



WOW // Work and
Opportunities
for Women

Strengthening Gender & Social Inclusion (with a focus on Women's Economic Empowerment) within the Global Infrastructure Programme

For the Infrastructure & Projects Authority (IPA)

WOW Helpdesk Query 33

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Scope/Aims of Query: To understand what types of infrastructure development and delivery related interventions within the Global Infrastructure Development Programme (GIP) have the greatest potential to strengthen women's economic empowerment outcomes, achieving an ambition aimed at "empowerment" in the PF G&I framework.

The question to be answered in this report is:

1. How can Phase 3 be designed in a way to ensure the requirements of Minimum Compliance/Standards and aspiration to reach Empowerment are met, thus raising the potential for more positive women's economic empowerment outcomes?

This report will feed into the indicator design and setting of targets related to WEE and gender equality/social inclusion ambitions within the Infrastructure and Projects Authority's (IPA) Theory of Change and Logframe. This will be undertaken in a participatory way to ensure ownership by IPA staff and build capacity on WEE/gender and inclusion opportunities and pathways. The questions that the second part will answer are:

2. How can WEE/gender equality and inclusion/sustainability concerns be embedded within the revised Theory of Change/Logframe (including indicators)?

3. How can the revised ToC and logframe be used to ensure more positive outcomes for women's economic empowerment and gender equality?

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ACRONYMS

| | |
|------|---|
| DFID | Department for International Development |
| FCO | Foreign and Commonwealth Office |
| GBV | Gender-Based Violence |
| G&I | Gender & Inclusion |
| GeSI | Gender Equality and Social Inclusion |
| GDP | Gross Domestic Product |
| GIP | Global Infrastructure Programme |
| HMG | Her Majesty's Government |
| ICT | Information and Communications Technology |
| IPA | Infrastructure and Projects Authority |
| MOD | Ministry of Defence |
| ODA | Overseas Development Aid |
| SDGs | Sustainable Development Goals |
| SEAH | Sexual Exploitation, Abuse and Harassment |
| VAWG | Violence Against Women and Girls |
| WEE | Women's Economic Empowerment |

1. Introduction

1.1 Overview and methodology

The Global Infrastructure Programme (GIP) is a £25 million Prosperity Fund programme. The Foreign & Commonwealth Office (FCO) is the lead department for GIP, working in partnership with the Infrastructure Projects Authority (IPA) and the Department for Business, Energy & Industrial Strategy (BEIS). GIP aims to develop the capacity of partner middle-income countries to bridge the current “infrastructure gap” through training and embedding of proven UK methodologies (adapted for an international audience), in project planning, preparation and delivery. These include the 5 Case Business Model and the Project Initiation Routemap, both of which are in delivery by the IPA. The programme is currently in phase 2 of implementation, i.e. adaptation, training and embedding of GIP methodologies in selected Tier 1 and Tier 2 countries. IPA will shortly commence drafting the Statement of Requirements for Phase 3 of its implementation of the Global Infrastructure Programme. This will provide support for the application and implementation of the GIP methodologies on pathfinder projects in the Tier 1 countries.

This paper has been drafted following a desk-based review of relevant secondary literature, in response to a help desk query from the IPA. It draws on existing programme documentation and lessons learnt, such as recommendations from the G&I Scorecard review for GIP prepared by the Evaluation and Learning team, and the Prosperity Fund G&I Policy and Guidance. It also draws upon information collected through two key informant interviews with supplier G&I specialists and IPA advisers working on the GIP programme in two of the Tier 1 countries of implementation, namely Colombia and Indonesia. It is expected that pathfinder projects that apply GIP methodologies will be implemented in both these Tier 1 countries in the upcoming phase 3 of the programme. In addition, it also draws on an interview with IPA’s G&I lead and the client for this query.

The report outlines how infrastructure projects to be supported in Phase 3 of the Global Infrastructure Programme (GIP) can promote positive Gender and Social inclusion (G&I) outcomes, with a focus on women’s economic empowerment. This includes the identification of practical entry points to maximise impact on G&I across the different stages of the infrastructure project lifecycle, in line with the Prosperity Fund’s Gender & Inclusion Framework to reflect an ‘empowerment’ level of ambition. Building on recommendations in the G&I Scorecard review for GIP, this report overviews barriers facing women in the infrastructure sector, and outlines how G&I considerations can be integrated into ‘best practice’ methodology. Its content and recommendations will be shared and discussed with the IPA international development team, the wider GIP programme team and the FCO in an upcoming G&I workshop cum training session on 9th December 2019, to be delivered by the WOW Helpdesk. Subsequently, these will be reflected in the upcoming GIP Phase 3 SORs and in the G&I related targets proposed for the recently revised logframe, both of which are currently in preparation. A recent revision of the GIP/IPA theory of change and related logframe was completed in November 2019. Reflecting best practice, this incorporated G&I mainstreaming resulting in the design and inclusion of appropriate G&I indicators/data disaggregation built into the revised IPA results framework documents.

1.2 Report structure

This paper provides guidance of how infrastructure projects can promote gender equality and social inclusion.

- Section 2 provides an overview of the UK's policy and legislative commitments to gender equality as part of ODA. It also provides an overview of how infrastructure can catalyse inclusive economic development, particularly Women's Economic Empowerment. Lastly, it overviews risks and opportunities around the different roles women play as stakeholders in infrastructure projects.
- Section 3 overviews the infrastructure project cycle, and illustrates entry points for including gender and social inclusion mainstreaming against this project lifecycle. Under each stage, you will find what steps can be taken that go beyond minimum standards to increase impact on women and marginalised groups, and key questions to ask. Lastly, it provides a set of recommendations for GIP Phase 3.
- Annex 1 presents the Prosperity Fund's Gender & Inclusion Framework; Annex 2 gives an overview of the 5-case business case model; Annex 3 provides details of in-country interviews conducted for this report; Annex 4 provides an example project appraisal framework; and Annex 5 provides a series of case studies of best practice by sector; Annex 6: details the Prosperity Fund Gender and Inclusion Policy and Guidance for Bidders; and Annex 7 lists the key definitions provided in this report.

2. Mainstreaming Gender & Social Inclusion

2.1 Gender mainstreaming – a top UK priority reflected in legislation

Promoting gender equality and women's empowerment helps to manage risk; leads to better development results; represents better value for money; helps the UK achieve its development objectives; promotes women's economic rights; and ensures UK legal compliance. Empowering women and girls is necessary for peace and stability, economic growth and poverty reduction. For example:

- If women had the same role in labour markets as men, up to an estimated £28 trillion (26%) could be added to global GDP in 2025¹. No country can afford to not include women in the economy.
- When women meaningfully participate in peace negotiations, an agreement is 35% more likely to last for at least 15 years².

Thus, promotion of G&I is a top UK priority, reflected in a wide range of international and UK policy commitments and human rights laws on gender equality spanning security, foreign policy, trade and development work. They are relevant to all HMG funded international development programmes and these commitments form an ambitious foundation that ODA funded projects must comply with.

¹ See McKinsey & Company (2015): 'The Power Of Parity: How Advancing Women's Equality Can Add \$12 Trillion To Global Growth' McKinsey & Company, 2015: <https://www.mckinsey.com/featured-insights/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>

² See O'reilly et al (2015): Reimagining Peacemaking: Women's Roles in Peace Processes, International Peace Institute: <https://www.ipinst.org/wp-content/uploads/2015/06/IPI-E-pub-Reimagining-Peacemaking.pdf>

International commitments include: the UN Global [Sustainable Development Goals \(SDGs\)](#), which explicitly recognise that the SDGs will not be met without gender equality and social inclusion. The SDGs include a stand alone Goal 5: Achieve gender equality and empower all women and girls (Recognition and value for unpaid work and ensuring women’s economic participation and decision making at all levels of economic life) with gender and inclusion dimensions across all the other SDGs. In particular, the achievement of Goal 1: End poverty in all its forms everywhere (Equal rights to economic resources, assets and income) and Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (The creation of decent jobs and work; ensuring protection of labour rights and safe working environments) are very much dependent upon effective G&I mainstreaming across all economic development initiatives.

Reflecting the centrality of gender equality to ending poverty and achieving the SDGs, the UK was the first country to make it a legal requirement for all of its development spend to consider the contribution to gender equality, through the [International Development \(Gender Equality\) Act 2014](#),³ the **UK co-chaired UN Security Council International Expert Group on Women, Peace and Security**; the [World Humanitarian Summit 2016](#) commitments on the protection and empowerment of women and girls; and the [UN High-Level Panel on Women's Economic Empowerment](#), which identified seven key drivers for transformation, in recognition that women's economic empowerment is intrinsic to meeting the Global Goals.

UK legislative commitments include: the UK’s **International Development (Gender Equality) Act 2014**, which makes consideration of gender equality a legal requirement before the provision of any UK development and humanitarian spend; and the [Public Sector Equality Duty \(2010\)](#), which requires all public bodies to give due regard to the need to eliminate discrimination, advance equality of opportunity and consider the needs of all individuals in shaping policy, delivering services and in relation to their own employees.

UK policy commitments include: [DFID’s Strategic Vision for Gender Equality \(2018\)](#), which sets a new and bold ambition to tackle persistent gender gaps, address unequal power relations and to leave no girl or woman behind, putting girls and women at the centre of all DFID’s work; The Prosperity Fund’s Gender Policy for Inclusive Growth (2018), which summarises the key rationale, policies and evidence for Prosperity Fund programmes to focus on gender and inclusion, as well as implications for programmes; the [UK National Action Plan on Women, Peace and Security \(2018\)](#) which, as the UK’s highest-level strategy on gender and conflict, brings together the work of the FCO, DFID and the MOD; and the [FCO-led Preventing Sexual Violence Initiative](#), which supports global efforts to address sexual violence in emergencies. DFID has also committed itself to work on gender equality and wider social inclusion through its thematic visions and strategies, including in the [Economic Development Strategy](#), [Education Policy](#), [Digital Strategy](#), and [Disability Inclusion Strategy](#).

2.2 Infrastructure provision does not guarantee inclusive, equitable growth

Infrastructure investment by itself does not result in inclusive, equitable growth. The quality and cost of access to services are critical to the potential for these investments to impact low-income and

³ International Development (Gender Equality) Act 2014 c.9 - <https://bit.ly/2slegFT>



marginalised groups, whose members are disproportionately women. Poorly planned and managed infrastructure can exclude some groups from socio-economic gains and drive a wedge between the rich and the urban and rural poor. Developing mechanisms for marginalised social groups, including both men and women (it is very important to engage with men too to avoid backlash), to have a voice in the design and implementation of local infrastructure investments is key.

Pathways to Mainstreaming Gender & Social Inclusion – Illustrative example from the Transport Sector

The UN High level Panel on Women’s Economic Empowerment from 2016 identified seven key drivers of women’s economic empowerment. They provide a framework to think through the entry points for supporting long term, sustainable transformative change. These have been applied to the transport sector to illustrate how transport investments can effectively incorporate G&I mainstreaming in the project preparation and operations stages to promote women’s economic empowerment – see Figure 1 below.



Source: Leave no one behind: A call to action for gender equality and women's economic empowerment. (2016) Report of the UN Secretary-General's High Level Panel on Women's Economic Empowerment

Figure 1 Pathways to women's economic empowerment through investing in transport infrastructure. From 'Transport: A Game Changer for Women's Economic Empowerment' by the ICED Facility http://icedfacility.org/wp-content/uploads/2018/03/ICED-Transport-Sector_WEE-Briefing-Note.pdf

2.3 How can infrastructure enable gender & social inclusion with a focus on promoting women's economic empowerment (WEE)⁴?

