



Annex 8.1 | Gender Assessment

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- Development Guarantee Company
- Green Guarantee Company
- Pegasys Limited
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1 Introduction

1.1 THE GREEN GUARANTEE COMPANY

Green Guarantee Company (GGC) is a guarantor for green and climate bonds and loans. GGC's mission is to help developing countries gain access to global capital for climate financing by transferring its investment-grade rating via a guarantee onto the developing country borrower. The guarantee on the bond or loan removes the default risk on interest and principal payments by having GGC as a backup payer if the borrower is unable to fulfil its obligation to the lender. Guarantees provided by GGC will help credit enhance climate change projects in developing countries, improving their sub-investment grade credit ratings to investment grade so that they become eligible for investors from global capital markets to consider them for investment.

Green financial products and instruments will play a key role across all climate mitigation and climate adaptation sectors. These include green bonds and green loans that allocate the use of proceeds to eligible climate investments.

GGC's guarantees will credit enhance bonds and loans to allow the global capital market to invest in green and climate bonds and loans from developing countries - prioritizing decarbonization and low-carbon pathways across emerging markets. GGC's objective is to use guarantees to deliver climate mitigation projects which help deliver a net-zero carbon economy and climate adaptation projects which deliver environmental and social sustainability.

Rebuilding emerging economies today to be green tomorrow can help avoid climate-borne financial and economic crises, protect today's investment in recovery, and produce lasting economic gains. A recent study by the IFC (2021) showed that green recovery measures across 21 major emerging-market economies (representing 62 percent of the world's population and 48 percent of global emissions) in selected sectors could generate \$10.2 trillion in investment opportunities, create 213 million cumulative new direct jobs and 4 billion tons CO₂e reduction in GHG emissions annually between 2020-2030. GGC's portfolio covers 11 of these countries as well as 8 other countries.

In addition to considering the positive impact associated with the finance being provided, GGC also recognizes the importance of ensuring sound gender and environmental and social (E&S) practices to avoid and/or minimize potential financial and reputational liabilities. Consequently, the consideration of gender factors and safeguards forms an integral part of GGC's decision making and transactional processes to ensure key risks and impacts are effectively managed throughout the transaction lifecycle.

1.2 BACKGROUND TO THE ASSESSMENT

The GGC fully adheres to the principle of country ownership, meaning that for each project that receives a guarantee from GGC, a Gender Assessment (Annex 8.1) and Action Plan (Annex 8.2) will be in place and in alignment with the requirements set out both by the GCF (GCF & UNWOMEN 2017) and the prevailing

international ratified legal frameworks, regional and national gender policies, or other public policy for gender equality and women's empowerment.

The project-level Gender Assessments and Action Plans will ensure that each project is designed and implemented in support of / alignment with other national development strategies that promote equal opportunities, poverty reduction and sustainable use of natural resources from a national, regional and sector-specific perspective. This will include analysis of the gender equality landscape and data relevant to the host country and in the targeted sector(s), including Nationally Determined Commitments (NDCs) and the Sustainable Development Goals (SDGs).

This Annex serves as the foundation for the GGC's responsiveness – through their guarantees – to supporting gender equality and women's empowerment, and to monitoring the links between gender equality, climate mitigation and adaptation, and environmental sustainability.

The Annex is informed by review of existing literature and secondary databases, as well as expert input and case study analyses, and is considered a living document that will be regularly updated. It comprises three sections:

1. **Chapter 1:** This introduction to the gender assessment, including general guiding principles.
2. **Chapter 2:** Narrative descriptions of i) key gender issues and considerations for each of the five **results areas** (sector) that the GGC will look to support projects in, building on the GCF's vulnerabilities and capacities for change; and ii) a high-level description of key gender considerations and commitments in each of the GGC's **19 focus countries**. The intention of this section is to demonstrate the GGC's broad understanding of critical gender issues per results area and country, which will support investment decision-making, inform the development of indicators for the Gender Action Plan (Annex 8.2), and be explored in greater depth once a project is under consideration by the GGC.
3. **Chapter 3:** A more detailed description of the GGC's approach to practically ensuring projects are in alignment with the GCF's approach to project-level gender mainstreaming.

This Gender Assessment will be used by the GGC¹, the AE² as well as project owners to ensure compliance with GCF's fiduciary principles and standards, environmental and social safeguards standards and Gender Policy.

¹ GGC is responsible for executing or carrying out the GCF-funded programme and will review the gender action plans, assessment and Climate Impact reports as and when they submitted by the borrowers

² The Accredited Entity is responsible for overseeing and monitoring that the GGC is in compliance with the GCF fiduciary principles and standards, environmental and social safeguards standards and Gender Policy (all of which are standards for GCF accreditation), and other relevant GCF policies and requirements, in accordance with the relevant legal agreements (accreditation master agreements and funded activity agreements).

1.3 GENERAL PRINCIPLES

Prior to the issuance of a guarantee, a project owner should be aware of the following gender guidelines which are applicable during the investment process (compiling relevant gender analysis or documents) as well as project implementation (for example reporting on progress):

- The project proposal considers key issues and requirements of gender sensitive design and implementation.
- The project is aligned with existing country policies and strategies and best practices (in the gender assessment, a policy, legal and regulatory review must be undertaken by the project owner).
- The project is aligned with national development strategies that promote equal opportunities, whether in the intervention region or the sector.
- The project owner considers international legislation including discursive text issued by the Committee on the Elimination of Discrimination against Women (CEDAW).
- The project owner will conduct stakeholder consultations and engagements in line with Annex 7.
- Sufficient budget is allocated to conduct the gender assessment and compile the action plan.
- The project owner will direct/support an expert where required to support the gender safeguards process that considers the project type, scale and context.
- The project owner should attempt to align the project with the Sustainable Development Goals and commit to gender equality and women's empowerment (SDG 5) as well as relevant cross cutting themes.
- The project owner should establish meaningful gender performance indicators for the project (gender indicators are established to measure and compare the situation of women and men over time). Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings), and these indicators must feed into the GGC's overarching Gender Action Plan (Annex 8.2) so that the portfolio of project's gender-related progress can be aggregated and tracked.

By undertaking these guidelines, the project owner can build evidence of the gender gaps in markets and institutions and apply this to their project approach. GGC thus encourages its stakeholders to understand key gender constraints as well as opportunities, that will seek to narrow gaps, lift constraints, support opportunities and feed into a more active and engaged dialogue with stakeholders on key levers for sustainable and inclusive change.

2 Gender Assessments

The following section provides narrative descriptions of key gender issues and considerations per results area, building on the GCF's vulnerabilities and capacities for change, as well as a high-level description of key gender considerations and commitments in each of the GGC's 19 focus countries. The intention of this section is to demonstrate the GGC's broad understanding of critical gender issues per results area and country, which will support investment decision-making, inform the development of indicators for the Gender Action Plan (Annex 8.2), and be explored in greater depth once a project is under consideration by the GGC. The assessments were conducted in the absence of a project pipeline and is a living document that will be regularly updated to reflect key developments.

As has been described upfront in the Full Funding Proposal, the GGC has not yet identified specific projects nor institutions that they will work with. Rather, they have committed to considering the issuance of guarantees to climate projects in 19 select countries³, that fall within one or more of five results areas⁴. Until such time as the GGC is approached by a project investor / developer / owner with a specific project proposal, it is not possible – nor useful – to develop focussed and detailed gender analyses, assessments and action plans that the GCF would typically require of a Full Funding Proposal. It is however important for the GGC to possess and demonstrate a broad understanding of:

- i. The nexus between gender and green bonds (*elaborated further in Chapter 3*);
- ii. Gender-related vulnerabilities and capacities for change for each of the five results areas, that broadly pertain to the developing countries that the GGC will look to support projects in; and
- iii. Each of the 19 countries' status quo with respect to key gender commitments, responsible institutions and considerations (i.e., pressing issues that influence gender equality and women's empowerment issues).

