and clean cooking technologies and fuels, as well as in leadership positions in energy sector organisations. Support is given to strengthen women-led micro and small enterprises in the energy value chains, especially in the delivery of energy products and services.</p>	<p>Strategies implemented by the programme include:</p> <ul style="list-style-type: none"> • Systematic screening and recruitment of potential women entrepreneurs. • Capacity building process focusing on technology orientation, business and marketing skills, leadership and agency. • Finance facilitation for women entrepreneurs through loan guarantee funds, microcredit, local cooperatives and self-help groups. • Facilitation of distribution chains that bring energy products from suppliers to the consumers. • Targeted support to identify and expand into new markets beyond immediate neighbourhoods. • A reliable system for supply, repair and maintenance of high quality energy technologies. • Partnership with the private sector and women's groups. • Fostering women's leadership and influence. 	<ul style="list-style-type: none"> • In Senegal, the Energy Opportunities for Women in Senegal (EOWS) project has engaged with Senegalese women's groups engaged in agricultural processing. By December 2016 it was working with 241 enterprises of which 105 were selling solar lamps and improved cookstoves (ICS). To make credit available to the entrepreneurs and to maximise their overall gains the implementing NGO Energy 4 Impact has partnered with the private sector and government organisations. A financing mechanism has been set up that enables suppliers to sell energy technologies to women entrepreneurs on credit. • In Nepal the programme works directly with CREEs, community-embedded organisations that purchase electricity in bulk from the grid and retail it to their users. They operate as local hubs for the WEE interventions, and in the process they benefit from organisational capacity building. The

		<p>CREEs take leadership in identifying potential entrepreneurs and make linkages with local financial institutions.</p> <ul style="list-style-type: none"> • In Kenya, the project is focused on targeted marketing and promotional efforts.
<p>Name: CONNECTING COLOMBIA'S POOR TO NATURAL GAS SERVICES Financing: The Global Partnership on Output-Based Aid (GPOBA) Date: 2006-2008 Location: Colombia Purpose: To encourage very poor communities in the coastal areas of Colombia to use natural gas as a fuel for cooking, heating and other applications.</p>	<p>GPOBA worked with Fundación Promigas (a charitable foundation set up the Colombian gas distribution holding company, Promigas) and the government of Colombia to provide affordable gas for poor households through a system of cross-subsidy. Support was also given for the initial connection (Mandri-Perrott, 2010).</p>	<ul style="list-style-type: none"> • After installation the frequency of households reporting a household member hospitalised due to respiratory illness fell by 75%. • The amount of firewood used in the project's target area was reduced by 34 hectares of forest or swamp land. <p>Key lessons learned:</p> <ul style="list-style-type: none"> • Need for an active project manager • Need for a system to protect against exchange rate variations • Improved targeting and validation of household • Important to publicise the subsidy programme.
<p>Name: LAO RURAL ELECTRIFICATION PROGRAMME Financing Organisation: World Bank Date: 1995-2010 Location: Lao PDR Purpose: To increase electricity access across the country</p>	<p>Studies were carried out to find out the constraints to access. For example a 2004 social impact survey found that even in electrified villages, around 20-40 percent of households could not connect to the grid because they could not afford the connection charges.</p> <p>In 2008 the Power to the Poor (P2P) scheme was launched implemented by Electricité du Lao (EDL) to get these households connected. It targeted and subsidized affordable and sustainable financing mechanisms for connection (Dutta et al., 2017).</p>	<ul style="list-style-type: none"> • The programme increased connection rates of femal- headed households from 63% to 90%. • Overall connection rate increased from 78% to 95%.