Infrastructure development can act as a key enabler for G&I (and in particular WEE) in both urban and rural settings in six key areas:

- I. **Time** - Infrastructure provision and improvement can reduce the time women spend on domestic tasks (e.g. fetching water, food, cooking, etc.) (Fontana and Natali, 2008) and free up time for productive, economic activity. As women remain the primary caregivers for young and old across the global south, the single factor of time is of material economic importance at the household level and has a significant impact at the aggregate level (Antonopoulos, 2009).
- II. **Mobility** – Improvements in transportation infrastructure can have significant knock-on effects on women's physical mobility, leading to more, higher paying jobs for women and new opportunities for business expansion e.g. by facilitating women to commute to urban centres etc. It also has the potential to increase social mobility when combined with skills training, capacity building and social norm change.
- III. **Expanded market activity and new job opportunities** – The construction of new transport, ICT and energy facilities yields new opportunities for labour market participation. Although seen as a male domain in some contexts, the physical process of designing and constructing infrastructure increasingly involves women as contractors⁵, semi-skilled and skilled workers⁶ and supervisory engineers and demonstrates the potential for women to successfully break through gender barriers and enter traditionally male dominated sectors. In some countries, such as India and Ethiopia, women are employed in large numbers in construction projects. To grow the number of quality jobs in construction, ongoing efforts to train, build the capacity of and connect women workers with employers are necessary. Women are also breaking into new jobs in the transport sector: taking on roles as bus drivers, ticket collectors and taxi drivers. These initiatives are growing across Africa and Asia, providing new employment opportunities and increasing safety and convenience for women passengers. By improving transport and transport access, increasing the availability of information about economic opportunities (jobs or market conditions) and increasing productivity of existing activities, investments in infrastructure can facilitate greater market access.
- IV. **Increased and more stable incomes** – By improving productivity and access to customers and suppliers for existing enterprises, investments in infrastructure can increase and stabilise workers' earnings. Women are more likely than men to be home- based workers and run businesses in informal settlements. Many of these enterprises are held back by the lack of access to basic services. Access to water and energy improves productivity and the provision of drainage and pathways increases demand

⁴ Mohun R & Biswas S (2016) [Infrastructure: A Game-changer for Women's Economic Empowerment, a background paper for the UN Secretary-Generals' High-Level Panel on Women's Economic Empowerment](#), prepared by the DFID-funded Infrastructure & Cities for Economic Development Facility.

⁵ SPARC Housing - <http://www.sparcindia.org/housing.php>

⁶ Mahila Housing SEWA Trust <http://mahilahousingtrust.org/#Skill>

- V. and reduces the costs of inputs.
- VI. **Reduced exposure to risk** – The perceived and actual risk of gender-based violence (GBV) has a significant impact on women’s economic participation. It has been estimated that violence against women and girls (VAWG) costs the global economy USD 8 trillion annually ([Fulu & Kerr-Wilson, 2015](#))⁷. Unsafe market spaces, transport and public spaces expose women workers and traders to violence, and limit their economic opportunities (Taylor, 2011; UN Women, 2015). This is exacerbated by the perception of such risks, which can lead to girls and their families giving up on their economic ambition in the formative stages of their lives and perpetuates girls’ exclusion from education and other socio-economic activities. Initiatives such as [SafetiPin](#)⁸ are using mobile data to reduce such risks. Adequate infrastructure provision, both through clean technologies as well as adequate sanitation, water and storage can also help to alleviate other health and safety risks that disproportionately affect women. These include air pollution, food safety, and personal hygiene, among others.
- VII. **Building empowerment through planning, policy and decision-making** – The process of demanding improvements in infrastructure and/or housing by low-income women, especially in urban areas, can in itself be empowering. Globally, bottom up, women-led, community driven approaches led by networks of the urban poor (the majority of whom are poor women) such as Shack/Slum Dwellers International⁹ or [Mahila Housing SEWA Trust](#)¹⁰ have been very successful in negotiating collectively with municipal authorities for improved infrastructure. They have also transformed women’s involvement in municipal governance processes. This sort of collective action by women is a key contextual strategy and a pre- condition for ensuring that infrastructure investments lead to the gender sensitive provision of infrastructure, which can have potentially transformative impacts. By engaging in these grassroots movements, women have become more visible as public leaders, and role models for other women and girls.

2.4 Key gender risks and opportunities related to infrastructure projects¹¹

Viewed through the lens of women as workers, stakeholders and/or end-users of infrastructure projects, the risks and opportunities of mainstreaming G&I across the project development cycle is summarised below.

⁷ Indirect tangible costs, as a loss of potential due to lower earnings and profits resulting from reduced productivity, are particularly difficult to measure, although it is expected that these costs are significant (See Day et al, 2005).

⁸ SafetiPin - <http://safetipin.com/>

⁹ Know your City <http://sdinet.org/about-us/what-we-do/>

¹⁰ Mahila Housing Trust <http://mahilahousingtrust.org/#home>

¹¹ Martinez-Sola, ML. et al (2018) Mainstreaming gender equality to improve infrastructure development impact, Private Infrastructure Development Group (PIDG) <https://bit.ly/2syvxxg>

| | RISKS | OPPORTUNITIES |
|------------------------------|---|---|
| WOMEN AS WORKERS | Once employed, particularly in a male-dominated industry, women can be subject to sexual harassment, gender-based violence and discriminatory gender norms and stereotypes that effectively reduce their welfare. | The construction of energy, transport and telecoms facilities yields new opportunities for women's empowerment through infrastructure works. |
| WOMEN AS STAKEHOLDERS | <p>Women often have different energy, transportation and communication preferences compared with men. Without a proper understanding of these differences, infrastructure investment projects risk underestimating and underserving female infrastructure consumers.</p> <p>Gender-unaware infrastructure interventions may reinforce gendered inequalities and stereotypes, and even have negative impacts on women, including increased risks of violence and sexual assault.</p> | Consultative processes that recognise the needs and wants of both women and men are found to improve the performance and sustainability of infrastructure projects. Consulting women not only is the right thing to do but also helps businesses reach an untapped segment of the market by incorporating gender concerns into project design and implementation. |
| WOMEN AS END USERS | Neglecting women's needs and priorities as users of energy, transport and mobile services could reinforce pre-existing gendered inequalities and prevent women's access to, and benefits from, infrastructure projects. | Focusing on women's specific needs as users of energy, transport and mobile facilities could help advance women's empowerment while at the same time expanding product acceptability, which presents sizable market opportunities for private developers. |

3. Mainstreaming G&I (with a focus on WEE) within the Global Infrastructure Programme

3.1 Prosperity Fund's Gender & Inclusion Framework

The Prosperity Fund's Gender & Inclusion Framework helps to identify entry points and provide a practical way to approach the mainstreaming of gender and inclusion in infrastructure development. The Gender and Inclusion framework is a critical tool to help the PF global and country

Programmes, and Delivery Partners think through the practical implications of supporting inclusive growth, gender equality and women’s economic empowerment as well as Gender Equality Act compliance. It looks at three different levels of ambition a programme can adopt and what good looks like at each level. See annex 1 for the full framework which, at the time of writing, is under review.



3.2 Rationale for mainstreaming G&I within the Global Infrastructure Programme

Despite the critical importance of infrastructure for wider economic development including women’s economic empowerment, a significant global investment shortfall or ‘infrastructure gap’ has been widely acknowledged in recent years. McKinsey assess this at \$350 billion per year worldwide or \$5.2 trillion over the next 14 years (McKinsey, 2016a).¹² Today, as well as the need for finance, there is also a critical lack of properly developed projects that governments and financiers can invest in with confidence (McKinsey, 2016b).¹³

The GIP is helping to address that problem through the adaptation of UK best practice methodologies in infrastructure project planning, preparation and delivery. The methodologies put forward, tried and tested in the UK, have been adapted for international use and are being promulgated internationally with the help of the private sector. They are expected to be subsequently adopted as a matter of policy by the partner countries (tier 1 IPA supported pathfinder countries covered in phases 2/3 include Indonesia, Colombia and South Africa - tbc) for the preparation of infrastructure projects in order to produce sustainable and equitable change.¹⁴ In turn, this is expected to increase the number of good infrastructure projects coming to market as investable propositions, helping to bridge the infrastructure gap and promote sustainable and inclusive economic growth. These methodologies include the UK’s 5 Case Model and Project Initiation Routemap and are collectively called the ‘GIP methodologies’ throughout the remainder of this paper.

However, women and men often use infrastructure differently, hence their different needs should be explicitly taken into account in infrastructure projects. For instance, surveys show that women rely more on public transport than men do, and since they are more often affected by violence, ensuring the safety and security of public transport is key for their well-being and labour force participation.

¹² McKinsey (2016a) Bridging Global Infrastructure Gaps <https://mck.co/2DH1HN8>

¹³ McKinsey (2016b) Financing Change: How to mobilize private-sector financing for sustainable infrastructure <https://bit.ly/2rN1KEq>

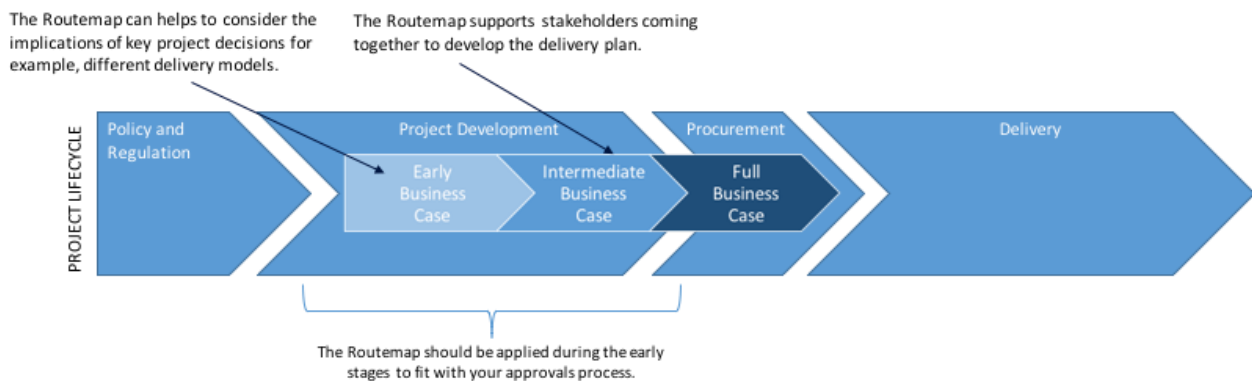
¹⁴ GIP Annual Review, 12 June 2019

Women and men may also use different public transport routes and travel at different times, depending on their work, family responsibilities and other social interactions.

Taking into account the needs of women or children in infrastructure planning not only determines distributional effects of infrastructure projects such as equality in accessibility, but is also a sound business case that can help avoid wrong planning decisions. This requires an appropriate level of ambition to be built in from the project design stage onwards and the prevention of ambitions established in the business case from dissipating through active G&I monitoring, thereby translating intent into impact.

3.3 Entry points for mainstreaming G&I (with a focus on maximising WEE) across the infrastructure project lifecycle

Figure 2 below, illustrates how the GIP methodologies fit within a typical infrastructure project lifecycle.



The priority infrastructure sectors for women’s economic empowerment (WEE) are widely recognised to be energy, water and sanitation, transport, affordable housing and urban upgrading, and information and communication technologies (ICTs). The critical importance of investments in social infrastructure such as health, education, and care services to enable WEE and support healthy and productive workforces is also recognized (Mohan & Biswas, 2016).

This section maps key entry points and issues to consider in order to mainstream gender and inclusion at each stage of the infrastructure project lifecycle for pathfinder projects applying the GIP methodologies. It is agnostic of social or economic infrastructure or the proposed infrastructure sub-sector. This is because the economic and social benefits of each project will need to be assessed individually at the project level and then compared across potential competing projects. Although intuitively a social infrastructure project such as a childcare centre may be expected to yield greater benefits for G&I and WEE by freeing up women’s unpaid care time to undertake productive work, in fact a transport project may have a much larger impact on WEE by opening up access to a new part of the city and therefore many more/new job opportunities for women. Similarly, an energy access project may facilitate the setup of small, home-based enterprises by women (that require reliable electricity as a factor of production) and thereby have a much greater impact on WEE.