This information essentially provides a baseline of what the GGC knows with regards to the select countries and results areas with respect to gender, and importantly, reflects the point of departure at which the GGC would require a project investor / developer / owner to provide a more detailed, context specific gender analysis, assessment and action plan that aligns with the GCF's Gender Policy and related requirements. The findings from these sector and country assessments have been used to develop a framework that the GGC will use to identify potential gender-responsive interventions that should be considered as part of the project design process to maximise the gender benefits of a specific project. The framework summarises the most pressing gender challenges in each country relevant to climate change projects, and the sector-specific interventions which are most likely to address each challenge. This information thus serves as a basis for the GGC and the project owner to identify the types of gender issues that a project in a specific country, within a specific sector, should seek to address.

³ Indonesia; Phillipines; Brazil; Trinidad and Tobago; South Africa; India; Bangladesh; Pakistan; Vietnam; Kenya; Rwanda; Cote d'Ivoire; Egypt; Morocco; Senegal; Cambodia; Lao; Tanzania; Uganda

⁴ energy access and power generation; low emission transport; buildings, cities, industries and appliances; health, food and water security; infrastructure and the built environment

2.1 SECTOR/RESULTS AREA ASSESSMENTS

These assessments are desk-based and serve to elaborate on the GCF's gender-related vulnerabilities and capacities for change. In doing so, this information describes the type of vulnerabilities that specific project-level gender assessments should expand on and investigate further, as well as the types of solutions (i.e., capacities for change) that should be integrated into project design and delivery processes.

2.1.1 ENERGY ACCESS AND POWER GENERATION

The GCF's results area **Energy Access and Power Generation** is key to reducing reliance on fossil fuels, and thereby addressing greenhouse gas emission as well as driving economic growth. Projects under this area fall look to: generate energy from renewable sources such as wind, solar, geothermal, hydro, and sustainable bioenergy; efficiently and reliably transmit, distribute and store energy; and promote access to clean energy in a way that promotes sustainable development and climate resilience while reducing emissions. The on-grid energy sector, particularly in the developing world, has traditionally served urban and industrial hubs and underserved rural areas, thereby failing to meet the needs of the poor – especially women and women headed households. The mode of transmission of energy and its distribution has also created gender inequalities in terms of employment and consumption, with women being negatively impacted. Therefore, while it is universally accepted that access to energy is a catalyst for economic development, a driver for poverty alleviation, as well as a vehicle for women and girls empowerment, opportunities to increase access for women have not yet been fully explored. SDG 7 responds to this, by ensuring “access to affordable, reliable, sustainable and modern energy **for all**” – linking closely with SDG5a on provision of equitable access to economic and natural resources. However, the developing world is still far from meeting SDG 7. In 2015, 1.2 billion people had no access to electricity and 85% of them were in sub-Saharan Africa and Asia. In addition, one third of the world lacked access to clean cooking energy. In the past 10 years, significant strides have been made to shift power generation from fossils to renewable energy with the result that significant increases were attained in 2018 to 2020, with as much as 31.6% of the total generation in OECD being from renewable sources (IEA 2020). Investment in RE has increased access to energy to previously under-served communities and reportedly created more jobs than in the fossil fuel generation and services. Despite these achievements, today over 700 million people worldwide still lack access to electricity.

The issues mentioned above necessitate energy sectors worldwide to transition to low or no carbon solutions, and to transform the economic, social and gendered aspects of the sector that have contributed to skewed and unequal development. Lack of electricity and energy services is directly correlated to poverty and related elements such as access to education and health. Further, energy poverty disproportionately affects women, making them more vulnerable to poverty, simply due to the fact that female-headed households are overrepresented among the people living in poverty (Cagatay 1998). Energy access is therefore pivotal to economic empowerment. Recognizing the gender-energy-poverty-nexus in planning and implementing

development programs can contribute to meaningful results that benefit women and address gender energy vulnerabilities such as those identified by GCF (along with capacities for change):

Table 1. GCF Vulnerabilities and Capacities for Change – Energy and power generation

Vulnerabilities	Capacities for Change
<ul style="list-style-type: none"> • Share of women and women-headed households without energy access • Impacts women are experiencing due to lack of energy access 	<ul style="list-style-type: none"> • Roles of women in household supply / use • Share of women and in the energy labour market and type of occupation • Policies and institutional framework to promote gender equality in energy / power generation

This discussion on vulnerabilities is generalized for GGC’s countries of focus. It refers to vulnerable women in poor households in rural areas as well as those in urban areas. Women have different energy needs compared to their male counterparts as a result of their different access levels to resources; their restricted access to decision making in the home and in the community; and their limited sphere of influence to processes and resources allocation. In terms of energy, women’s roles are limited to energy provision and their sphere of influence being domestic (predominantly the kitchen). Yet decisions for household purchases and prioritization are the purview of men. Men would typically prioritise entertainment appliances, TVs and radios above labour saving appliances. These gender roles manifest into gender vulnerabilities that impact women negatively. These gender energy vulnerabilities broadly fall into five intertwined areas:

Energy Poverty. Energy poverty⁵ is a result of poor incomes and is cyclic in nature such that, unless there are targeted interventions, this will go on unabated for generations. Low incomes are associated with energy inefficient dwellings, lack of modern appliances, lack of modern lighting and cooking facilities. As a result, people in energy poverty households perform poorly in terms of quality of living and tend to degrade the environment more than others due to their reliance on biomass for their dwelling construction and for cooking. Women and girls spend a huge portion of their time gathering and collecting firewood compared to those who have better incomes. The security of women and girls in these situations tends to be compromised.

Education. Girls who have access to energy in their homes get a head start in life. Young girls are able to read at night, women are able to help their children after sunset and are generally safer from sexual violence. Children from homes with access to energy achieve much better in comparison to those without.

Health. Poor energy access or energy poverty has a huge toll on women’s health. Worldwide 2.5 million premature deaths are linked to household air pollution arising from cooking smoke (IEAb 2020). In sub-Saharan Africa almost 490 000 premature deaths per year are related to household air pollution from the lack

⁵ Energy poverty has been defined as the absence of sufficient choice in accessing adequate, affordable, reliable, high quality, safe and environmentally benign energy services to support economic and human development (Reddy, 2000).

of access to clean cooking facilities (IEAb 2020). Due to their roles and responsibilities of preparing meals, mothers and children are the worst affected. Lack of energy also affects food storage and quality. Due to lack of refrigeration, foods easily go bad before being consumed in poor households. Ill health affects learning for children and productivity for the women. Without appliances, women have to manually carry out all the households chores which is physically straining, and in turn compromises their health.

In remote health facilities, refrigeration of vaccines and other medication is crucial to maintain the medications' shelf life. The Covid pandemic exposed the vulnerability of communities with non-electrified health centres as vaccines could not be stored in these centres. Maternal mortalities have been reported to be better among communities that have electricity at their health centres.

Inability to access capital for RE or for own enterprises. Women have challenges in accessing capital for their own enterprises and in most cases end up in informal and low economic return economic activities. . An estimated 70% of women-owned small and medium-sized enterprises in the formal sector in developing countries lack access to capital, resulting in a global financing gap estimated at \$300 billion (IFC n.d.). In Kenya, women own half of all small and medium enterprises, but they experience less growth than male-owned businesses due to a lack of support and resources (Hassan et al 2013). The limited growth is also due to lack of capacity, poor access to technology or capital to purchase technology and reliance on animate labour.

To adequately address these gender energy vulnerabilities, there is need to a global shift in provision of energy services that applies a gender lens, to achieve gender equality and sustainable results as follows:

1. **Empowerment through choices.** Women need to be able to make choices on what energy they need and how to use it. Having choices is a result of economic empowerment arising from better income and knowledge. It therefore follows that the provision of energy services would facilitate the ability of women to earn more through:
 - a. **Energy provision** that aims to provide sufficient and affordable energy to meet both women's productive energy needs (cooking, food processing and water hauling), and strategic energy needs (lighting for evening study, safety in the community, women's enterprises, information for empowerment and emancipation goals); and
 - b. **Electricity supply** which makes it possible for women to establish and run small businesses, in particular those that are rural based.
2. **Reforming gender blind policies.** Reviewing national policy frameworks and ensuring that energy generation is clean, affordable and appropriate to serve all, including rural and poor communities. It is critical that policies are introduced that address challenges or barriers that are faced by women entrepreneurs, and that address women's practical and strategic needs.