2.2 STRENGTHENING /REHABILITATION OF WATER INFRASTRUCTURE		
<p>Name: ABUNDANCE OF NATURAL WATER FOR ALL (Sagana at Ligtas na Tubig sa Lahat)</p> <p>Financing Organisation: UNDP</p> <p>Date: 2011 - 2016</p> <p>Location: Philippines</p> <p>Purpose: To develop the capacity of local water supply service providers, such as Local Government Units and the community to plan, operate and manage water and sanitary systems. As a part of this programme the government created a “toolbox” that could be used as a guide for water supply service providers and local communities.</p> <p>The overall strategy of the programme was a human rights-based approach to local water and sanitation governance. Applying the human rights-based approach enabled the identification of multi-dimensional and deep-rooted obstacles underlying the lack of access to water and sanitation, such as corruption, discrimination, inequality and lack of accountability.</p>	<p>Several United Nations agencies were involved in peer reviewing the toolkit for rights-based elements related to their specific mandates: UN Women incorporated material on gender analysis and the rights of women, and UNICEF shared insights on relationships between economics and human rights and suggested ways to translate the human rights principles of participation, non-discrimination and accountability.</p>	<p>The toolbox encouraged local water governance to engage in non-discriminatory activities to pay special attention to those who are marginalized and disadvantaged from enjoying their right to water, including women, children, indigenous peoples, persons with disabilities, older person, persons living with HIV and persons living in poverty. It also:</p> <ul style="list-style-type: none"> • Highlighted that indicators rarely distinguished between the most vulnerable and marginalized and the non-marginalized. Thus the toolbox recommended that water supply coverage indicators be disaggregated by vulnerable groups/households and suggested a method to assess water affordability for households living in poverty. • Worked through water associations, so that poor and marginalized groups were given the chance to say how much they could afford to pay for water, which was then reflected in the tariffs. • Ensured indigenous peoples were made aware of their right to be provided with safe and adequate potable water. • In many of the associations women are playing an important role as board members, treasurers, tariff collectors and presidents. Through this involvement, women’s specific needs

		for water and sanitation services are reflected in the water Services Codes.
<p>Name: EMPOWERING WOMEN'S PARTICIPATION IN COMMUNITY AND HOUSEHOLD DECISION-MAKING IN WATER AND SANITATION</p> <p>Financing Organisation: UN and The Better Life Association for Comprehensive Development (BLACD)²</p> <p>Date: 2003-2004</p> <p>Location: Village of Nazlet Fargallah in Upper Egypt</p> <p>Purpose: The development of water connections and latrine installation at the household level as well as hygiene education. The people of Nazlet Faragallah approached BLACD after observing successful installation of latrines and taps in neighbouring villages.</p>	<p>The UN (2006) report on case studies on gender and WASH describes how BLACD integrated gender considerations and gender mainstreaming into the project from the start. A health visitor model was developed in which women could be actively involved at all levels despite male objections to their formal presence in project management.</p> <p>The village health visitors were assisted by BLACD to plan awareness raising campaigns about water and sanitation, provide training on water and sanitation, basic health and first aid as well as communication skills. Project beneficiaries were chosen by the health visitors based on agreed-upon criteria.</p> <p>Both women and men were involved in the project's planning as well as household-level decisions to participate in the project.</p>	<p>In a context where traditional gender roles gave few rights to women and women rarely took part in activities outside the home, the project was able to successfully integrate gender and the particular needs and interests of women from the start. It demonstrated that female health visitors could have a significant impact on the community. The project demonstrated that working together in partnership, women and men could be more effective.</p> <p>As a result of this project a women-based community development association was developed for women who wanted to continue their community activities beyond the project. The project also provided a basis for women seeking other rights in addition to access to water.</p> <p>Whilst the UN (2006) report describes how the project enabled a breaking down of traditional patterns to enable women's participation from the start, it is not clear <i>how</i> this was done. Moreover, the long-term impact on gender systems is not clear. But the creation of women-based community associations is a positive step in this regard.</p>

² A civic human not for profit organization, established in 1995 in Mina Governate. Its Geographic scope is Egypt. It works with marginalized people such as quarries workers, fishermen, small farmers and women.