Therefore, the recommended approach for GIP methodologies to mainstream G&I (with a focus on WEE) is to focus on entry points and related actions across the infrastructure project cycle. The

suggested opportunities range from those that meet minimum standards and ‘do no harm’ at each stage of the project lifecycle (MINIMUM) to those which build individual capacities to empower women and marginalised groups (EMPOWERMENT) to those that institutionalise structural change and adjust power relations for longer term impact (TRANSFORMATIONAL).

The diagram in Figure 3 below shows the 3 key stages of a typical infrastructure project lifecycle and the GIP business case stages that support it. The purpose of the next section is to illustrate the various G&I (with a focus on WEE) mainstreaming activities that could be undertaken at each stage to ensure “Minimum Standards” as well as additional initiatives that could be undertaken to deliver an “Empowerment” and/or “Transformation” level of ambition¹⁵. The “Transformational” initiatives have also been tagged by the seven key drivers of women’s economic empowerment as identified by the UN High-Level Panel as entry points to address systemic/transformational change.

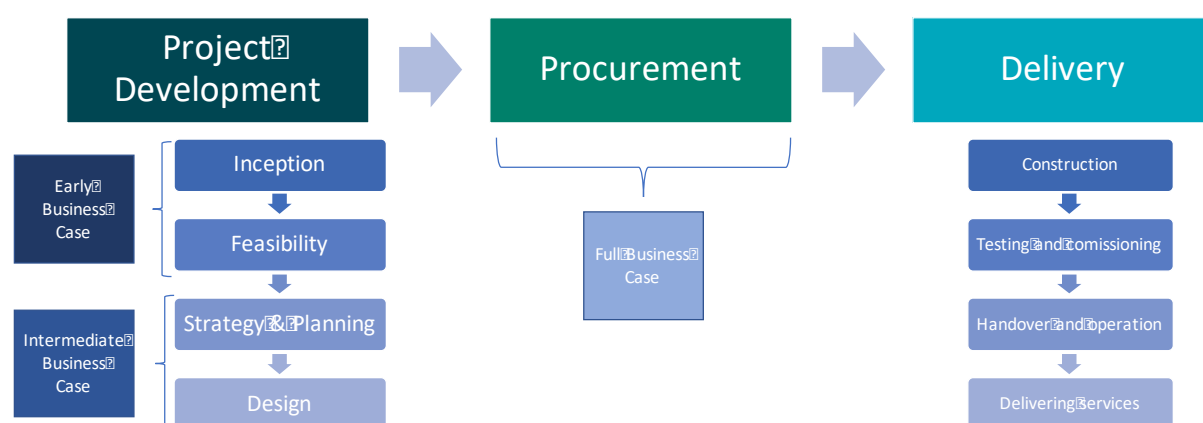


Figure 2 Infrastructure Project Lifecycle and GIP support

Stage 1: Project Development (including inception, feasibility, strategy & planning and design)

Key G&I Mainstreaming Entry Point

- Environmental and Social Analysis and Impact Assessment¹⁶ informing a Gender & Inclusion Action Plan - the Gender & Inclusion Action Plan should identify measures to integrate G&I across the infrastructure project cycle (Early & Intermediate Business case).

Please see Annex 2: GIP 5 Case Business Case Model - ESIA Review checklist (from IPA)

Ambition and Opportunities for Positive G&I Outcomes

- Design effective consultation processes targeting women, poor and excluded groups in project design and implementation, ensuring their meaningful participation at times when they are not working and available (e.g. evenings/weekends); with regular beneficiary feedback (Minimum)
- Address women and excluded groups’ basic and practical needs to ensure that they benefit equitably from the infrastructure to be provided; and ensure identification of potential risks and risk mitigation measures. This should also include accessible design solutions and universal design principles, including for older women and people living with disabilities. (Minimum)

¹⁵ This is referring to the Prosperity Fund’s Gender & Inclusion Framework (see section 3.1)

¹⁶ The Prosperity Fund recommends adherence to the IFC’s Environmental and Social Performance Standard—see Annex 1.

- Collect and analyse gender, disability, socially excluded groups, income quintile, geographic location and age (where appropriate) disaggregated data, as well as other relevant social characteristics under central MREL systems wherever possible through the project development stage (Minimum)
- Support the development and implementation of local skills development plans for women and socially excluded groups (Empowerment)
- Align transport interventions to promote mobility for women e.g. safe transport provision to facilitate late working by women at the project site. This was cited as a key opportunity in Indonesia (see Annex 3). (Empowerment)
- Support skill development programmes aimed at the increased employment of women and socially excluded groups, especially in non-traditional sectors such as driving, electrical skills, supervisory as opposed to labourer roles etc (Empowerment)
- Recognise and take women's care and household responsibilities into account as a major constraint to women's economic participation when designing skills development training programmes, project employment opportunities etc. In Indonesia, the establishment of crèches for children at construction sites was mentioned as a way to increase women's participation in the labour force (see Annex 3). (Empowerment)
- Ensure the representation of women, socially excluded groups and people with disabilities in governance structures, planning and decision-making with the use of quotas as appropriate, to feed into project design (Transformational)
- Gender equality and disability awareness training for government officials involved in infrastructure planning and design (Transformational – Tackling adverse norms and Changing business culture and practice)
- Amplify women and excluded groups' collective voice and action (Transformational – Strengthening visibility, collective voice & representation)
- Mainstream gender and inclusion within all institutional change plans, particularly when applying the Project Initiation Routemap (Transformational – Changing business culture and practice)
- Support local organisations representing women/socially excluded groups to negotiate and participate in innovative compensation &/or benefit sharing schemes e.g. resettlement design including land titling for women only/jointly with their partners, share purchase scheme in the infrastructure asset, skill development and local employment schemes etc (Transformational – Building assets: digital, financial and property)
- Ensure G&I mainstreaming is built into any institutional/policy change measures (Transformational—Changing business culture and practice).

Key Questions¹⁷:

1. Have you/your implementing partner conducted a social and gender analysis to understand the context you're working in, to inform programme design? Questions should help gain contextual information and baseline data on social norms, prevalence of gender based violence, identification of vulnerable/at-risk groups.
2. Have you determined the area of influence by considering direct and indirect project impact, and do you understand the numbers and needs of vulnerable and/or marginalised people affected by the planned infrastructure?
3. Is the business case Gender Equality Act compliant?
4. Does the analysis explain how interventions will affect girls and women, boys and men differently and how the programme will address this?
5. Will the programme address women's practical needs; improve opportunities, choices and decision-making for empowerment; and/or support transformational change?
6. Does it analyse gender differences in roles and responsibilities; in power relations, voice and decision-making; and attitudes and behaviours around being a man or a woman, and how these impact programme design?
7. Have you drawn on lessons learnt, evaluations, project completion reports and other evidence from previous programmes/initiatives to inform your programme design?¹⁸
8. Are local, women and women's organisations involved in planning, design and decision-making on the programme?
9. Do activities take into account any barriers that prevent women/girls and men/boys from participating in the programme? How will the programme promote gender equality and/or women's empowerment, even if it is not its main purpose?

Stage 2: Procurement

Key G&I Mainstreaming Entry Point

- Procurement and contracting processes (Full Business case)

Ambition and Opportunities for Positive G&I Outcomes

- Ensure bidder has requisite capacity and expertise on G&I (Minimum)
- Ensure procurement specifies need for community and stakeholder engagement plan in order for meaningful participation of poor people and excluded groups in the infrastructure design, management and delivery process; with regular beneficiary feedback (Minimum)
- Encourage bidders to introduce mentorship programmes for women and socially excluded groups in the infrastructure design, management and delivery process. Lack of capacity, mentorship, and

¹⁷ Adapted from 'How To' Guidance Note On Gender Equality: A Practical Guide to Integrating Gender Equality into DFID and HMG Policy and Programming (Jobs & Wakefield, 2019)

¹⁸ See in particular the ICED Facility (www.icedfacility.org) and PIDG.

skills were cited in interviews with colleagues as key barriers in both Columbia and Indonesia, for example (see annex 3). (Empowerment)

- Improve size / profitability of enterprises led by women and excluded groups (Empowerment). Do this by increasing their access & control over economic assets. Actively create opportunities for them in procurement processes and the construction supply chain (Transformational – Building assets: digital, financial and property and Improving sector practices in employment and procurement)
- Design incentive schemes including the use of tailored quotas (based on a rapid socio-economic appraisal of the infrastructure site and its surrounding locale) for contractors to employ women in construction and/or other non-traditional infrastructure related supply chains.¹⁹ (Transformational – Improving sector practices in employment and procurement)

Key questions:²⁰

1. Are gender and inclusion objectives integrated into procurement documents, processes, scoring and bid assessment?
2. Does the implementing partner have dedicated social and gender expertise in their team?
3. Does the partner have commitment, skills, institutional culture and incentives to manage and implement in a gender-sensitive way?
4. How will you ensure enhanced due diligence and prevent and respond to sexual exploitation, abuse and harassment?
5. How will you manage and mitigate risks against backlash and gender-based violence?

Stage 3: Delivery, Monitoring and Evaluation (including construction, testing & commissioning, handover & operation and delivering services)

Key G&I Mainstreaming Entry Points

- Short term infrastructure construction
- Long term infrastructure operations and maintenance
- Service delivery aimed at increasing access to new/improved infrastructure
- Monitoring & Evaluation, and User Feedback

Ambition and Opportunities for Positive G&I Outcomes

- Ongoing community engagement: Meaningful consultation with women, excluded groups, civil society organisations (incl Disabled People's Organisations and Women's Rights Organisations), SMEs (Minimum)
- Support protective legal and policy initiatives e.g. health and safety, equal pay, sexual harassment, safe whistleblowing, grievance redress mechanisms to safeguard vulnerable communities (Transformative)

¹⁹ From informant interviews conducted in Columbia, however, it was found that quotas are only successful where there are enough women workers able to fulfil those quotas. See Annex 3.

²⁰ Adapted from 'How To' Guidance Note On Gender Equality: A Practical Guide to Integrating Gender Equality into DFID and HMG Policy and Programming (Jobs & Wakefield, 2019)

- Increase women and excluded groups' skills training and productive employment opportunities in the construction sector (Empowerment)
- Provide formal and informal spaces for childcare which helps reduce household and care burdens on women and enables their economic participation in the workforce e.g. mobile crèches on construction sites (Empowerment)
- Social accountability mechanisms for quality public service delivery, including grievance and redress mechanisms for non-compliance with performance standards (Transformational)
- Challenge social norms around women's economic participation or excluded groups' ability to access resources and employment in the construction sector. Model workplace changes for women in traditional male-dominated job roles (Transformational – Tackling adverse norms and promoting positive role models)
- Gender equality training for teachers, managers, government officials involved in infrastructure delivery (Transformational – Tackling adverse norms and changing business culture and practice)
- Disability awareness training for teachers, managers, government officials involved in infrastructure delivery (Transformational – Tackling adverse norms and changing business culture and practice)

Key Questions: ²¹

1. Are women and women's organisations involved in beneficiary feedback?
2. Are there indicators to measure quantity and quality of results? Quality of women's participation and decision-making? Changes in attitudes, behaviours, perceptions and norms?
1. How will you measure impact on gender equality and social inclusion?
2. Is data disaggregated by sex and age, disability and other characteristics as appropriate?
3. To what extent does the project benefit different groups of women as compared to men (girls and boys)?