Currently, most of those impacted by lack of energy services are in the rural areas, with the result that these current energy structures, policies and strategies are gender blind and fail to meet the requirements or to address the constraints that rural women face. The structures focus on investment in electricity generation that largely target those in urban areas, leaving out the poor.

3. **Enabling income-generating opportunities.** Effective energy programs/projects should aim to increase income in the rural communities. This includes increasing farm yields, improving product quality and enabling the farmer to demand and receive fair prices for their produce. Energy is also a catalyst for creating entrepreneurial opportunities that women and youth can participate in, and it enables substitution of animate (human and animal) labour energy with mechanical technology to improve production and food security e.g. provision of irrigation water; improving food processing and storage for example with use of refrigeration.
4. **Ensuring sustainability through local initiatives.** To ensure the sustainability of off grid RE schemes in rural areas, there is a pressing need to promote of the establishment of locally based rural agencies to provide technical support in the RE sector such as in solar battery charging, micro hydro installation and supply of spare parts, and installing and repairing energy hardware. This thrust can go further to capacitate small scale, self-supporting local technicians and businesses run by women and set in the rural areas.

Examples of how these types of interventions have been integrated into existing GCF energy and power generation:

P178: Desert to Power G5 Sahel Facility. The Desert Sahel Project (which covers the countries of Burkina Faso, Chad, Mali, Mauritania and Niger) aims to improve energy access and security for women and men, and directly benefit 3.5 million people (out of which 1.75 million are women). More than 700, 000 women and men will also indirectly benefit from the project. To ensure effective gender mainstreaming, the project will address institutional and financial barriers focusing on opening opportunities for women. Specifically, it will provide training to the staff of financial institutions and banks to capacitate their staff to integrate gender in their systems and service provision. Furthermore, the project will assist the five Sahel countries to develop gender-responsive regulatory frameworks.

FP168: Leveraging Energy Access Finance (LEAF) Framework. This program (covering Nigeria, Kenya, Ghana, Guinea, Ethiopia and Tunisia) seeks to unlock local currency debt capital to scale up decentralized and distributed renewable energy in the five African countries. LEAF aims to provide access to clean and reliable energy for 1.18 million households (directly benefitting 2.95 million women) by unlocking financing for Decentralized Renewable Energy companies to deploy Solar Home Systems (SHS), Green Mini-Grid (GMG) and Captive Power solutions. The Program will facilitate access to credit to women for SHS, GMG and captive power solutions, and is estimated to create 15,600 jobs for women during the scale-up of DRE companies.

2.1.2 LOW EMISSION TRANSPORT

The GCF’s **Transport** results area focuses on increasing access to low-emission transport by supporting low- and zero-emission public and private transport systems. Such schemes typically fall under country or city-wide cross-cutting GCF projects that support Green Cities or Resilient Urban Systems, with the inclusion of climate resilient connectivity options. Such projects are aligned with SDG 11 “Sustainable Cities and Communities”,

which includes a specific target (11.2) that commits countries to providing “access to safe, affordable, accessible and sustainable transport systems **for all**, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, **women**, children, persons with disabilities and older persons”. In doing so, this target enables the attainment of SDG 5’s (Gender Equality) commitments to support women in receiving equal rights to economic resources. It is within this context that the GCF has defined transport-specific vulnerabilities and capacities for change.

Towards creating meaningful change for women and girls who rely on transport for economic, educational, domestic and recreational activities, GGC will seek to ensure that any low-emission transport projects that it supports, contribute to unlocking and enabling these capacities for change.

Table 2. GCF Vulnerabilities and Capacities for Change - Transport

Vulnerabilities	Capacities for Change
<ul style="list-style-type: none"> • Share of women among users of public transport, share of women without access to public transport • Impacts women and men are experiencing due to lack of or poor quality of transport 	<ul style="list-style-type: none"> • Roles of women in the community/family with regard to transport patterns • Share of women and men in the transport labour market and type of occupation • Policies and institutional framework to promote gender equality in transport sector

With transport being one of the leading contributors of GHG emissions, there has been a global push to promote investment in sustainable systems that support a move away from private motoring to focus on low emission public transport, walking and cycling (World Bank 2021). As part of many national responses to build back better in the wake of COVID-19, many countries have seen this as an opportune time to make shifts in transport design, planning and operations. COVID-19 has deepened and widened the existing inequalities in the transport sector, “entrenching transport-disadvantage, poverty and social exclusion” where women’s needs and rights have historically been largely overlooked, and women are significantly underrepresented in transport investment and decision-making (Jennings 2020). This undermines progress against SDG 5 and SDG 11, amongst others.

Therefore, the impact and sustainability of shifts and improvements in transport systems will largely depend on the degree to which women and other vulnerable groups’ needs are taken into consideration, as a basis for influencing and informing investment and design decisions. As a starting point, it is important to consider existing differences in transport patterns and travel behaviour of men and women, and how existing systems respond, or fail to respond, to these.

Differences in travel behaviour. Women’s travel is considered ‘multi-purpose’ due to the gender-based division of work in most households, which means that women require transport for their more varied obligations – ranging from formal and informal employment, to domestic tasks and caregiving (i.e. accompanying children and elderly relatives to school, clinics, etc.) (International Transport Forum 2019)

(Jennings 2020). While social characteristics (such as income status, age, number of dependents, etc.) influence women's transport decisions, their travel typically comprises shorter distances, with more complex, multi-leg trips that often take place during off-peak hours. Trips are also often multi-modal to allow for more flexibility (International Transport Forum 2019). This means, that despite women predominantly having less access to all means of transport than men, they tend to make more frequent (often shorter) trips required for health, food and caring responsibilities – in addition to the transport they require for income-generating activities (Jennings 2020).

Gender CC also identified a set of gendered impacts on human health in the transport sector, whereby women face greater risks and challenges than men. These include: “women's transportation of heavy loads over long distances; inadequate road safety for pedestrians; contamination through air pollution; sexual violence against women in transport systems and remote areas; and speeding in cars.” (Gender CC n.d.) Jennings's assessment of whether post-COVID-19 transportation systems in sub Saharan Africa were serving the needs of women highlighted similar physical risk factors, which are often compounded by cultural restrictions that limited the way in which women move (time away from home, locations they may travel to, mode of transport, need for chaperone etc.).

Access to opportunities. Gendered mobility barriers hinder women's access to income generating opportunities – a concern that was highlighted in a 2017 ILO report, which identified “lack of transport as the greatest challenge to the female labour force”. This is a clear contributing factor to the fact that, in 2021, only 49% of women participated in the formal workforce globally, compared with 75% of men (World Bank 2021). Female entrepreneurs are also stifled by transport costs, which often limit their access to income, opportunities, services and markets (Jennings 2020).

Underrepresentation of women in the transport sector. Despite the above findings, mobility plans rarely consider the safety, security, comfort, accessibility and affordability needs of women and girls (UNEP 2020). This is partially linked to the underrepresentation of women in the transport sector globally, which has led to the marginalisation of women's interests and needs (UNEP 2020). The sector is highly gendered, where women are predominantly employed into low(er) paid/low(er) status jobs with few, if any, opportunities for career development. One of the biggest barriers to women's entry into the transport labour force is the high rate of violence against transport workers; this affects the ability to encourage women to qualify and work in the sector and affects retention of female employees (ILO 2013).