<p>Name: Inclusive WASH case study: Building Skills in Disability Inclusive WASH</p> <p>Financing Organisation: WaterAid in Australia</p> <p>Date: 2011 - 2012</p> <p>Location: Timor Leste</p> <p>Purpose: To bring together the experience and expertise in addressing the WASH needs of marginalized people, focusing on: women and girls, people with disabilities, people with HIV/AIDs and other chronic illnesses, and people marginalized on grounds of employment, religion, caste, ethnicity, legal status and age.</p> <p>In Timor Leste the project focused on PwD. The project was primarily online and provided a number of key products:</p> <ul style="list-style-type: none"> • Linking practitioners with existing tools and providing training on how to apply them in the field. This was to overcome the problem that while a plethora of tools already exist, yet practitioners often lack knowledge of where to find them. • Online learning sessions on WASH and inclusion for specific vulnerable groups. • Sharing global practice in a case study compilation of important lessons in achieving equity in WASH through adapting technology, processes 	<p>A team of international agencies and local people worked together to build an understanding of how the needs of PwD could be incorporated into WASH programmes in Timor Leste, particularly in rural areas, as much of Timor Leste is poor and rural. PwDs face the challenges of living in rural areas with poor accessibility and limited transport options. Some have severe physical disabilities making access to WASH without assistance difficult. There is also a high level of stigma attached to being a person with a disability, and they are often excluded from community life with many choosing to remain in their homes. Adding to the problem is a general lack of basic understanding about the importance of sanitation and hygiene in some communities. To address all these issues the project:</p> <ul style="list-style-type: none"> • Worked with a vocal advocacy body, the Leprosy Mission, to propose a disability-inclusive project to all WASH agencies in Timor Leste. • Gathered data on challenges faced by PwD with regard to WASH. • Implemented training programmes for WASH agencies, the Disabled People’s Organisation (DPO) and government. • Developed prototypes for technical solutions such as assistive devices. • Designed water points to share with communities where PwD had identified barriers to accessing WASH. • Developed a report on recommendations for stakeholders to continue with WASH projects. <p>Followed-up on the commitment of stakeholders to disability-inclusive WASH in Timor Leste.</p>	<p>Various prototypes were developed using local material for example handrails and bamboo toilets, ropes to guide people with visual impairments to new facilities.</p> <p>Institutional changes were made by lobbying to influence policy, ensuring that the elderly, PwD and women were represented on user committees. Inclusive accessibility standards for water points and public toilets were launched in 2011 by the Government of Timor Leste and subsequently integrated into the guidelines for the National Basic Sanitation Policy.</p> <p>Workshop participants had a greater understanding of disability inclusive WASH.</p> <p>Lessons learned included the following:</p> <ul style="list-style-type: none"> • The success of inclusive WASH projects is strongly dependent on the involvement of the local DPO and local disability advocates at all stages of the project. Early involvement of PwD reduces the chance of expensive retrofits of water points and toilets further into the project. • An adequate time period is required to ensure that the rights-based approach to the WASH needs of PwD is understood. • Logistical problems such as the geographical terrain and accessibility
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<p>and/or policy.</p> <ul style="list-style-type: none"> • Hosting a learning workshop in Australia for participants to reflect on lessons. 		<p>need to be considered in ensuring that PwDs can attend workshops and group meetings.</p> <ul style="list-style-type: none"> • Low levels of education, especially in rural areas can sometimes make it difficult for local people to understand the needs of PwD in terms of human rights. • A key challenge identified by the report on the case study is cultural: the western idea of independence is often at odds with cultural ideas of protection in a culture that is very family-oriented. • The need for participatory design of assistive devices would help to overcome resistance to new technologies – e.g. the bamboo chairs provided were not universally liked as people thought they were not strong enough. <p>(Fernandes et al., 2011)</p>
3. OTHER PROGRAMMES/INTERVENTIONS WITH INCLUSIVE COMPONENTS		
<p>Name: DAR ES SALAAM'S BUS RAPID TRANSIT (DRT) SYSTEM Financing Organisation: AFDB, WB and Government of Tanzania Date: Data not available. Location: Dar es Salaam Tanzania Purpose: To create a rapid transit system that is inclusive of all potential users. The first phase of DRT was completed in 2015 and operational in 2016. The DART system provides rapid transit for 160,000</p>	<p>During the design phase, disability access was mainstreamed through the design. AfDB carried out social impact assessments, which identified access needs of PwDs across a range of impairments. As the project approached completion, a civil society group called the Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) Advocacy Unit was engaged to understand the detailed needs of passengers with disabilities. The Unit carried out an assessment to ensure that public bus system was safe and accessible for PwD. Members of the advocacy team as well as people with hearing and visual impairments and physical disabilities tested the stations and</p>	<p>Designs for new, purpose-built buses, station platforms and all connecting pavements and crossings were based on UD principles.</p> <ul style="list-style-type: none"> • Thus DRT benefits from smooth access to stations, platforms with easy access to buses without a ramp and bus design. • Feedback from the test runs carried out by the advocacy group led to improvements being made such as