3.4 Other social inclusion considerations

At the request of IPA and in order to align with the Prosperity Fund G&I Policy and international good practice, below are three excerpts from existing material which overview three broader social development issues and their relationship to infrastructure projects (in particular at the high-risk construction phase in particular). These include:

- Mainstreaming disability inclusion in infrastructure preparation and delivery (Excerpt 1);
- Key Sexual Exploitation, Abuse and Harassment (SEAH) Considerations for Infrastructure Projects (Excerpt 2); and

²¹ Adapted from 'How To' Guidance Note On Gender Equality: A Practical Guide to Integrating Gender Equality into DFID and HMG Policy and Programming (Jobs & Wakefield, 2019)

- Violence Against Women & Girls (VAWG) & Construction (Excerpt 3).

Excerpt 1: Approach to Mainstreaming Disability Inclusion in Infrastructure Preparation and Delivery²²

One billion people, or 15% of the world's population, experience some form of disability, and disability prevalence is higher in developing countries. Infrastructure and cities are vehicles for increasing DI through the design and delivery of inclusive public services. But in order to design and deliver inclusive services it is necessary to first understand how disability manifests in these contexts.

Cultural and behavioural factors affect how persons with disabilities are viewed and treated in society and have significant impacts on the effectiveness of inclusive infrastructure service provision²³. The twin track approach, of raising awareness and reducing negative attitudes and behaviours is a vital part of effective programme design for inclusive infrastructure. The first promotes actions to empower people with disabilities through specific interventions, such as designing inclusive infrastructure. The second pathway promotes the reduction and elimination of societal and cultural barriers, such as poor awareness or stigmatisation of disability by infrastructure planners, designers, service staff and host communities. This includes mainstreaming disability inclusion across all aspects of policy and practice.

Box 1 – Universal Design principles

A disability inclusive approach is driven by the seven principles of Universal Design (UD) which support the 'design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design'²⁴. The principles are:

- 1. Equitable use: design that is useful and marketable to persons with diverse abilities.*
- 2. Flexibility in use: design that accommodates a wide range of individual preferences and abilities.*
- 3. Simple and intuitive use: design that is easy to understand, regardless of the user's experience, knowledge, language skills or concentration level.*
- 4. Perceptible information: design that communicates necessary information effectively to the user, regardless of ambient conditions or the user's sensory abilities.*
- 5. Tolerance for error: design that minimises hazards and the adverse consequences of accidental or unintended actions.*
- 6. Low physical effort: design that can be used efficiently and comfortably and with a minimum of fatigue.*
- 7. Size and space for approach and use: design that provides appropriate size and space – for approach, reach, manipulation, and use, regardless of the user's body size, posture or mobility.*

²² See also ICED (2019b) 'Delivering Disability Inclusive Infrastructure in Low Income Countries' <https://bit.ly/35V2VjZ>

²³ Intersecting inequalities can result in multiple forms of exclusion. For example, women with disabilities can be faced with discrimination and exclusion based on both their gender in addition to living with disabilities.

²⁴ See Article 2, UNCRPD: un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/article-2-definitions.html

Taken from 'Disability inclusion: The basics' (ICED, 2018b) Pg.1, Available at: <https://bit.ly/39rgSbG>

Key Themes for Inclusive Programming

When thinking about these principles in the context of infrastructure and cities, it is easy to think only about physical access and the built environment, but physical design solutions alone are not enough to ensure inclusivity.

Interventions need to be designed with the user and service in mind, grounded in an understanding of the country's legislative and policy environment; including its cultural, social and economic context, which can provide opportunities, or indeed present barriers for achieving inclusive cities and infrastructure.

The key themes to consider when planning effective infrastructure and cities are set out below.

- *A partner country's policies and legislative framework may offer entry points to support early integration of DI design. It may also help understand underlying and persistent structural barriers to disability inclusion.*
- *Where the policy environment supports DI, weak enforcement of regulations can be a reason this does not translate into practice. Understanding bottlenecks or opportunities in the regulatory environment and governance structures at national, municipal and local level is critical, as is building institutional capacity to ensure standards are enforced.*
- *Universal design is good design. An environment, or any building, product, or service in that environment, should be designed to meet the needs of all people who wish to use it. This is not a special requirement for the benefit of only a minority of the population. It is a fundamental condition of good design. If an environment is accessible, usable, and convenient, everyone benefits. By considering the diverse needs and abilities of all throughout the design process, universal design creates products, services and environments that meet peoples' needs.*
- *Information and data play a significant part in effective infrastructure and urban services. Improving information around service provision can have huge impacts; enabling users to make informed decisions when choosing services, advocating for better service provision, managing household budgeting, and avoiding fraudulent overbilling seen routinely in vulnerable households. Collecting disaggregated baseline data is critical to determine actual challenges faced by PwDs. Awareness campaigns can also be used to build trust and partnership between programmes and beneficiaries, as well as supporting supervision, monitoring and long-term maintenance plans.*
- *Cultural and behavioural factors, which influence social norms around how PwDs are viewed and treated in society, have significant impacts on the effectiveness of infrastructure and urban service provision. Negative social and cultural attitudes towards impairments limit PwDs opportunities – this might include limited access to basic services and restricted exposure or limited engagement with social support and community networks.*
- *Financial resource or investment constraints are common bottlenecks in achieving DI in infrastructure. Adequate programme finance for initial DI analysis and assessments supporting*

universal design, consultation processes, data collection and monitoring etc. is critical for facilitating DI at each stage of design and delivery.

Taken from ICED (2018a) 'Disability Inclusion through Infrastructure and Cities Investments,' Pg.2-5. See the full paper here to read more: <https://bit.ly/38j2kJM>

Further key resources:

- *Using an adapted version of the Gender and Inclusion Framework as an approach, The ICED Facility developed a table to illustrate what 'good' might look like for disability inclusion within key urban and infrastructure sectors, at each level of ambition. [This table can be viewed here.](#)*
- *[You can also see a mapping of the above principles against the an infrastructure project lifecycle here.](#)*

Excerpt 2: Key Sexual Exploitation, Abuse and Harassment (SEAH) Considerations for Infrastructure Projects²⁵

When considering SEAH in infrastructure projects, it is important to take a context-specific approach. The risks and impacts will depend not only on the construction model and other project activities on the ground, but also the wider risk environment. For example, SEAH prevention measures need to take into account any existing social attitudes or norms towards violence against women or harassment in the workplace (SEAH may be more prevalent in communities where behaviours that constitute workplace harassment are generally tolerated). It is critical to ensure a contextually-appropriate and survivor-centered approach (i.e. one that prioritises the safety, anonymity and well-being of victims/survivors of SEAH).

Here are some SEAH risk factors commonly associated with infrastructure projects to consider across the project lifecycle:

o The influx of workers – *during the construction and operation phases workers are often employed informally (no formal contracts or background checks), are predominantly male, often come from outside the project area and are only present for a short time. They come into close contact with all community groups in a project area and, therefore, the risk of SEAH is increased. The size of the workforce and absorptive capacity of the host community are critical factors to consider when assessing SEAH risks.*

o Changes to power dynamics – *the arrival of a large workforce can disrupt the power dynamics in a community and within households, as women in the community come into contact with mobile workmen in a variety of ways. Infrastructure projects can also offer opportunities for women to earn an income (through direct employment on the project during construction or operation, or indirectly via associated services such as catering) – this, too, can alter power dynamics in the community and within households.*

²⁵ ICED (2019a) SEAH Infrastructure tool <https://bit.ly/35U0fms>. For a definition of SEAH, and other definitions, please see [the glossary in the annex 7.](#)

o Land acquisition and resettlement – if the project requires land to be acquired, it can lead to the physical or economic displacement of people/communities requiring compensation and support to those whose home and/or livelihoods have been affected. This can heighten vulnerability of marginalised and vulnerable groups (e.g. female-headed households, those working in the informal sector, people with disabilities) and expose them to risks of SEAH. Marginalised and vulnerable groups may be exposed to risks of SEAH perpetrated by those managing the land acquisition and resettlement process. If national legislation precludes certain groups' formal rights to land titles/ownership, their exposure to SEAH could be further increased. Vulnerability can also be exacerbated through these processes for example if these groups are left out of consultations and decision-making around compensation and livelihood restoration support.

o Transportation – infrastructure projects often involve transportation of materials to and from work sites; new access routes may be created, or workers may use existing access routes used by communities and thereby coming into close contact with all community groups. Women and other vulnerable groups from the community, who are employed by the project, may be exposed to risks on their way to/from the work site if provisions for safe transport are not made.

o Construction phase – this is a particularly high-risk stage for SEAH. This is due in part to a typically larger workforce engaged during construction, the influx of temporary workers on short contracts who either live in on-site accommodation or within the host communities, but also because this is often the stage at which the factors listed above will physically manifest in the project – i.e. this is when land acquisition and resettlement would occur, when transportation of materials, equipment and workers would happen, and when community members would come into physical contact with project staff. However, actions can be taken in the earlier project stages to ensure SEAH is minimised in the construction phase.

o Operation/ service delivery phase – SEAH risks can often continue into the operation and service delivery phase, for example if the new infrastructure being built is a road. This phase also presents another set of SEAH risks if there is an operational workforce, if there are operation phase contractors (e.g. engagement of security, gardeners, cleaners, caterers etc.) and during maintenance activities when external contractors may again be brought in to carry out works. For example, community members employed for long-term maintenance work, particularly more vulnerable populations (e.g. single mothers, people living with disabilities) and those new to the workforce could be at particular risk of SEAH. Locations and points at which SEAH can occur also differ from earlier stages of the project cycle (e.g. through tariff/toll collection activities) as do potential perpetrators of SEAH (e.g. service delivery staff from the host communities could abuse their relative position of power). GIP has limited influence at the service delivery stage, having handed over the project to the client. It is, therefore, essential that SEAH risks during service delivery are properly considered at earlier stages to avoid unintended negative consequences following handover.

In thinking about how to identify, avoid, mitigate and manage SEAH risks in infrastructure projects, it is critical to take a holistic and context-specific approach, which considers SEAH risks in the context of the broader environmental and social safeguards.

Taken from ICED (2019) 'Sexual exploitation, abuse and harassment (SEAH) Infrastructure Tool,' Pg.7-8. See the full report here to read more: <https://bit.ly/35U0fms>

Excerpt 3: Violence Against Women & Girls (VAWG) & Construction²⁶

Infrastructure programming provides critical opportunities to boost economic growth. However, this growth can be undermined by the significant economic costs of violence against women and girls. Violence can have both direct and indirect costs and losses on the well-being of individuals, families and communities, on businesses, economies, social and economic development, and political stability. The cost of violence against women ranges from 1.4% to 3.7% of Gross Domestic Product (GDP), according to recent costing studies within developing country contexts.

What are the risks? Women and girls face various risks of violence and sexual harassment during the implementation of construction projects:

- *Women construction workers are vulnerable to sexual harassment and abuse, exacerbated by the traditionally male working environment. For example, female construction workers in Sylhet city, Bangladesh have described being economically exploited, verbally abused, and sexually harassed, mostly by co-workers or construction supervisors.*
- *Large construction projects which involve an influx of predominantly male workers into a community area can expose women and girls living in the community and providing services (e.g. traders, sex workers) to risks of sexual exploitation and violence. Large and more remote construction contracts will include women who travel to live in or around the camps, who are potentially highly vulnerable because of their lack of a local support network.*
- *Sex work and increased use of drugs and alcohol are often associated with a mobile and temporary workforce, such as truckers and construction workers, which can further exacerbate the risk of VAWG.*
- *Modern slavery and human trafficking is a significant global problem for the construction sector, with high profile cases of both men, women and children trafficked during large infrastructure projects and to work in the construction industry (e.g. construction associated with the 2022 football World Cup in Qatar). The links between bonded labour and construction, particularly in the Indian Sub-Continent, are well documented.*

Key opportunities and promising practice to reduce VAWG related risks during construction

Ensuring social safeguards are in place to mitigate and address risks, including sexual harassment policies, Environmental & Social Impact Assessment (ESIA) procedures, reporting frameworks and robust grievance mechanisms to strengthen the duty of care across a range of actors, including the funding agency, national government, line ministry, contractor(s) and other relevant stakeholders. There should be proper implementation and monitoring of social safeguards through contracts, M&E plans, Corporate Social Responsibility (CSR) programmes, and compliance auditing. Reporting mechanisms, including HR management procedures, should allow workers and local community members to report incidences of violence or harassment without fear of reprisal. These incidences should be fully investigated and disciplinary action taken, where appropriate.