Research has shown that women are vital to a low-carbon economy transition, which includes a more integrated mobility sector. Improving gender equality and safety in transport will lead to higher levels of uptake of low emission public transport, biking and walking (Saunders 2019). Achieving this requires a range of interventions, from policy reforms to targeted and meaningful engagement with women, and capacity building – both for transport agencies and operators, and women working in the sector. These capacities for change will be integrated (as appropriate) into projects that GGC seeks to support (Saunders 2019):

1. **Development of gender-informed transport policies, strategies and regulations**, that draw on up-to-date social and gender analyses and participatory planning (i.e. gender inclusive consultations) with both female and male beneficiaries.
2. **On-going routine analysis, and evaluation and reporting, of gender and transport issues during transport planning, implementation and operations** to identify physical, economic and social risk factors that affect affordability and access of transport for different population groups. This includes monitoring user patterns, to ensure services respond to specific mobility needs of women and girls, who utilise transport to access health services, education and economic opportunities.
3. **Awareness-raising and capacity-building for transport agencies and service operators** to ensure systems are in place to actively manage and respond to gender issues both internally (with employees) and externally (with users).

Examples of how these types of interventions have been integrated into existing GCF Transport projects are described below:

FP166: Light Rail Transit for the Greater Metropolitan Area (GAM). To address the significant underrepresentation of women in Costa Rica’s transport sector, the project has committed to generating direct and indirect jobs for women through i) the hiring and provision of spaces for women entrepreneurs to be part of the tertiary service providers that the electric light rail transit system acquires; and ii) rolling out of a program to attract women to join the train’s workforce by committing to supporting equal opportunities, and protect female employees through the development of develop protocols to prevent sexual harassment in the workplace.

FP085: Green BRT Karachi. Towards developing a zero-emissions bus rapid transit (BRT) system that is safe and accessible to all, the project has committed to conducting periodic ridership surveys to track changes in (i) size and diversity of riders, and (ii) their satisfaction level, the results of which will feed into decision-making regarding routes, pricing, peak and off peak hours etc. An awareness raising program will also be roll-out out to addressing all forms of harassment, violence, bullying, theft, and other security concerns, with all employees trained to handle and record incidents of sexual harassment and other crimes.

2.1.3 BUILDINGS, CITIES, INDUSTRIES AND APPLIANCES

Cities as hubs for growth and with their large carbon footprints, offer opportunities for addressing climate change with potential to achieve high positive impacts overall. Thus, the GCF has identified **Buildings, cities, industries and appliances** as one of the eight key result areas. This result area by its nature is cross-cutting and overlaps in scope with four other result areas; namely a) Energy generation and access, b) Transport, c) Infrastructure and built environment and d) Health Food and water security. The “Buildings, Cities, Industries and Appliances” result area focuses on the adoption of better technologies, energy efficiency, energy efficient designs and introduction of incentives that change behaviour to help reduce energy use.

The result area also responds to a number of sustainable development goals, in particular SDG 11 “Sustainable Cities and Communities”, SDG 7.3 “Energy efficiency”, SDG 9 “Industry, Innovation and

Infrastructure”, and SDG 5 “Gender Equality”. This result area specifically talks to SDG 11b by seeking to adopt and implement integrated policies and plans towards **inclusion**, resource efficiency, mitigation and adaptation to climate change and resilience to disasters. This is particularly pertinent in many countries where women are the primary users and consumers of energy. In developing and implementing projects under this results area, it is therefore critical to understand and address the gendered vulnerabilities relevant to this space (such as those identified by the GCF below). In doing so, women-centred opportunities (i.e. capacities for change) can be introduced into project designs.

Table 3. GCF Vulnerabilities and Capacities for Change - Buildings, cities, industries and appliances

Vulnerabilities	Capacities for Change
<ul style="list-style-type: none"> • Share of women among building occupants, users of public/communal infrastructure, users of appliances • Share of women in energy/fuel poverty • Impacts women and men are experiencing due to inefficient patterns of resource use in buildings, cities, industries and/or by appliances (health, poverty) 	<ul style="list-style-type: none"> • Roles of women in the buildings, cities, industries with regard to resources/energy use patterns • Share of women and men in the relevant labour market and type of occupation • Policies and institutional framework to promote gender equality in buildings, cities, industries

Key determinants of vulnerability in urban setups have been identified as:

- individual assets (in particular income, and also housing and employment);
- collective assets (location, services, and infrastructure); and
- institutional factors (in particular knowledge, governance practices and urban planning).

Each of these manifest and impact women and men differently:

Housing, shelter and health risks. Housing provision for cities in the developing world is insufficient and inadequate, with better housing and living spaces being accessed by the more affluent members of the society. 40% of the poorest households in urban areas are headed by women (IIED 2021), meaning a large proportion of women headed households live in poor housing conditions, including slums and informal settlements. These have various shelter deprivations that include energy inefficient appliances or no appliances at all, poor ventilation, and lack of or unreliable water and sanitation supplies. Disregarding women’s needs in basic services such as electricity in the household, water provision and sanitation in cities leads to extremely time consuming and physically onerous burdens for women in terms of water collection, severe health risks from indoor pollution from firewood, coal or kerosine stoves, and diseases arising from untreated water. Moreover, since many urban households do not earn enough to purchase all the food that they need, they often supplement their food supply through urban agriculture activities. However, land availability in cities for such practices is limited and can be costly, and some city bye-laws restrict crop production in open spaces. Food quality and shelf life is also reduced by poor storage space and the lack of appropriate appliances in these poor homes.

Employment and productive time. Availability of lighting has the opportunity to increase working and studying hours, leading to increased productivity. To qualify for employment, women have to have the right

qualifications, get the information on available jobs and time to apply, as well as means of submitting their applications. In Brazil a study was carried out which showed that when other factors like education are controlled, women with electrical appliances in their homes were more likely to get jobs than those who did not (Deloitte 2015). It was considered that they had a competitive edge by obtaining information on job adverts much more easily because they had access to communication appliances and because they spend less time carrying out manual tasks had comparatively more time to access information.

Access to capital. These issues impede women from earning enough to support their children or to get out of poverty, causing them to continue using energy inefficiently or resort to polluting through use of unclean energy and inadequate waste disposal options.

Gender violence and safety. The danger of gender-based violence is very real in many cities, as dimly lit streets, lonely transport stations, desolate areas and crowded transport make sexual harassment and violence against women very likely. Women still face lengthy, expensive and often dangerous routes as they go about their daily business. Urban violence against women limits women's movement and their use of public space, particularly among the most poor and marginalised (Nesbitt-Ahmed et al 2015). The restrictions potentially curtail women's economic, educational and social opportunities, exposing women to health and stress risks and creating severe infringements on women's rights to the city.

Power relations and decision making. Inequitable power relations in cities and an underrepresentation of women in governing bodies and key sectors means that women generally have much less influence over policy and development planning decision making than men. An example is in the construction industry, where men plan, design and construct houses, schools, shops, streets, drainage facilities and other spaces without always adequately addressing the specific needs of women and girls. This can contribute to increased fatalities amongst women, for instance if women cannot evacuate buildings easily due to the physical structure that do not cater well for cases of emergencies (H Jabeen 2014).

Economic resources and employment. Employment is one area where the gender gap remains huge, with women occupying lower earning jobs compared to their male counterparts, even when women hold professional qualifications and experience. Tacoli found out that 54% of women employed in 14 urban centres in ten countries across Africa, Asia and Latin America, were street vendors, home-based workers and waste pickers and that when there is an economic crisis this group is immediately negatively impacted (Tacoli 2012). The nature of jobs that women take (even in formal sectors, like the manufacturing industry, food industry and other light industries) makes them vulnerable in terms of labour rights, security of employment, inadequate and unequal pay, exploitation and tortuous promotion pathways. This results in women not having the same opportunities for economic empowerment, hence denying them a chance for building resilience.

Cities offer several opportunities to address these vulnerabilities and create more resilient, inclusive communities, such as:

1. **Gender equitable policies, programming and planning in cities and urban areas.** Bye-laws, policies and standards need to be implemented to: ensure women can access fairly priced rentals with secure

tenure agreements; social protection programs are properly funded and rolled out for the most vulnerable; and green housing standards are designed to consider women's needs; amongst others.

