

## PIDG Development Impact 2018

**Series Note: Gender, diversity and inclusion**

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*“Improving outcomes for women and girls is fundamental to PIDG’s mission to support economic development and poverty reduction. Poverty and marginalisation are disproportionately experienced by women and girls<sup>1</sup>. Improving women’s participation in the workforce leads to major gains in productivity and growth<sup>2</sup>. Infrastructure projects that don’t address the needs and concerns of women, meanwhile, are at greater risk of failure.”*

### **PIDG’s approach to embedding gender**

PIDG’s systems for embedding gender considerations into activities have to date included a requirement that all companies have a policy of non-discrimination, a requirement that all businesses report on their impacts on women as employees and beneficiaries, and the use of Technical Assistance Facility (TAF) funding to develop add-on initiatives to infrastructure projects to make the most of the opportunities for women’s empowerment.

In 2017, PIDG began work on an enhanced strategy for gender and inclusion, starting with an assessment of the broad risks and opportunities related to gender in the infrastructure sector.

In terms of women as employees, the infrastructure sector has traditionally been male-dominated. In the fossil fuel power sector globally, women make up only 6% of technical staff, 4% of decision-makers and only 1% of top management<sup>3</sup>. In the renewable energy sector, women account for only 20-24% of total jobs<sup>4</sup>. The International Renewable Energy Agency (IRENA) has identified three types of barriers to women’s employment in the energy sector: self-perception, mobility and skills.

PIDG will take these different factors into account in its strategy to increase the proportion of women in the work force. At the same time, PIDG will be embedding strategies to safeguard against harassment and discrimination, to have inclusive approaches to the development of talent, and to ensure buy-in from senior leadership in the project companies.

### **Measuring gender impact**

In terms of women as beneficiaries, PIDG seeks to identify how many women have been affected by each project. However, because of the nature of PIDG’s investments, it is usually difficult to provide numbers with any accuracy. For example, PIDG cannot identify the individuals who benefit from an energy generation project that simply supplies power to the grid.

The same is true of other types of infrastructure, roads and ports projects for example.

In these types of projects, PIDG has in the past applied a Female Beneficiary Estimation Tool which applies two factors to the total number of beneficiaries – the gender inequality in a country (drawn from the UN Gender Inequality Index) and an assessment of the degree to which the project is attempting to mainstream gender (a score between 0.8 and 1).

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<sup>1</sup> World Bank (2012) *World Development Report 2012: Gender Equality and Development*. World Bank.

<sup>2</sup> FAO (2011) *The State of Food and Agriculture* FAO. Rome.

<sup>3</sup> Baruah, B. (2017) ‘Renewable inequity? Women’s employment in clean energy in industrialized, emerging and developing economies’, *Natural Resources Forum*, 41, pp. 18–29.

<sup>4</sup> Marcos, P. (2014) *Gender and Renewable Energy: Wind, Solar, Geothermal and Hydroelectric Energy*

This second factor might, for example, take into account the extent to which a road project is designed to serve short-distance travel needs rather than long-distance travel needs or a railway station has been sited in a place where women feel safe to access it. PIDG can influence these things in some projects, but this depends on the stage at which it becomes involved.

Over the whole portfolio, this estimation tool has resulted in a 60:40 split of male to female beneficiaries, although this number has only a very limited link to the actual results on the ground. Even if all projects had mainstreaming gender components, the Gender Inequality Index (which is based simply on country data and cannot be affected by PIDG's actions) would mean that the estimated results always show more male than female beneficiaries.

### **Leveraging Opportunities to Increase Ambition**

Other types of infrastructure project serve an identifiable community – for example, a biomass facility sourcing from local smallholders, or an off-grid solar project. In these cases, PIDG can do more to design gender-sensitive approaches.

In terms of women as stakeholders, PIDG has worked with the Infrastructure and Cities for Economic Development (ICED) Facility to prepare a set of clauses to be included in the Terms of Reference for the Environmental and Social Impact Assessments (ESIA) undertaken as part of each project's due diligence. The clauses will ensure ESIA's (and associated Action Plans which arise from them) address gender impacts in line with required IFC Performance standards and the UK International Development (Gender Quality) Act 2014. Tasks for the consultants undertaking the ESIA must be tailored to sub-sectors to ensure that, inter alia, women and girls participate in consultations for the ESIA, the consultants fully understand the local context for employment of women in the local community, and the consultants understand how women and girls will use the product or service.