However, it is important to note that there are significant complexities with regard to a contractor's responsibility for its workers' behaviour, and associated duty of care for affected communities, outside working hours. Training on VAWG for the construction workforce (including HR and management, as well as construction workers) can be useful as a preventative and awareness-raising strategy.

²⁶ Fraser, E. et al (2017) Violence against Women and Girls, Infrastructure and Cities Briefing Paper <https://bit.ly/2Rgv2pQ>

Box 2: Case study - DFID Uganda's Safeguard Action Plan for infrastructure programming

Since 2016, the ICED programme has been working with DFID Uganda to help strengthen its capacity and oversight of safeguards on its infrastructure programmes, particularly those that are implemented through third parties and delivery partners (see box). The support is set within a wider context of serious GBV and child protection breaches on a World Bank roads programmes in Uganda, which contributed to the World Bank cancelling the funding to the Uganda Transport Sector Development Project in 2015.

In November 2016, DFID Uganda approached the ICED Facility to support the preparation of an office-wide Safeguards Action Plan to strengthen DFID Uganda's risk management approach and oversight capacity on safeguards, specifically for infrastructure programmes delivered through partners such as the Uganda National Roads Authority (UNRA), African Development Bank (AfDB) and TradeMark East Africa (TMEA).

During this work, it was agreed that under a second phase of support, ICED would assist DFID Uganda not only to implement the Safeguards Action Plan, but also influence and enhance collaboration with partners, and share learning with wider DFID country offices. Whereas Phase I focused primarily on social safeguards, Phase II includes both Social and Environmental Safeguards for infrastructure projects and draws upon more sector and country specific expertise within the ICED Facility.

In addition, the Phase II work includes the design of a new programme to raise ambition and further address child exploitation and GBV on road construction programmes. The new programme will consist of a TA component to the Government of Uganda's Ministry of Gender, Labour and Social Development and a fund providing grant support to NGOs and CSOs working on GBV/child protection in the areas where major road construction is taking place. This work demonstrates DFIDU's commitment and ambition on tackling GBV and child protection on infrastructure programmes, and forms part of the DFID-wide increased interest in rigorous risk management and safeguards as DFID moves to expanding the portfolio on infrastructure and economic development.

Ensuring a safe working environment for women construction workers, free from harassment and fear of violence. For example, CARE's EU-funded project 'Labour Rights for Female Construction Workers' (2016-2018) aims to address challenges faced by women working in Cambodia's construction industry. An estimated 20–40% of construction workers in Phnom Penh are female; many have relocated from rural areas of Cambodia to find work and face low pay, security and threats from male construction workers. Project activities include capacity building of female peer leaders, creation of Technical Working Groups on worker rights, and capacity building on VAWG related rights of 300 private sector employers in the construction sector.

Fair recruitment and building in an anti-trafficking prevention component can help reduce vulnerability to trafficking, sexual exploitation, and violence during construction. The UK's (2015) Modern Slavery Act and the appointment of an Independent Modern Slavery Commissioner includes provisions dealing with support and protection for victims. The Asian Development Bank (ADB) has also supported a range of anti-trafficking awareness raising and vulnerability reduction components in their construction projects. For example, a social assessment as part of the ADB's Road Connectivity Sector Project in Nepal identified girls and women of the age groups 11-25 years old and boys of 6-12 years old as groups at risk to human trafficking for labour or sex work. An anti-trafficking component was therefore built into the project to raise awareness of trafficking amongst road construction



workers, transport operators, female sex workers, labour migrants, and populations living along the road corridors.

Social norm change targeted at construction workers There is also potential to prevent VAWG through workplace programmes aimed at changing harmful social norms, although to date there have been few interventions in the construction industry in low and middle income countries. One example is the preventative health programme 'Men at Work' in Australia, which involves group activities targeted at men in a range of industries, including construction. The programme provides a supportive environment for men to question their own attitudes, behaviour and use of violence, and thus instigate change.

Taken from Fraser, E. et al (2017) 'Violence against Women and Girls, Infrastructure and Cities Briefing Paper,' pg.46-48. To read more see the full report here: <https://bit.ly/2Rgv2pQ>

3.5 Ground realities from Colombia and Indonesia for mainstreaming G&I (with a focus on maximising WEE) across the infrastructure project lifecycle

Two key informant interviews were undertaken with G&I specialists (non-IPA staff) working on the GIP programme in two of the Tier I countries of implementation, namely Colombia and Indonesia. It is expected that pathfinder projects that apply GIP methodologies will be implemented in both these Tier 1 countries in the upcoming phase 3 of the programme. These interviews were in the form of unstructured questionnaires.

The objective was to identify high level G&I issues and key barriers and opportunities regarding the promotion of positive G&I outcomes in the two countries.

This will help to inform the baseline conditions in these two tier 1 countries and help to identify the level of ambition from the G&I framework (see annex 1) that is realistic for the GIP programme in phase 3. The interviews confirmed that while an empowerment level of ambition is the most suitable in these two countries where pathfinder projects will be undertaken, there are also promising opportunities for transformative entry points that have been identified.

Further details of these interviews can be found in Annex 3.

3.6 Recommendations for GIP (IPA component) Phase 3

IPA will shortly commence drafting the Statement of Requirements for Phase 3 of its implementation of the Global Infrastructure Programme. The following are recommendations related to G&I mainstreaming opportunities to ensure that PF's Gender & Inclusion requirements and GIP's G&I ambition of "empowerment" are met/exceeded:

- i. G&I has been mainstreamed in IPA's recently revised ToC, logframe and overall results framework. Appropriate targets to reflect an "empowerment" level of G&I ambition are currently being set in the IPA logframe and will be made publicly available (via DevTracker or similar) to prospective suppliers. It is important that there is on-going results monitoring of the expected G&I targets and outcomes in place, (relying on both quantitative and qualitative data), coupled with regular assessment of lessons learnt. This information should periodically inform adaptive programme design and future logframe targets.
- ii. When selecting pathfinder projects for the Tier 1 countries, consider the use of a customised, uniform appraisal framework for project selection from a wide range of potential projects across different social/economic/infrastructure sub-sectors. The potential for empowerment focused outcomes regarding G&I should be an explicit appraisal criterion in such a framework, in addition to other vital criteria to achieving the desired benefits. Please refer to Annex 4 for an example appraisal framework from DFID's Cities and Infrastructure for Growth (CIG) programme.
- iii. It is not the "choice/type" of infrastructure being built eg the particular social or economic infrastructure sub-sector for the pathfinder projects that will yield higher or lower G&I impacts. Rather, it is the infrastructure development and delivery "process" to be followed eg the accurate application of the GIP methodologies (with G&I objectives mainstreamed) that has the highest potential to result in empowering change for women and other socially excluded groups. This should be reflected in the SORs.
- iv. Engage in cross-learning with other agencies such as PIDG who have already undertaken activities on G&I mainstreaming in infrastructure, and are using an adapted Gender Ambition Framework similar to the used by the Prosperity Fund. The FCO and JFU have already recommended a joint PIDG meeting with IPA. We also recommend cross-learning on G&I with other bilateral and regional PF Infra programmes who are also developing/applying G&I mainstreaming approaches, including the China Infrastructure programme and Asian Infrastructure Investment Bank.
- v. This paper sets out the rationale and a level of ambition and related actions aimed at "empowering" G&I outcomes across the project cycle. Whilst this paper will be published on the WOW website, IPA could additionally consider publishing it along with the SORs for Phase 3 to make suppliers fully aware of IPA's level of ambition in Phase 3 with regard to G&I mainstreaming.

A similar approach was followed by DFID when procuring the global Cities & Infrastructure for Growth (CIG) Programme in 2017-8. A series of seven high level scoping studies was commissioned for each of the CIG target countries and published along with the CIG SOR/RfP to ensure all suppliers had access to the same information and to a comprehensive understanding of DFID's preferred approach (including with regard to G&I and climate change mainstreaming) across the CIG programme.

- vi. PF Programmes should include the Summary PF G&I Policy as Annex as good practice, to ensure that suppliers have clarity on expectations. The SORs could explicitly indicate IPA's level of ambition with regard to G&I mainstreaming, i.e., going beyond "minimum compliance/standards" to incorporate activities aimed at "empowerment" in the development of the pathfinder projects, as well as "transformative" activities where context and scope allow. The interviews with G&I specialists in two of the Tier 1 countries where pathfinder projects will be supported, served to confirm that IPA's stated level of G&I ambition, i.e. "empowerment" is realistic in both countries. Across the programme, there are opportunities for "transformative" impact, including through awareness raising of government offices; embedding new methodologies; and G&I sensitive procurement practices. While "empowerment" is the overall level of ambition for the pathfinder projects, these kinds of activities should be adopted wherever possible across GIP programmes.

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Sustainable Development Goal 5 - Achieve gender equality and empower all women and girls:
<https://sustainabledevelopment.un.org/sdg5>

Sustainable Development Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all: <https://sustainabledevelopment.un.org/sdg8>

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Annex 1: The Prosperity Fund G & I Framework for Programmes

| The Gender & Inclusion Framework for Programmes (updated Sept 2019) | | |
|---|---|--|
| Minimum Standard | Empowerment | Transformative Change |
| <p>Programmes address practical needs and vulnerabilities of women and marginalised groups</p> <p>For GEA compliance: programmes have a statement in strategic case/proposal, summarising how gender has been considered. Inception actions:</p> <ul style="list-style-type: none"> □ <u>assessment of intervention impacts</u> (benefits & losses) on women & men, relationship between them, poor people and excl groups. = G&I Impact Assessment. □ BC owners/SROs/ implementing partners are confident interventions <u>will do no harm</u> or worsen discrimination/ gender inequality. □ <u>G&I Action Plan</u> identifies measures to integrate G&I across programme cycle – minimum in design, M&E. □ Identifies risks & unintended negative consequences to avoid, mitigate & monitor □ Impact assessment considered in Diagnostics and design □ Addresses women and excl groups basic practical needs □ <u>Risk mitigation</u> incl social & environmental sustainability performance standards; social safe guards. □ <u>Sex and age disaggregated analysis & (KPI) indicators</u> for PF programming & logframe as a minimum □ Minimal institutional change to support GEWE and wider inclusion. □ <u>Community engagement</u>: Consultation with women, excluded groups, civil society organisations (incl Disabled People’s Organisations and Women’s Rights Organisations), SMEs. | <p>Programmes build assets, capabilities and opportunities for women and marginalised groups</p> <p>GEA plus..... in additional to level 1</p> <ul style="list-style-type: none"> □ Programme approach is more ambitious (goes beyond GEA compliance, risk mitigation and monitoring) to :- □ Recognise and take women’s care and HH responsibilities into account as a major constraint to economic participation □ Increase women and excl groups’ productive employment opps; □ Improve size/ profitability of enterprises led by women and excl. groups. □ Increase their access & control over economic assets. □ Increase women and excl groups’ individual agency & decision making power (with choices, knowledge & info) Supported by G&I mainstreaming with some institutional change □ Meaningful participation of poor people and excl. groups in programme design & implementation; with regular beneficiary feedback. □ Citizen engagement throughout the programme cycle. <p><i>Adapted from: C Moser (2016) Gender & Inclusion Framework</i></p> | <p>Programmes address unequal power relations and seek institutional and societal changes</p> <p>In addition to level 1 and 2</p> <ul style="list-style-type: none"> □ Programme tackles <u>strategic needs</u> to remove systemic barriers that prevent women and excl groups’ contribution to & benefits from, econ participation. Programmes address persistent gaps in their economic opps. □ Challenges social norms around women’s econ participation & ability to access resources & employment □ Amplifies women & excl groups collective voice & action □ Supports protective legal & policy e.g. health & safety, equal pay, sexual harassment, safe whistleblowing. □ Social norm change at scale e.g. model workplace changes for women in traditionally male-dominated job roles. Gender equality and disability awareness training for teachers, managers, govt officials. □ Urban: Representation of women & People with Disabilities (PWD) on city governance & planning decision making bodies. □ Support women, excl groups and local organisations to negotiate and participate in innovative benefit-sharing schemes e.g. resettlement design incl land title for women. □ Recognise, redistribute & reduce household & caring responsibilities/ unpaid labour □ Embraces G&I mainstreaming with institutional change. □ Social accountability mechanisms for quality public service delivery, incl grievance and redress mechanisms for non-compliance with performance standards. |