2. **More inclusive and efficient city decision-making.** Gender equality in local, regional and national decision making improves the ability of women to influence policies and politics. Including women in the decision-making process leads to better informed decisions on how to design services and use resources more efficiently and equitably. The power to make decisions in the built environment based on gender roles, can contribute significantly to the capacity to adapt to climate extremes.
3. **Inclusive transport systems.** As described under the Transport Results Area, city transport should not only cater for example, a bus system that links neighbourhoods to economic centres (thereby addressing men's needs) but should also address women's needs as caregivers, who require better connections to from home to the market or childcare centres. Transport networks also need to connect poorer areas with residential areas, for use by women who provide domestic services.
4. **Improving access and affordability of appliances and green buildings:** Increasing access to affordable electricity also addresses time poverty in enabling use of energy efficient and affordable appliances by women. It has been shown that use of appliances enables women to achieve more economic goals, reduce use of dirty energy and saves time. This also includes Upgrading water heating and cooling appliances and retrofitting with energy efficient parts.
5. **Improving city-wide safety:** Careful design of open spaces, parks, lighting, the siting of markets and latrines and the provision of safe transportation, including the training of drivers and conductors, are all areas that could contribute to greater safety for all – and in particular, women, children and other vulnerable groups.

The following GCF projects aim to reduce emissions from buildings, cities, industries and appliances by supporting policies, standards and technologies that reduce the need for energy.

FP068. Green City Facility. This program aims to enable cities to transition to low-carbon, climate-resilient urban development. In doing so, the Facility will help the target cities to mainstream gender to ensure that equal opportunities are afforded to women through employment and participation in decision-making forums to ensure that gender sensitive infrastructure and services become the norm. Through training it will build the capacity of women to participate in policy dialogue activities and promote gender equality in access to services and employment through information sharing.

FP103 Promotion of Climate-Friendly Cooking: Kenya and Senegal. This project aims to accelerate the growth of Improved Cook stoves (ICS) markets in Kenya and Senegal and significantly increase the level and quality of ICS production and sales, in rural areas and poor urban areas. The project is estimated to directly benefit 11.23 million people, mostly women as consumers and users of cook stoves. The project will also create income generation opportunities from manufacturing of cook stoves and ensure the involvement of

women in the initiatives. Furthermore, the project intends to empower women and build their confidence in accessing finance, procurement and other support opportunities.

2.1.4 HEALTH, FOOD AND WATER SECURITY

With the population projected to reach 9.7 billion by 2050, there is a pressing need to increase food production by 50% (Rainforest Alliance 2020). This global food security crisis requires significant scaling up in both the quantity and quality of food produced, while also ensuring the sector’s environmental footprint is reduced within the context of climate change. Recognising this, the GCF’s **Health, Food and Water Security** results area seeks to support resilient, low emissions agricultural and food systems towards a three-fold paradigm shift: 1) Promoting resilient agriculture; 2) Facilitating climate informed advisory and risk management services; and 3) Reconfiguring food systems. In doing so, GCF projects under this results area directly serve to support several critical targets under SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture. Specifically:

- SDG 2.1: “end hunger and ensure access by **all people**, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round”
- SDG 2.2: “end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of **adolescent girls, pregnant and lactating women** and older persons”
- SDG 2.3: “double the agricultural productivity and incomes of small-scale food producers, in particular **women**, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment”.

These three targets are all directly linked to SDG 5 on Gender Equality, and collectively point to the fundamental role that women play in supporting a shift in global shift agricultural practices. However, while women make up at least half of the world’s agricultural workforce, they do not get a fair share of the assets, resources and services that farmers need to sustainably operate (IFAD 2020). This is due to a variety of challenges and vulnerabilities that they face, which collectively place women – and their dependents – at greater risk of water or food insecurity or health-related hazards (as identified by the GCF, see Table 4 below).

Table 4. GCF Vulnerabilities and Capacities for Change – Health, food and water security

Vulnerabilities	Capacities for Change
<ul style="list-style-type: none"> • Share and number of women with increased exposure to water or food insecurity or health-related hazards 	<ul style="list-style-type: none"> • Roles of women in targeted communities • Share of women and men in relevant labour markets and type of occupation • Policies and institutional framework to address vulnerabilities

Whilst these vulnerabilities manifest differently based on country-specific contexts, the following overarching challenges prevail in many developing country contexts.

Differences in roles and responsibilities. In addition to making up a significant component of the global agricultural workforce – where women are more likely than men to take on part-time, seasonal or low wage work – women are also responsible for the vast majority of unpaid labour: house chores, cooking, livestock rearing, childcare and caring for the elderly (S. Huyer et al 2021). In bearing these responsibilities, women are often more likely than men to spend their money on health-related items for their families– such that, when women are able to generate income and have more control over household budgets, communities are generally healthier and more resilient (Rainforest Alliance 2020).

Impacts of climate change. Women's on-going domestic and livelihood related responsibilities are further compounded by the increasing prevalent impacts that climate change is having on water and food security (UN 2019). Women are significantly more vulnerable than men to the effects of climate change due to their strong reliance on natural resources; these vulnerabilities manifest in many ways –water scarcity increases the time required by women and girls to collect water, malnutrition and ill health result from food and water insecurity and poor water quality, and rates of gender-based violence increase as households become more resource constrained (IFAD 2020) (IUCN 2020). Women also tend to be poorer, meaning their options to act in times of climate stress are limited (Rainforest Alliance 2020).

The agriculture sector – where the poorest rural women overwhelming work – is hardest hit by droughts, flood and heatwaves (IFAD 2020) and without access to critical resources (described below), women lack the adaptive capacity to recover from, and respond to, such shocks and stressors.

Access to resources (land, finances, skills and technology). Women own substantially less land – including agricultural land (15% versus 85%) – than men, and even in instances where country's recognize women's right to own and use land, discriminatory customary laws mean that in many countries these rights are not guaranteed (IFAD 2020) (UNWOMEN 2021). Increasing women's tenure security will increase their productive capacity, and can also be used as collateral to access finance. However, challenges in accessing such forms of collateral are often coupled with limited financial products adapted to women's needs, meaning women are unable to shift from subsistence to higher value market oriented production, nor invest in more efficient, resilient, low carbon systems and technologies (S. Huyer et al 2021). FAO research has shown, that giving women equal access to natural and financial resources, education and land, leads to increased farm productivity (by as much as 30%) and improvements in family nutrition.

It is therefore critical that agricultural projects focused on enhancing health, food and water security outcomes be carefully designed to address gender-based constraints, as this is key to unlocking productivity, improving food and nutrition security, reducing poverty, and enhancing resilience (FAO, IFAD & World Bank 2015). Such approaches for doing so, include (UNWOMEN 2021):

1. **Unlocking bottlenecks for women's participation in rural value chains**, by supporting policy reforms and identifying measures that improve women's land rights, establishing and capacitating women cooperatives and women-owned micro, small and medium-sized enterprises, and enabling access to appropriate financial and insurance products.
2. **Climate smart agriculture skills upliftment and technology transfer** to support women farmers and cooperatives with shifting from traditional practices to CSA approaches through the introduction of climate resilient agroecological techniques and the incorporation of renewable and energy-efficient technologies across value chains.
3. **Access to climate information and early warning systems**, in a timely manner and in appropriate formats (i.e., language, use of images, use of media / cellphone technology etc.) to ensure women farmers are able to make decisions and implement disaster preparedness measures in advance of extreme events so as to protect produce, homesteads, and farming implements / infrastructure.

Examples of how these types of interventions have been integrated into existing Health, Food and Water Security projects are described below:

FP175: Enhancing community resilience and water security in the Upper Athi River Catchment Area, Kenya. In establishing a modernized hydro-meteorological observation, monitoring, and testing system for the catchment area, the project has committed to ensuring that gender focal points within relevant ministries are engaged in the installation and rehabilitation processes, and that the percentage level of women's access to and utilization of the network systems be closely monitored to ensure equitable access.