In 2018 PIDG began piloting a framework for inclusion and gender empowerment to determine the right approach to inclusion for new projects, in partnership with ICED. This takes a framework for inclusion in transport sector projects<sup>5</sup> and adapts it for the early stage interventions made by PIDG companies in other growth sectors. It is a way for PIDG to assess the appropriate level of ambition in relation to the gender impact of each project.

In some cases, it might only be possible to implement compliance procedures. In others there may be scope for activities that enhance opportunities for women or for marginalised groups, and some could potentially influence institutional or cultural norms.

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<sup>5</sup> Jobes, K., Naidu, V, Limbu, S.T., Phillips, S (2017) *Transport: A Game Changer for Women's Economic Empowerment* ICED, DFID

Figure 1: ICED Transport gender empowerment framework

	<b>'Do Minimum'</b> Programmes that address basic needs and vulnerabilities of women and marginalised groups	<b>'Empowerment'</b> Programmes that build assets, capabilities, and opportunities for women and marginalised groups	<b>'Transformation'</b> Programmes that address unequal power relationships and seek legal, institutional and societal level change
 <b>Time</b>	Reduced journey time for women through increased frequency of and access to public transport services e.g. increased bus-stops in peri-urban areas; out of rush hour services to help facilitate domestic/care work tasks	Increased transport options for women e.g. motorbike taxis /taxi driven for and by women to facilitate female commuters	Systematic use by transport agencies /municipalities of time-use surveys to ensure transport options that reduce women's time poverty and make women's travel needs central to planning; transport systems and services that respond to women's productive and domestic responsibilities
 <b>Mobility</b>	Appropriate design for non-motorized transport (NMT) users, disproportionately women e.g. pavements, street lighting, cycle lanes	Integrated public transport systems that enable 'trip-chaining'	Strategic planning of major transport programmes with local women's groups to improve women's physical mobility; Improve social mobility by integrating with higher level skills training & social norm change campaigns
 <b>Affordability &amp; accessibility</b>	Fare systems that enable transit or multi-stop journeys to respond to women's more complex travel patterns; tailored fares for children.	Awareness raising to encourage employers to facilitate women's travel to and from work (travel subsidies, flexible working hours to avoid peak times etc.) and to balance economic and domestic responsibilities	Prioritise investment in affordable & safe public transport and non-motorised infrastructure to and from commuter zones especially peri urban informal settlements Formal recognition & planning for transport needs of informal economy
 <b>Safety</b>	Improve safety at and around transport hubs including bus stops e.g. street lighting Plan road crossings with safety in mind, e.g. open truss bridges and not underpasses	Use transportation infrastructure to raise awareness of VAWG and to advertise and educate e.g. zero-tolerance posters on buses, hotline numbers for complaints on public transport Work with transport workers to report GBV, trafficking and sexual exploitation Female staff visible on public transport and delivering front line services	Trained transport workers and agency staff on impacts of VAWG and harassment on women's economic activity; transport agency/company enforces zero-tolerance policy with respect to sexual harassment
 <b>Social norms around economic participation</b>	Ensure appropriate safeguards are in place to mitigate and address risks to women working in the transport sector, including sexual harassment policies, reporting frameworks and robust grievance mechanisms	Use transportation infrastructure and service investments (planning, construction, operation and maintenance phases) to create jobs for women, promote image of women in perceived male-dominated jobs; facilitate women's economic participation in these roles e.g. quotas, women contractors to bid for transport sector construction contracts, women ticket collectors/ drivers etc.	Unions, collective action and dialogue around women's economic participation in the transport sector Protective legal and policy frameworks in place to support women workers. Workplace changes to support social norm change at scale in transport sector
 <b>Planning, policy &amp; decision making</b>	Consult women on transport use and needs from public transport Gender sensitive transport studies	Lock in female representation on transport planning committees at national and sub-national levels Participatory analysis of gender barriers & solutions with women's groups	Enable public sector transport agencies to understand and address both men and women's transport use in planning e.g. Engage staff in awareness raising exercises; gender integrated into guidelines; systematic engagement with women's organisations Use resettlement as an opportunity for progressing gender equality e.g. land titling for women; planning for female homebased workers.

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PIDG will share its experience from this pilot in 2019, before setting appropriate targets on gender inclusion and empowerment for new infrastructure projects.