Annex 2: GIP 5 Case Business Case Model

ESIA Review checklist (from PwC/GIP)²⁷

Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts

- **Policy and Contextual Review**

A review of the country's policy and legal framework needs to be carried out with a regard to gender and social inclusion, both in terms of protection of rights and promoting development. It will identify whether there are specific departments with responsibility for gender at local and central government level, as well as with regards to vulnerable or marginalised groups

In carrying out a review of the environmental, social, political and economic situation of the country in which the project is located, in other words the contextual review, it is essential that there is a comprehensive gender and social inclusion analysis which will bring an understanding of the societal structure and the different experience of affected groups – including barriers and opportunities for economic empowerment in relation to the sector.

- **Area of Influence**

In determining the Area of Influence of the Project and its Associated Facilities, consideration will be given to gender and social impacts and the differential livelihood patterns of affected groups. It will thus consider movement patterns, access to and use of resources according to gender and other relevant social characteristics (e.g age, ethnicity, migrant status, disability etc).

An area of influence is determined not only by the footprint of a project and its interaction with key facilities but also by the surrounding land use, and the livelihood patterns of affected groups.

NB: Whilst some infrastructure such as a road or railway system may have an area of influence that is fairly determined, that of a project such as an offline grid project can be quite dispersed.

- **Cumulative Impact**

Where an area of influence is likely to experience cumulative impact, the review of government spatial plans and local economic development plans should identify how these cumulative impacts will be experienced differently by men and women and different excluded groups.

How will influx be managed? How will an increase in population impact on key facilities such as markets, schools and hospitals and what implications will this have for affected groups' livelihoods?

- **Project Options/Alternatives**

Gender and social inclusion should form a key component of the analysis of project alternatives. This should include an analysis of how project options impact women and vulnerable groups, in terms of who the winners and losers are.

Feasible alternative project designs should be considered which avoid or minimise any negative physical and/or economic impacts identified on women and marginalised groups, while balancing environmental, social, and financial costs and benefits.

²⁷ This checklist builds on the IFC's Environmental and Social Performance Standards, available here: <https://bit.ly/38gEsGF>

- **Baseline Socio-economic Information**

The baseline socio-economic information collected for the ESIA needs to be gender and age disaggregated so that there is a clear understanding of the context of women and men's livelihoods and the interaction between the two.

The baseline socio-economic context will collect information on the existing situation using both quantitative and qualitative methods. From the outset, it is important that the method of data collection should be gender sensitive so that both women and men are consulted. For project-affected communities, these methods must be accessible to all and ensure that all affected groups can equally, easily and fully participate in the data collection and consultation exercise.

- **Stakeholder Analysis and Engagement**

Stakeholder Analysis carried out for the ESIA should be gender sensitive and inclusive i.e. should include analysis for different groups of vulnerable and marginalised men, women, elderly, people living with disability, youth, caste etc.

NB: This is particularly important where there are number of different types of institutional stakeholders with different interests and capacities to analyse and integrate gender and social inclusion in the project. Different stakeholders will have their own procedures and time frames and these will need to be incorporated.

An important issue is how to engage with young people, and other potentially vulnerable groups such as people with disabilities. This should be conducted in a way which can meaningfully be incorporated into decision making, with opportunities for stakeholder feedback throughout the project lifecycle.

Performance Standard 2: Labour and Working Conditions

The ESIA will review labour issues related to the Project, utilizing disaggregated information to enable an understanding of the gender dimension. It will assess the employment context for women and excluded groups (such as ethnic minorities or people living with disabilities) in the country of operation; it will also assess the client's own policy and track record. Finally, it will look at the opportunities made available by the project during construction and operation and whether there are specific measures in place to enhance job opportunities for women or other excluded groups.

The ESIA will review the measures and processes in place to safeguard the health and safety of female as well as male workers. This should include, for example, grievance mechanism for workers to raise workplace concerns are in place. Grievance mechanisms should use and understandable and transparent process that provides timely feedback to those concerned, without any retribution. The mechanism should also allow for anonymous complaints to be raised and addressed.

Key issues to be explored by the ESIA is that of child labour, bonded labour and forced labour – areas in which vulnerable groups are at risk.

NB: Where relevant and where the client can be influential the review of labour and employment should extend to the client's 1st tier supply chain at a minimum.

Performance Standard 4: Community Health and Safety

The Project's impact on community health and safety needs to take account of men and women's different exposure to health risks as a result of their different socio-economic roles and involvement in different economic and domestic activities in the community.

Performance Standard 5: Land Acquisition and Involuntary Resettlement

Where economic displacement and or resettlement is required, it is essential that from the outset the process of design and development of the Resettlement Action Plan/ Livelihood Restoration Plan (RAP/LRP) is carried out in way which demonstrates a comprehensive understanding of the gender and inclusion dimension of resettlement and thus enables mitigation measures to be developed to address the needs of women or other vulnerable groups, and provide targeted support in livelihood restoration. This involves collection of disaggregated data, ensuring that women and men are properly consulted and their views meaningfully incorporated.

Performance Standard 7: Indigenous Peoples

If the ESIA identifies that there are indigenous groups within the area of influence, then an Indigenous People's Plan must be prepared for the project. The Plan must carry out gender sensitive and socially inclusive analysis for this specific group.

Mitigation Management and Monitoring Plan: Environment and Social Management Plan (ESMP)

The ESMP will carry out the following:

Provide clear mitigation measures for design, construction and operations phases

- Mitigation measures need to be developed which address the key impacts identified, utilising the gendered information created in identifying the key issues and impacts. Women and/or other marginalised groups should be consulted to share their knowledge and needs to develop mitigation measures that are most appropriate for them. Where there is potential for additionality these should be explored and developed.

Develop a monitoring programme

- Gender sensitive and inclusive monitoring is required to ensure appropriate tracking of project benefits for affected groups. This means designing consultation exercises that can reach women and other marginalised groups.

Clarify Institutional Arrangements for the implementation

The institutional arrangement should identify how gender and inclusion dimensions would be incorporated into project implementation. Would there be a specific person responsible (focal point or champion) for making sure that gender issues are incorporated, or would the responsibility go across the different positions? What resources would be allocated in order to implement gender and inclusion policies?

Annex 3: Details of in-country interviews with national G&I specialists for GIP/IPA

This section is based on telephone interviews with national G&I specialists working with GIP/IPA in-country, facilitated by IPA.²⁸ The objective was to identify high level G&I issues and key barriers and opportunities with regard to the promotion of positive G&I outcomes in two of the Tier 1 countries. List of interviewees:

Colombia – GIP G&I specialist

Indonesia – GIP G&I specialist

1. Unstructured interview request (for 45-minute telephone interview)

To inform IPA's delivery of the Global Infrastructure Programme (GIP), we have commissioned a piece of work on Gender and Inclusion mainstreaming within infrastructure projects, with support from the UK government funded Work and Opportunities for Women (WOW) Helpdesk. We are hoping you might be available for a conversation over the phone with our WOW colleagues to share your valuable experience of gender and inclusion from your ongoing infrastructure related work.

As we consider the various parameters of Phase 3 of the GIP programme and in particular begin to develop the pipeline of potential Pathfinder projects, we are keen to ensure that different country level barriers and opportunities around gender and inclusion are adequately understood and considered. As such, I would kindly request 45 minutes of your time early next week to speak with my WOW colleague Smita (cc'd) on the following:

1. What kinds of issues related to gender and inclusion during the infrastructure project development process are of greatest importance in your country?
2. What do you see as some of the key barriers to addressing gender and inclusion during infrastructure project development?
3. What are the opportunities or what have you seen work well to promote gender and inclusion through the infrastructure project development cycle? What additional support do you think is needed?

²⁸ These specialists are not external to IPA.

In-country interview discussion findings:

| | | Type | Colombia | Indonesia |
|-----------------|-----------------------------------|---|--|-----------|
| Barriers | Capacity | <p>Very limited/no female capacity in the infrastructure sector – both in terms of technical design and physical labour. Only 10% or less women engineering graduates in Colombia.</p> <p>No/low capacity has led to the imposition of gender quota requirements in procurements being unsuccessful. 2 private companies withdrew from a recent procurement process; government agencies will not sign MoUs if there is a requirement for gender quotas in procurement.</p> | <p>Women’s leadership/representation is very low – only 20% women in Parliament; captured by elite (i.e. better educated, economically stronger) women, especially at the lower levels</p> <p>Balinese women do work in construction but they are the lowest paid workers doing purely physical tasks such as head loading as opposed to supervisory roles</p> | |
| | Social norms | <p>Infrastructure is seen as a male dominated sector in Colombia/across Latin America’s “macho” culture; the only gender aspect of infrastructure that is discussed is in the context of Gender Based Violence (GBV)</p> <p>Within the region, in Nicaragua, women were trained as construction supervisors but they did not come to work/left the job as the social taboo for women working in construction is too strong to overcome through training alone</p> <p>Women’s economic empowerment (WEE) initiatives are mostly focused on narco replacement initiatives supporting traditional labour and SME opportunities for women</p> | <p>Local cultural/religious barriers e.g. to joint land titling/joint bank accounts in the case of resettlement land and/or cash</p> | |
| | Security | <p>Key social issues include guerrillas and narco traffic – there are many “no go” areas in Colombia where the state is not present</p> | | |
| | Institutional & Policy | <p>One of the largest Colombian local banks financing infrastructure projects does not have a Gender/“Do No Harm” Policy in place</p> | <p>Health & Safety, SEAH, Code of Ethics legislation aimed at protecting women is inadequate and badly enforced at both national and corporate levels.</p> | |

| | | | |
|----------------------|--|---|---|
| | | | Inadequate national legislation - no obligation by Government of Indonesia (GoI) to undertake a G&I assessment during project design stage. |
| Opportunities | Strengthen communication and engagement | Design effective communication campaigns to break the gender stereotypes related to infrastructure/construction being a “male” domain | Design customised quotas and other facilitating interventions to promote women entrepreneurs /sub-contractors / labourers in the construction and/or wider infrastructure supply chain. Increase access to project related information (currently restricted to males/elite women) by undertaking consultations/information sharing events at times when working women are available e.g. weekends/evenings |
| | Training Capacity building & | Adapt regional good practice e.g. successful incentive based training programme for women in mining to drive large trucks in Chile Present 2-3 options/alternatives to gender quotas aimed at longer term, systemic change e.g. mentorship schemes for technical, younger women professionals, companies to invest in long term capacity building/up-skilling etc. | Leadership/empowerment training at the village and corporate levels |
| | Strengthen institutions, policy, and governance | | Design quotas/affirmative action through a Gender Action Plan and/or a Corporate Governance Policy for: <ul style="list-style-type: none"> • Public consultations/women to get information about the project • Employment opportunities from the project • Opportunities for women and socially excluded groups (e.g. persons with a disability) to benefit from the project Use mandatory CSR funds from local companies participating in the |

| | | | |
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| | | | infrastructure project's supply chain to support G&I initiatives. |
| | Gender sensitive infrastructure | | <p>Provision for evening transport for women to facilitate their working on site (often far from home)</p> <p>Provision childcare at the construction site e.g. mobile crèches to facilitate women's participation in the labour force of</p> |