FP179: Tanzania Agriculture Climate Adaptation Technology Deployment Programme. The project has set ambitious targets with respect to providing targeted financial solutions and products (loans, guarantees and insurance) and technical assistance to women farmers, to support development and adoption of climate change adaptation technologies and solutions. This includes the development of women-dedicated credit line options guarantee solutions that integrate women-specific interests. The project will also seek to ensure that 80% of local financial institutions, financing agriculture activities, are sensitized to lending and guarantee providing to female farmers.

2.1.5 INFRASTRUCTURE AND THE BUILT ENVIRONMENT

Developing countries are exposed to worsening climate related hazards, storms, tropical cyclones, floods, sea level rises and droughts as well as secondary hazards such as famine and pandemics. The majority of human and direct economic losses from natural hazards occur as a result of damage to the built environment (Kachana Ginige et al 2014). In so far as infrastructure is concerned, the damage caused by extreme weather events results in huge sums of money being directed to repairs, damage control, rubble clearing, resettlement of displaced people and humanitarian assistance; inevitably pushing governments into debt crises, bankrupting businesses and impoverishing individuals. A significant number are not able to recover without external

assistance. And obviously gender is a key aspect affecting vulnerability and capacities to cope with the climate induced disasters.

On the other hand, infrastructure is crucial in mitigating and adapting to climate change. It is the backbone of growth and development and is interlinked and interdependent with almost all sectors including transport, energy, agriculture, telecommunication, industry, housing and water and sanitation, among others. This interdependency creates another layer of challenges as failure of certain infrastructure have a causal effect on the rest. For example, when storms damage power lines, the water supply system, transport systems and energy needs in buildings and appliances are all affected. Despite the importance of infrastructure there is a significant gap in infrastructure provision in the developing world. Specifically, there is a gap in new infrastructure and more important in climate resilient infrastructure.

Due to its critical role in climate adaptation and mitigation **Infrastructure and built environment** is one of the GCF’s 8 key result areas. The goals for this results area are advanced across four “transition” areas, namely: i) built environment ii) energy and industry, iii) human security, livelihoods and wellbeing and iv) land-use, forests and ecosystems. GCF aims to build new infrastructure and also retrofit old traditional infrastructure to climate proof it.

This results area aligns with SD 9 “Industry, innovation and infrastructure” and is also linked to SDG 11 “Sustainable cities and communities”, SDG 6 “Clean water and sanitation” and SDG 7 “Affordable and clean energy”. Due to its cross-sectoral nature, it is apparent that provision of climate resilient infrastructure has huge potential in addressing climate change and in building climate resilient cities and communities. And since climate induced disaster events disproportionately negatively impact women and the poor, far more than men and the affluent; mainstreaming gender in provision of infrastructure is critical. Examples of vulnerabilities that women and men experience due to conventional infrastructure that is not climate resilient are outlined below (building on those identified by the GCF in Table 5).

Table 5. GCF Vulnerabilities and Capacities for Change – Infrastructure and the built environment

Vulnerabilities	Capacities for Change
<ul style="list-style-type: none"> Share and number of women lacking access to adequate infrastructure (water supply, sanitation, flood protection, housing, energy access, etc.) 	<ul style="list-style-type: none"> Roles of women in the design and maintenance of infrastructure and the built environment Share of women and men in relevant labour markets and type of occupation Policies and institutional framework to promote equal access to adequate infrastructure

Slow evacuations causing fatalities. Poor and vulnerable households (women headed households, including the elderly and those living with disabilities) tend to evacuate much slower than others in times of extreme events thus suffering more fatalities (S. Kottegoda 2011). Some fail to get early warnings due to lack of communication gadgets or time to read and listen to news.

Loss of homes due to poorly constructed buildings. Once more, women headed households and the poor are affected most as their structures are cheaply constructed and not robust to withstand extreme weather conditions. They become even more vulnerable and are generally unable to replace their losses.

Food insecurity and famine. Women and specifically, women household heads, rely on subsistence agriculture to produce their food needs. They generally practice rain-fed agriculture in low lying lands or along river banks. These fields are prone to flooding events and when that occurs, the poor fail to supply their families with food and have to resort to humanitarian aid. Famine is common in African countries as a result of prolonged drought periods. Famine is a slow killer and robs women of their dignity.

Disruption of local security and safety nets. Climate-related disasters such as flood, drought or famine may disrupt local security safety nets, leaving women and children unaccompanied, separated or orphaned due to the erosion and breakdown of normal social controls and protections. Lack of social cohesion is much felt in built areas and the little that exists can dissipate as people seek different shelters during disasters.

Unsafe shelters or camps. After a natural disaster, economic and security challenges may lead women who are in charge of households and livelihoods to seek temporary relief, shelter and amenable living conditions in acutely insecure contexts, making them potential targets for exploitation and human trafficking. Disasters that lead to increased physical, social and economic insecurity, and affect women and children, are among some of the push factors that give rise to human trafficking.

Responses to these vulnerabilities should seek to provide climate resilient infrastructure solutions that specifically look to strengthen women's resilience to external shocks. Approaches that incorporate women's knowledge and perspectives into disaster risk reduction in the built environment have proven to be impactful in minimizing women's vulnerabilities (Kachana Ginige et al 2009). Such interventions include the following:

1. **Coordination of infrastructure development policies, ensuring climate and gender mainstreaming.** Due to the multi-sectoral nature of the built environment, it is critical that all relevant sectors are part of the policy development process towards ensuring policies are harmonized. Therefore, a systematic coordination of development policies relating to infrastructure within government sectors and inclusion of climate and gender considerations is crucial in contributing towards cohesive resilience at national and subnational scales.
2. **Development of inclusive building codes and standards.** Construction industries in the developing world have varying capacities, and levels of regulation are also variable. Hence, in some cases, building standards are weak or not adhered to. These structures cannot withstand extreme events. For communities that live in informal settlements including slums, there are no building standards that are enforced. Slums are frequently wiped out during disaster events. Countries need to assess and revise their building codes and standards to ensure both climate proofing and gender mainstreaming is

incorporated. To varying extents there may be need for individual certification of builders and retraining of construction contractors.

3. **Building gender sensitive shelters for the communities.** Shelters are important to serve those affected by natural disasters during periods of need. Shelters should offer security and be amenable to basic living standards thus offering some comfort to the vulnerable. Gender sensitive shelters should be constructed to ensure women and girls are safe and have access to critical basic services.
4. **Early warning and disaster management communication.** Gender responsive communication tools should be designed to target men and women differently, based on their different needs. Training should be offered to ensure that people understand and appreciate disaster management, understand early warning ratings and have knowledge of location of shelters should they need them. Governments should work with vulnerable communities to develop and mainstream gender into early warning systems and climate information services.
5. **Empower women.** It's crucial that countries establish an enabling environment that supports increased participation and substantive inputs of women in decision and policy-making at all levels. Adaptation programs should have long-term goals of increasing gender and social security needs, safety nets and active participation of women in governance at every level through participatory policies and targets, and capacity strengthening, development of leadership and technical skills, and clear recognition.

Examples of how these types of interventions have been integrated into existing GCF Infrastructure and Built Environment project are described below.

FP133 Resilience to hurricanes in the building sector in Antigua and Barbuda. GCF is supporting a robust multisectoral intervention that includes “*climate-proofing critical public service and community buildings, mainstreaming climate resilience into the building sector and financial mechanisms and strengthening climate information services*”. The GAP for the project ensures that women are involved in governance structures, are extensively consulted and participate in decision and implementation of the project.

SAP008 Extended Community Climate Change Project-Flood (ECCCP-Flood) in flood-prone areas of Bangladesh. This project aims to increase the resilience of poor and marginalized communities in flood-prone areas of Bangladesh. Increased flooding impacts poor households and their ability to produce enough food for their families. This is an example of an adaptation project that focuses on community-led and gender-sensitive solutions. The project will prioritize female-headed households in the targeted project areas.