<p>passengers a day and is a good practice example of disability inclusive design for a transport infrastructure project (ICED, undated).</p>	<p>rode on DART buses throughout the city.</p>	<p>accessible ticket windows and use of braille on tickets.</p> <p>Sustainability is ensured by revenue that allows a budget for maintenance, quickly fixing problems, which may prevent PwD access, such as uneven pavements.</p> <p>A proactive approach to integrating inclusive design that enabled the project to move beyond a 'do minimum' that ensured design solutions met the basic needs of PwD, and actively engaged representative groups to improve service delivery and develop an awareness campaign to inform PwDs about the new service.</p>
<p>Name: INCLUSIVE DISASTER RESPONSE FOR INFRASTRUCTURE Financing Organisation: Wide range of donors including USAID, UNICEF, NGOs and the Government of Haiti. Date: Post -2010 earthquake Location: Haiti Purpose: The earthquake in Haiti, whilst being an incredible tragedy, enabled a chance to carry out reconstruction in a way that is more inclusive. (ICED, undated)</p>	<p>Key to the process was The Global Partnership on Disability and Development (GPDD) Working Group on Haiti Reconstruction, which carried out a range of interventions including developing a toolkit for long-term recovery that emphasized inclusion.</p> <p>The GPDD created a mechanism for development partners, UN agencies, government departments and other stakeholders, some useful and proactive planning strategies and tools to incorporate inclusive disaster recovery and reconstruction practices that benefit vulnerable people including PwD. Seven major thematic areas related to disability inclusive recovery and reconstruction were selected: physical environment, livelihoods, employment and social protection, transportation and communication, education, health, capacity building of DPOs, and organizational and operational issues.</p> <p>In summary there were a number of activities that took place at</p>	<p>The project has contributed to changing mentalities and making inclusion of PwD a reality in Haitian society, through a series of training sessions to government and community leaders on topics related to the needs of people with disabilities.</p> <p>Establishment of DPOs to represent the needs of PwDs in communities.</p> <p>Specific improvements to physical infrastructure, usually to enable disability access to public buildings and schools.</p> <p>This example shows how within a fragile context, potentially transformative inclusion measures are being made within</p>

	<p>key stages in the programme cycle:</p> <ul style="list-style-type: none"> • Policy and direction setting: lessons from previous studies were used to develop a toolkit on inclusive disaster recovery and reconstruction practices. • Planning and design: PwD were engaged to identify adaptations required. • Implementation and Performance Management: DPOs established and engaged to provide continuous engagement on the needs of PwD in communities. • Review and Evaluation: training provided to government and community leaders to ensure inclusivity is sustained. 	<p>long-term recovery planning activities.</p>
<p>There are a number of reports and programmes on the need to promote economic opportunities for PwDs but very few related to industrial zones and trade. Most focus on training and attitudinal change. See for example World Economic Forum (2017) and Hiranandani and Sonpal (2010).</p> <p>IFIs such as the International Finance Corporation (IFC) and The European Bank for Reconstruction and Development (EBRD) both have performance standards for labour and workers rights and have attempted through this to encourage inclusive employment practices in the organizations whose projects they finance – if not at the company level then at least at the project level –both around gender and disability.</p> <p>USAID (2016) also considered the under-representation of women in the energy sector and how to create more employment opportunities for women.</p>		



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Annex A: WOW WEE Continuum



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