Annex 4 Example Appraisal Framework²⁹

The appraisal framework is a subjective assessment of the proposed options for urban development interventions. Colouring was used to indicate the score, whereby green stands for a high score or high probability, amber for medium and a red would indicate a very low score/probability. The following criteria were used for assessing each intervention:

- **Time.** Will the intervention and its associated potential outcomes be realisable within the project's timeframe
- **Value for money.** Does the intervention stand to deliver significant benefits relative to its cost
- **Potential to leverage private sector investment.** Does the intervention have a high probability to leverage private sector investment?
- **Leverage development partners/others.** Are there good opportunities to partner with other donors to potentially achieve economies of scale?
- **Gender and inclusion.** Does the intervention offer opportunity for transformational change and/or empowerment with regard to gender and inclusion?
- **Systemic/policy/structural impact.** Does the intervention address systemic constraints and not only alleviate symptoms?
- **Impact on growth/jobs.** Potential of the intervention to directly create jobs or impact on productivity and growth, including jobs for and productivity of youth, women, excluded groups, persons with disabilities etc?
- **Climate and environment.** Potential contribution to climate resilience, low carbon growth, natural resource management, environmental health and disaster risk reduction.
- **Political economy/risk.** Are positive outcomes possible within the existing political economy constraints? A red marker for political risks implies the need for a full political risk assessment at design stage.

²⁹ Adapted from the high level scoping studies undertaken for the DFID funded Cities and Infrastructure for Growth (CIG) Programme

| Inter-vention Number | Intervention (Short Title) | Implementability Timetable | Value for money | Leverage Private Sector | Leverage Development partners/ others | Gender and inclusion | Systemic/ Policy Structural Impact | Impact on growth/ jobs | Climate and environment | Political Economy - risks | Total |
|----------------------|----------------------------|----------------------------|-----------------|-------------------------|---------------------------------------|----------------------|------------------------------------|------------------------|-------------------------|---------------------------|-------|
| E1 | Grid Assessment | Green | Green | Amber | Green | Amber | Green | Green | Green | Green | Green |
| E2 | Improved prioritisation | Amber | Green | Green | Green | Amber | Green | Amber | Green | Amber | Green |
| E3 | International standards | Green | Green | Green | Amber | Amber | Green | Green | Green | Green | Green |
| U1 | Urban decen-tralisation | Amber | Green | Amber | Green | Green | Green | Green | Amber | Amber | Amber |
| U2 | Local Revenue | Amber | Green | Amber | Green | Green | Green | Amber | Amber | Amber | Amber |
| U3 | Urban Planning | Amber | Green | Amber | Green | Green | Green | Amber | Amber | Green | Amber |
| U4 | Sec.town services | Green | Green | Green | Green | Green | Amber | Green | Green | Green | Green |
| U5 | YCDC UPU | Amber | Green | Amber | Green | Amber | Green | Amber | Amber | Amber | Amber |
| U6 | IZ management | Green | Green | Green | Amber | Green | Amber | Green | Green | Amber | Green |
| U7 | Building Codes | Amber | Green | Green | Green | Amber | Green | Amber | Green | Green | Green |
| U8 | Pilot slum upgrading | Green | Green | Green | Green | Green | Amber | Green | Green | Green | Green |
| I1 | Procurement | Amber | Green | Amber | Amber | Amber | Green | Amber | Amber | Green | Green |
| I2 | IZ project prep training | Green | Green | Green | Amber | Amber | Green | Green | Green | Green | Green |
| I3 | Land registration | Amber | Green | Amber | Green | Green | Green | Amber | Amber | Amber | Amber |

Score: Green, Amber, Red

Annex 5: Examples of good practice by sector

| <i>Sector</i> | <i>Examples of Good Practice and Promising Approaches</i> | <i>Opportunities for Scaling up</i> | <i>Impacts</i> |
|------------------|---|---|--|
| Transport | <p>EBRD Women Bus Drivers, Kazakhstan</p> <p>EBRD provided \$160 million to one of its clients in the city of Almaty to upgrade its public transport. The funding was given on the condition that the company encourage women to join as bus drivers. The first bus driver was hired in 2015 and there have been plans to recruit additional female drivers. Alongside, the proportion of women in management has increased from 19% to 28%, and women have also been recruited to all-male teams.</p> <p>See more here: https://bit.ly/2PJuMOx</p> | <p>Change perceptions around suitable professions for women</p> <p>Remove legal barriers to women's employment in the Heavy Goods Vehicles (HGV) sector (e.g. Kazakh Law prohibits women from driving HGVs)</p> | <p>Expanding opportunities for women & marginalised groups</p> |
| | <p>Strengthening National Rural Road Transport Program (SNRTP), Nepal</p> | <p>Embed consultation processes and the participation of women in the design of rural roads (potentially through clauses in PPP contracts)</p> | <ul style="list-style-type: none"> - Expanding opportunities for women & marginalised groups - Care Economy - Financial inclusion |

| | | | |
|---------------|---|---|-------------------------------------|
| | <p>A World Bank supported programme that provides support to districts to upgrade and maintain rural transport infrastructure by employing local citizens. The programme has employed over 1500 women from poor communities across Nepal as a priority, and has provided access to mobile banking services, accidental insurance, and free health checkups.</p> <p>See more here: https://bit.ly/3agUgdQ</p> | | |
| | <p>Rural Roads, Peru</p> <p>In Peru, a road improvement project that consulted with local women and focuses on rehabilitating local roads reported increased mobility on the part of women (77%), greater safety in travel (67%) and improvements in income generation (43%). Improved connectivity allowed women to travel further to sell their agricultural products, deliver their babies in the health centre and participate in community meetings (World Bank 2007). See more here: https://bit.ly/3cviyT9</p> | | - Expanded opportunities for women |
| Energy | Solar Sister, Uganda, Nigeria and Tanzania | Develop strong public-private linkages with technology, implementation and enterprise development partners. | - Entrepreneurship and productivity |

| | | | |
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| | <p>Solar Sister is a network of women in Uganda, Nigeria and Tanzania reaching the most low-income and remote areas with affordable solar lamps, mobile phone chargers, and fuel-efficient stoves. Solar Sister's business model deliberately creates women-centered direct sales networks through women's enterprise and capacity building through clean energy.</p> <p>https://www.solarsister.org/</p> | (UNFCC) | |
| | <p>Expanding energy access through women's economic empowerment, ENERGIA's WE programme, Global The programme has worked with 2,697 women entrepreneurs in nine countries (as of 31 December 2015) to deliver energy products and services. It has been able to deliver <i>energy products and services</i> to 2,000,000 consumers in four years.</p> <p>Women entrepreneurs have been assisted to set concrete, time bound goals, and provided customized, one-to-one mentorship. As a result women play a central role in the supply chain, as trusted users and promoters of household and energy products.</p> <p>http://www.energia.org/what-we-do/womens-economic-empowerment/</p> | <p>Build capacities of local organisations to roll out WE programmes</p> <ul style="list-style-type: none"> • Expand Women's Access to Finance. • Develop enabling policies through national women's machineries • Reform the business environment for women • Build the capacity of women's associations and parliamentarians to contribute to advocacy for policy reforms • Engage with climate finance instruments for resource allocation. | Entrepreneurship |

| | | | |
|---------------------------------|---|---|---|
| <p>Industry</p> | <p>Mobile Crèches (MC)</p> <p>MC was established in 1969 to support migrant women who worked as labourers on urban construction sites in India, and could not avail any childcare facilities. To assist them, MC set up Crèches and daycare centres, By doing so it was able to support one million children over a 50-year period, and provide a model that could be used to provide Early Childhood Care while meeting the needs of working women globally. It was also able to advocate for the Building and Other Construction Workers Act 1996 that included provisions for crèches.</p> <p>http://www.mobilecreches.org/</p> | <p>Train workers to manage day-care centers; advocacy and organizing to implement laws, raise awareness in communities, and promote responsible business.</p> | <ul style="list-style-type: none"> - Entrepreneurship - Expanding opportunities for women and vulnerable groups - Eliminating legal barriers |
| <p>In-situ Upgrading</p> | <p>Shack/Slum Dwellers International (SDI)</p> | <p>Include women in planning, implementing and maintaining infrastructure projects to widen the scale of impact</p> | <ul style="list-style-type: none"> - Institutionalising consultation and governance mechanisms for inclusion of low-income groups - -Care Economy - Expanding opportunities for women |

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| | <p>For SDI, the central participation of women is a crucial component of a gender-sensitive mobilization strategy that sees men and women re- negotiating their relationships within families, communities, and their own slum dweller ‘federations’. SDI uses the savings and credit methodology to develop women’s leadership capacity, financial management, skills and confidence. It also trains communities – and particularly women – to collect information about informal settlements and use that data as an advocacy tool to acquire improved services</p> <p>www.sdinet.org</p> | | <p>- Female entrepreneurship and productivity</p> |
| <p>Water and Sanitation</p> | <p>Built Environment Improvement Programme, Thatta Pakistan</p> <p>The programme aimed at improving women’s livelihoods and share knowledge on domestic hygiene, primary health care and environmental sustainability in an area where 97% of the population did not have access to potable water. It involved women in the planning and implementation phases and was able to have a positive impact on women’s livelihoods, skill building, political involvement, and managerial responsibility.</p> <p>See more here: https://bit.ly/3coLDzI</p> | <p>Include women in planning, implementing and maintaining infrastructure projects to widen the scale of impact</p> | <p>- Female Entrepreneurship</p> |

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| <p>Urban Planning</p> | <p>Gender Responsive Urban Planning, Naga City Council, Philippines</p> <p>Naga City Council has encouraged women’s participation in city planning through three key ordinances: • The Women’s Development Code of Naga City 2003: The code sets out the commitment of the city council and women’s organizations to “vigorously pursue and implement gender-responsive development policies and programmes”. • The Naga City Women’s Council Ordinance: This Ordinance set up a Women’s Council to provide gendered feedback on planning policy formulation and implementation. • The Labour-Management Cooperation Ordinance: Under this Ordinance, one in three employer representatives must be woman and women’s issues must regularly be on the agenda</p> <p>See more here: https://bit.ly/2wpR3Ke</p> | <p>Commit additional resource from local and national government.</p> <ul style="list-style-type: none"> • Fund women’s advocacy groups (UN-Habitat, 2008). | <p>- Expanding opportunities for women</p> |
|------------------------------|---|--|--|

Annex 6: Prosperity Fund: Gender and Inclusion Policy and Guidance for Bidders

Objective:

1. This note summarises the **Prosperity Fund’s Gender and Inclusion (G&I) policy³⁰ and approach for promoting inclusive growth, gender equality and women’s economic empowerment**. It provides information to help Bidders think through key issues in relation to programme design and delivery, compliance with UK legislation, and supporting alignment with the Fund’s policy commitments on Gender Equality and Inclusion.
2. The **primary purpose** of the Fund is to promote economic reform and **inclusive growth** in emerging and developing economies. Sectoral priorities include: improving skills, health, the business environment, trade, energy and financial sector reform, infrastructure, future cities and anti-corruption. The Fund’s primary purpose and thematic sectors contribute to the internationally agreed Sustainable Development Goals (SDGs) and wider Official Development Assistance (ODA) objectives on poverty reduction and sustainable development. This is fundamental for complying with ODA requirements and UK legislation on the International Development Act (IDA), including the Gender Equality Act.