2.2 COUNTRY ASSESSMENTS

It should be noted that these assessments are desk-based and have not involved direct engagement with the relevant gender and / or women’s ministries detailed below. This is because it would be premature to engage with such government institutions until such time that there is a specific proposal or project under consideration

that would be of interest and importance to them. GGC and the AE’s approach to engaging with these bodies is described at a high level in 3.5.2, and elaborated in Annex 7.

2.2.1 TANZANIA

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment

- The Ministry of Community Development, Gender and Children (MCDGC) is committed to – amongst others – promoting gender equality and equity through the formulation of policies, strategies and guidelines in collaboration with key national stakeholders. Their work is underpinned by the National Strategy for Gender Development (The United Republic of Tanzania 2005).
- The Strategy builds on the Tanzania Development Vision 2025, the Women and Gender Development Policy, and other key international commitments. At the time of drafting the Strategy, these commitments included the Millennium Development Goals which have since been superseded by the Sustainable Development Goals, including SDG 5 on Gender Equality.
- Relating to the SDGs, a 2019 Voluntary Review of Tanzania’s progress against each of the SDGs highlighted particularly positive progress against SDG5 – including the implementation of a strong productive social safety net programme; increased access to mobile phones and rural electrification (which has promoted financial and economic inclusion among the rural population – including women and women headed households); a targeted reallocation of revenues by local government authorities for youth and women empowerment initiatives; and an increased focus by private sector programmes to enhance women entrepreneurship skills (toward reducing income inequalities). (United Republic of Tanzania 2019)
- As part of its commitments to address gender concerns and accelerate the attainment of gender equality in the country, the Government also amended the 1977 Constitution in 2000 and 2004 to increase women’s participation in the National Parliament and Local Authorities.
- The country also ratifies other key international- and regional human rights documents, including the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the SADC Protocol on Gender and Development (JICA 2016). It is, however, important to note that there remains contradiction in some laws (including customary- and religious laws) and CEDAW. This leads to differing interpretations of laws concerning women’s rights, which impedes the attainment of transformational change relating to discriminatory attitudes toward women (elaborated further below).

National overview

Tanzania ranked among the best performing countries in Sub-Saharan Africa in terms of their Gender Gap Index (GGI) score in 2021, placing 13th among 35 countries in the region with a score of 0.71 (out of a best possible score of 1). The score implies that females are 29% less likely to have the same opportunities as males in the country. The GGI comprises metrics across four fundamental categories (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment) and in the case of Tanzania, its lowest result was for the Political Empowerment category (World Economic Forum 2021)

Tanzania’s Gender Inequality Index (GII) sat at 0.556 in 2019, ranking 140 out of 162 countries. This Index is informed by statistics on reproductive health, empowerment, and economic activity. In the case of Tanzania, key metrics that informed the GII rating were (UNDP 2020):

- 36.9% of parliamentary seats are held by women
- 12.0% of adult women have reached at least a secondary level of education compared to 16.9 percent of their male counterparts
- For every 100,000 live births, 524 women die from pregnancy related causes
- Female participation in the labour market is 79.6 percent compared to 87.3 for men

The World Bank’s Women, Business and the Law (WBL) 2022 Index focuses specifically on statistics relating to Tanzania’s capital of Dar es Salaam. With an overall Index rating of 81.3 (out of a possible 100), Tanzania is considered to be doing well from an equality perspective, particularly in the mobility, workplace and pay categories. Conversely, key areas of concern relate to:

- Marriage, whereby no legislature currently exists to address domestic violence; and
- Assets, whereby sons and daughters do not have equal rights to inherit assets from their parents, and similarly female surviving spouses do not have equal rights to inherit assets as compared to male surviving spouses. (World Bank 2022)

Beyond these indices, recent literature also highlights some of the pressing gender-related vulnerabilities experienced in Tanzania. These include: “time poverty (because women have to spend so much time on household chores); lack of education; reproductive health pressures; lack of assets and access to financial services; in the case of agriculture - lack of access to male labour and inputs such as fertiliser; in the case of entrepreneurship – a difficult legal and regulatory framework and lack of access to business development services; and cultural norms which see women’s role as carrying out household chores and caring for children” (Idris 2018). Many of these issues stem from a lack of effective implementation of Tanzania’s gender laws and policies. For example – and as illustrated by the statistics that underpin the GII - women are still disadvantaged in terms of employment; they earn less than men across all educational and occupational scales and are more likely than men to be unemployed. And, as per the low GGI score for Political Empowerment, women still remain under-represented in senior public governance positions. (Chan et al 2016)

The primary barriers to implementing Tanzania’s gender policies and commitments are attributed to: “limited political will to prioritise gender issues, and limited resources to implement gender policies; low awareness of gender rights, laws and policies amongst the local leadership, local law enforcement bodies and local communities as a whole; lack of incorporation of gender priorities into implementation plans, especially at local government level; limited capacity of gender focal points within Ministries and the MCDGC”. (Chan et al 2016)

2.2.2 SOUTH AFRICA

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment

South Africa is considered very progressive on the African continent with regards to gender equality, based on its constitution and legal instruments. Despite this, several major issues continue to affect women disproportionately in South Africa – these include: gender based violence, HIV, customs and traditions and apartheid’s historical systems (particularly the Group Areas Act, that forcibly moved women of colour – and their families – to rural areas, where there is largely underdeveloped infrastructure). Poverty, economic empowerment, access to science and technology, lack of skills and co-ordination of the country’s gender machinery are a few aspects that limit South Africa’s progress to achieve gender parity among its people.

- The key government institution responsible for gender in South Africa is the Department of Women, Youth and Persons with Disability. This government department falls under the Presidency and its mandate is to facilitate socio-economic empowerment and rights of women, youth and people with disability. It is also mandated with ensuring that gender is mainstreamed in all sectors of the South African society.
- The key legislation that guides gender mainstreaming is the National Gender Policy Framework. The policy framework sets standards and norms for the National Gender Program. It also details a strategy for gender mainstreaming and provides guiding principles for its implementation. Most importantly the policy details the long and short term mechanisms for determining the extent of gender justice and equality.
- South Africa also established The Commission for Gender Equality (CGE), an independent statutory body in terms of Chapter 9 of the Constitution of the republic of South Africa, 108 of 1996. The CGE’s responsibilities are to uphold the provisions pertaining to gender equality in the Constitution.
- To address the high cases of gender based violence in the country, in 2020 South Africa passed three Bills to amend two existing laws i.e. the Domestic Violence Act (DVA) no 116 of 1998 and the Criminal Law (Sexual Offenses and Related Matters Act , No 32 of 2007. The three amendments are:-
 - The Criminal and Related Matters Amendment Bill;
 - Criminal Law (Sexual Offenses and Related matters) Amendment Bill;
 - The Domestic Violence Amendment Bill.

The Amendments allow victims to make online protection order applications without being present in court; and regulate how information on offenders, victims and witnesses is handled and how offenses of sexual intimidation, incest etc are dealt with.

- Over and above national legal instruments South Africa is a signatory to several international conventions and protocols such as CEDAW, the Solemn Declaration on Gender Equality in Africa (July 2004), and the SADC Protocol on Gender and Development (August 2008) among others.
- Since 2014 South Africa has committed to achieving the SDGs, including SDG5. In the 2019 Voluntary Review it highlighted significant positive progress against SDG 5, including a reduction in teenage marriages, elimination of human trafficking, an increase in gender awareness campaigns, and advancements in gender training and policy implementation.

National overview

In 2021 South Africa had an overall Global Gender Gap Index of 0.78 (best score 1 and least is 0) placing it 18th out of 156 countries globally. In sub-Saharan Africa, South Africa ranked 3rd out of 35 countries. The GGI showed a slight increase of 2% from the 0.76 score of 2016. The score shows that females are 22% less likely to have the same opportunities as men. South Africa's gender gap was largest in the category of Economic Participation and Opportunity as well as Educational Attainment, ranking 92 and 69 out of 156 countries (World Economic Forum 2021). SA's best category was in Political Empowerment where it ranked 14 out of the 156 countries (World Economic Forum 2021).