Context: Prosperity Fund and UK Policy on Gender Equality

3. **All ODA Prosperity Fund spend must comply with the Gender Equality Act (GEA) - as a minimum, to ensure due diligence and no harm is done.** The UK’s Gender Equality Act 2014 (an amendment to 2002 International Development Act) legally requires all overseas development funding approvals to ‘meaningfully consider’ the impact of an intervention and how it will contribute to reducing gender inequality. A GEA compliance statement with programme approach and key measures for integrating gender considerations is summarised in the Strategic Case of each Business Case. Not only is consideration of impact on gender equality a legal requirement, it is good development practice and enhances value for money and results.
4. A strong focus on gender and inclusion is essential for achieving the Prosperity Fund’s primary purpose – in line with international and UK policy commitments that recognise the importance of **gender equality and women’s economic empowerment as a driver of both inclusive growth and poverty reduction**. Agenda 2030 emphasises the need for concerted efforts to tackle exclusion, including systematic discrimination against women and girls, to support inclusive growth and development. SDG 5 (achieve gender quality and empower all women and girls) aims to bring about transformative change to end gender inequality and all other forms of discrimination that impact on women and girls’ participation in social, political and economic life. Success in meeting the SDGs depends on putting into practice the central commitment to inclusion. UK Aid policy

³⁰ Based on the 2018 revised Gender and Inclusion (G&I) policy and guidance – both under revision March 2019.

commitments on gender equality and development are aligned to these international commitments:

- The 2015 UK Aid Strategy commits that *“Throughout all its development spending the government will continue to prioritise the needs of girls and women, which has been fundamental to the UK’s approach to development over the last three years. No country can develop successfully if half its population is left behind”*.
- DFID’s 2017 Economic Development Strategy commits *‘to tackle the specific barriers faced by girls and women such as lower human capital and access to assets: discriminatory behaviours and laws; and the unequal distribution of care work.....We will build on the recommendations of the UN High Level Panel on Women’s Economic Empowerment, to which the UK has been central. All our economic development work will tackle gender discrimination and work to deliver safer, more secure and higher return work for women’*.

Evidence: Gender equality and inclusive growth linkages

5. There is increasing global consensus and evidence to demonstrate that gender equality and women’s economic empowerment contribute to global economic growth and prosperity. Gender inequality is one of the most pervasive forms of discrimination and a major driver of poverty and a constraint on growth.
6. Women and girls face multiple and systemic barriers to accessing resources and opportunities - discriminatory cultural and social norms, unfair share of home and family care, formal or customary laws and regulations, unequal access to resources, knowledge, information, networks and markets, informality and workplace discrimination and exploitation. The UN High Level Panel on Women’s Economic Empowerment (UNHLP) found large gender gaps in economic opportunities and outcomes in almost all countries³¹. Evidence from 83 developed and developing countries show that women in paid work earn 10–30% less than men on average. The International Finance Corporation (IFC) estimates that while women own more than 30% of registered businesses worldwide, only about 10% of female entrepreneurs have access to the capital needed to grow their businesses.
7. Emerging evidence indicates that economic empowerment of girls and women matters for economic growth. McKinsey estimates that \$12 trillion could be added to the world economy by 2025 through greater female economic empowerment. Gender equality and women’s economic empowerment impacts on firm performance, agricultural productivity and generation of tax revenues for investment and public services. A **country’s overall competitiveness and productive labour force participation increases as the gender gap is closed**, and where women and men are equally able to maximise economic opportunities. Elimination of barriers against women working in certain sectors or occupations could increase labour productivity by as much as 25% in some countries through better allocation of their skills and talent.

Prosperity Fund Gender and Inclusion Framework

³¹ UN Secretary-Generals High-Level Panel on Women’s Economic Empowerment (2016), Leave no one Behind, A Call to Action New York, UN; 1st report.

8. Gender Equality Act compliance, along with impact assessment, risk mitigation and do no harm, is a **minimum expectation/standard** and starting point for the Prosperity Fund. However, the Fund aspires to be ambitious in actively promoting opportunities and addressing practical barriers for economic empowerment for women and excluded groups (e.g. low-income youth and people with disabilities). It also aspires to be transformative in seeking to address systemic barriers to gender equality and economic opportunities for women and other excluded groups. The Prosperity Fund's Gender and Inclusion Framework (2017), sets out three increasing levels of ambition summarised as follows:
- **Minimum standard** – ensuring GEA compliance, impact assessment, consultation, due diligence, risk identification and mitigation, social safeguards, key data disaggregation and indicators, and addressing basic needs and vulnerabilities.
 - **Empowerment** - builds upon minimum standard and GEA compliance and adds building assets, capabilities, opportunities and addressing practical barriers for women and other excluded groups.
 - **Transformative change** - the highest level of ambition, which in addition focuses on institutional and societal change for addressing the underlying, systemic barriers and constraints that limit women and excluded groups from fully participating and benefiting from development and economic growth.

Guidance for bidders

All initiatives carrying out UK ODA-funded technical assistance must comply with the Gender Equality Act 2014 (delivering the measures in the GEA compliance statement in the Programme Business Case) and ensure alignment with the Prosperity Fund's G&I policy for delivery of primary purpose.

Programme design and delivery

Bidders should ensure that gender equality and inclusion issues are addressed in plans and proposals for design, inception, prioritisation, delivery and monitoring. Attention to gender dimensions should be integrated across bids and proposals. Bidders are required to submit a preliminary G&I impact assessment approach and G&I plan (with Stakeholder and Community engagement plan). This should outline how they propose to address G&I issues and community engagement and participation in programme design, delivery and monitoring³². Meaningful consideration of gender equality will be a requirement of every agreement signed for programme delivery. An experienced G&I/Social Development expert will need to be involved at appropriate stages to ensure the programme continues to actively maximise opportunities to deliver gender equality, inclusion, support women's economic empowerment, and ensure people-centred development approaches.

Team Capability and Specialist Technical Skills

- Teams need to ensure they have the requisite specialist technical social development/ gender advisory skills and relevant experience.
- Senior management should have oversight of gender and inclusion. They have a role to play as G&I champions. There should also be a named person of sufficient seniority with responsibility to ensure delivery, who is part of the governance structure.

³² Key resource: Toolkits for seven drivers of Women's economic empowerment at: <http://hlp-wee.unwomen.org/en/reports-toolkits>

- Performance objectives should include a concrete objective around gender and inclusive growth and reviewed as part of annual performance reviews.

Financial resources

- Ensure gender/social development expertise is adequately budgeted for, that budget/time allocations reflect ambition on specific activities to integrate G&I and empower women and girls.

Delivery partner - Corporate Assurance & Risk

- Integrate sound social, gender and inclusion analysis for due diligence and risk mitigation and address the potential gender and inclusion constraints and opportunities;
- Assessment of capabilities of downstream partners.
- Ensure all delivery stakeholders understand GEA requirements (everyone's responsibility), Prosperity Fund G&I policy, and the key gender and inclusion dimensions of the programme's particular sectoral focus.

Key terms:

Inclusive Growth: Supporting inclusive growth and poverty reduction means that the benefits of growth and access to economic opportunities should be spread broadly in society and not exacerbate inequalities and social exclusion.

Women's Economic Empowerment: A multidimensional concept. The Prosperity Fund recognises the importance of increasing access to economic opportunities and assets (e.g. jobs, loans), but also tackling the systemic barriers and processes of exclusion that women and girls face (e.g. discriminatory laws, domestic care burden). This is in line with UN HLP and ICRW definitions.

- *'Women's economic empowerment is not just about access to economic opportunities and assets, it is a process whereby women gain the ability to participate in economic activities, access resources and advance economically as well as the agency and power to make and act on economic decision and control economic resources'* (ICRW 2011)

Gender equality is the absence of any discrimination on the basis of gender. It refers to the full and equal exercise of rights by women and men: they have equal access to socially, economically and politically valued goods, resources, opportunities, benefits and services.

Gender equality and inclusion are distinct but overlapping concepts. For some groups, **exclusion** in access to opportunities is based on gender. For others, exclusion, discrimination and systematic disadvantage, is based on other social characteristics e.g. disability, age, class, caste, race, religion, ethnicity, employment, migrant/internally displaced status, educational status, location (slum, peri-urban, informal settlement, rural) and household type (widows, female headed/single parent).

Social inclusion refers to the process of removing institutional barriers and improving incentives to address the systemic barriers to increase the access to opportunities by a broad range of individuals and groups – making the formal and informal rules of the game fairer. Most people face multiple forms of exclusion based on a number of intersecting factors across both gender and other social characteristics. Whilst these vary in different contexts, **it is not possible to address gender without also addressing inclusion.**

Annex 7: Glossary of terms

- **Sexual Exploitation, Abuse and Harassment (SEAH)**³³: SEAH risks fall under both institutional and programme safeguards and constitute the following:
 - a. **Sexual Exploitation**, as defined by the UN Secretary-General’s bulletin ST/SGB/2003/13, constitutes any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including profiting monetarily, socially or politically from the sexual exploitation of another. It is a broad term, but it includes transactional sex, solicitation of transactional sex and exploitative relationships.
 - b. **Sexual Abuse**, as defined by the UN Secretary-General’s bulletin ST/SGB/2003/13, means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. All sexual activity with children (as defined under the UN Convention on the Rights of the Child as any person under the age of 18) is sexual abuse, regardless of the age of maturity or consent locally. Mistaken understanding of the age of a child is not a defence. “Sexual abuse” is a broad term, which includes a number of acts, including “sexual assault” for example, (rape, attempted rape, forcing someone to perform oral sex / touching) “sexual offence” and “sexual offence against a child”.
 - c. **Sexual Harassment** is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment. “Sexual harassment” in a UN context primarily describes prohibited behaviour in the workplace against another staff member or related personnel, which could also include nationals of the host state. According to ST/SGB/2008/5 and similar directives it involves any unwelcome sexual advance; request for sexual favours; verbal or physical conduct or gestures of a sexual nature; or any other behaviour of a sexual nature that might reasonably be expected, or be perceived, to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Beyond UN regulations, the definition of sexual harassment does not require a link to the work environment. Sexual harassment can be perpetrated against beneficiaries, community members, citizens, as well as staff, personnel, etc.
- **Violence Against Women and Girls (VAWG)**³⁴: The United Nations defines violence against women and girls as “any act of gender based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”

³³ See ICED (2019a). *Sexual exploitation, abuse and harassment (SEAH) Infrastructure Tool*. [online] Available at: <https://bit.ly/2TBVRnL> [Accessed 4 Mar. 2020].

³⁴ See Fraser, E. et al (2017) Violence against Women and Girls, Infrastructure and Cities Briefing Paper <https://bit.ly/2Rgv2pQ>



(General Assembly Resolution 48/104 Declaration on the Elimination of Violence against Women)

- **Global South (Southern):** The phrase “Global South” refers broadly to the regions of Latin America, Asia, Africa, and Oceania. It is one of a family of terms, including “Third World” and “Periphery,” that denote regions outside Europe and North America, mostly (though not all) low-income and often politically or culturally marginalized.³⁵

³⁵ Dados, N. and Connell, R. (2012). *The Global South*. Contexts, Vol. 11, No. 1, pp. 12-13. Available at: <https://journals.sagepub.com/doi/pdf/10.1177/1536504212436479> [Accessed 4 Mar. 2020].



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