South Africa's Gender Inequality Index (GII) was 0.406 in 2019, ranking 93 out of 162 countries (UNDP 2020). The GII refers to gender based inequalities computed from statistics on reproductive health, empowerment and economic activity. The three separate dimensions are broken down as follows (UNDP 2020):

- 45.3% of parliamentary seats held by women;
- 75.0% of adult women have reached at least a secondary level of education compared to 78.2 percent of their male counterparts;
- For every 100,000 live births, 119 women die from pregnancy related causes; and
- Female participation in the labour market is 49.6 percent compared to 62.7 percent for men.

Furthermore, the World Bank's Women, Business and the Law (World Bank 2022) Index gives South Africa a rating of 88.1 (out of a possible 100). Most of South Africa WBL indicators, i.e. mobility, workplace, pay, marriage, entrepreneurship and assets showed encouraging results. Two areas of concern relate to:

- Parenthood, due to lack of or inadequate provisions for paid parental leave; and
- Pensions, due to the inadequate provisions for pension contributions during periods of absence from work due to childcare.

2.2.3 KENYA

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- Kenya's national gender machinery is the State Department of Gender which falls under the Ministry of Public Service, Youth and Gender. The mandate of the ministry is to manage the Gender Policy, implement programmes for women empowerment, support gender mainstreaming in all ministries, departments and agencies, develop policies and programmes on gender based violence. The Department also aims to strengthen institutions and human resource capacities charged with the implementation of the gender programmes and projects, thus contributing to the attainment of Gender Equality and Women's Empowerment (GEWE).
- The key legal instrument for implementing gender equality provisions enshrined in the country's Constitution and other legal Instruments, is the National Policy on Gender and Development (2019). The policy harmonizes all gender related laws and policies to align with the constitution and to ensure that they promote equality and non-discrimination. In addition, working groups, were established at county levels

to draft regulations and propose rules to prevent and respond to gender based violence as a way of operationalizing the Protection Against Domestic Violence (PADV) Act 2015.

- In 2019 a related policy “The National Policy for the Eradication of Female Genital Mutilation (FGM)” FGM (2019) was developed. The Policy proposed multi sectoral strategies to be addressed through the education, health, security and justice sectors in order to eradicate FGM.
- In a bid to achieve gender equality Kenya is a signatory of multiple international and regional conventions on human rights and those specific to gender such as the CEDAW. Kenya’s gender programmes are meant to address the specific gender needs of all its people and to realise its commitment to Agenda 2030 on Sustainable Development Goals, and Agenda 2063. The commitments are also reflected in the National Gender Strategic Plan 2018-2022 which provides the road map to meeting these goals.

National overview

Kenya’s 2021 GGI score was 0.692, ranking 95 out of 156 countries. This is an improvement of 14 points on the previous ranking, showing that the country is making positive changes. Kenya’s gender gap was largest in the category of Educational Attainment and Political Empowerment where it ranked 126 and 79 out of 156 countries, respectively (World Economic Forum 2021). Its best gender parity attainment was in “Health and Survival” where it ranked 60 out of the 156 countries (World Economic Forum 2021). Kenya’s GGI does however trail behind most of the countries in the Sub Saharan African region, but it is encouraging that it is showing a positive upward trend in closing gender gaps.

The Gender Inequality Index (GII) introduced in 2010 by UNDP reflects a score of 0.518, placing Kenya at 126 out of 162 countries according to the 2019 index (UNDP 2020). The UNDP 2020 HDI report showed the key components of GII to be as follows:

- 23.2 % of parliamentary seats held by women;
- 29.8% of adult women have reached at least a secondary level of education compared to 37.3% of their male counterparts;
- For every 100,000 live births, 342 women die from pregnancy related causes; and
- Female participation in the labour market is 72.1 percent compared to 77.3 for men.

On average and in comparison, to other sub-Saharan countries, there is still a huge gender gap in favour of men relating to political participation of women.

The World Bank’s Women, Business and the Law (WBL) 2022 Index gives Kenya a rating of 80.6 (out of a possible 100). Most of Kenya’s WBL indicators, i.e. mobility, workplace, pay, marriage, all scored 100. However, parenthood and entrepreneurship remain concerning.

- Parenthood, due to lack or inadequate provisions for paid parental leave or maternity benefits. Men do not get parental leave; and
- Entrepreneurship, whereby women face discrimination in accessing credit and they cannot register their businesses in that same way that men do.

2.2.4 INDIA

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- India – like most of the South Asia countries – still faces high levels of gender discrimination in families, schools and workplaces. While India is reported to have achieved a slight decline in early marriages due to the 2006 Prohibition of Child Marriage Act, it still is reported to have the highest numbers of early marriages worldwide (OECD 2014).
- The Ministry for Women and Child Development in India is the key government institution tasked with advancing policies that address gender issues in the country. Its mission is to create an effective framework to enable the process of developing policies, programmes and practices which ensure equal rights and opportunities for women in all spaces.
- The Indian Constitution guarantees equality to all persons within India; it also prohibits discrimination by the State on the grounds of sex. In 2001, the National Policy for the empowerment of Women (NPEW), was formulated and it laid down a comprehensive progressive policy for the advancement, development and empowerment of women with appropriate policy prescriptions and strategies.
- While the Constitution guarantees non-discrimination, in most cases this works in cases of abuse by the State. Legislation is inadequate to protect individuals against discrimination on the grounds of sex from non-state actors. Moreover, most of the institutions in India (private or public) rest on the cultural and traditional discriminatory norms. A few institutions have modernized to incorporate positive irreversible change regarding gender relations.
- As a result, India's achievements against the gender goals such as SDG5 have been below par. For example, 2019 Voluntary Review showed no progress in gender equality. India still faces challenges in terms of ratio of male to female in the labour force. There was no improvement regarding female to male mean years of education received as well as the number of seats held in the national parliament. Overall, India's progress towards attaining SDG 5 targets has stagnated.
- Several reports indicate that India lacks adequate legislation to address gender concerns and accelerate the attainment of gender equality in the country (UNICEF, WB and ILO). This is despite the country having ratified CEDAW and other International Human Rights Protocols.

National overview

India's GGI for 2021 was 0.625 (best score 1 and least is 0) ranking 140 out of 156 countries. In South Asia, India is ranked 6th out of 8 countries. The score shows that females are 37.5% less likely to have the same opportunities as men. India's gender gap was largest in the category of Health and Survival, and Economic Participation and Opportunity, ranking 155 and 151 out of 156 countries, respectively (World Economic Forum 2021). In terms of Political Empowerment, it ranked 57 out of the 156 countries (World Economic Forum 2021), its best measure out of the four categories.

India's Gender Inequality Index (GII) was 0.488 in 2019, ranking 123 out of 162 countries (UNDP 2020). The Key statistics that informed this result include (UNDP 2020):

- 13.5% of parliamentary seats held by women;
- 27.7.0% of adult women have reached at least a secondary level of education compared to 47.0 percent of their male counterparts;
- For every 100,000 live births, 133 women die from pregnancy related causes;
- Female participation in the labour market is 20.5 percent compared to 76.1 for men.

The World Bank's Women, Business and the Law (WBL) 2022 Index gives India a rating of 74.4 (out of a possible 100). India performs well in mobility, workplace, and marriage. Areas of concern include pay, and parenthood:

- Pay, whereby certain industries such as mining and manufacturing factories have legislations that are discriminatory against women (e.g. Mines Act 1952). In addition, the laws do not mandate employers to give equal remuneration for equal work.
- Parenthood, whereby there is no paid leave for fathers nor is there paid parental leave. Sadly, the law also does not prohibit dismissal of pregnant women.

More broadly, India faces high incidences high profile rape cases and related gender based domestic violence matters. It has poor mechanisms for supporting victims' access to justice, and the country needs considerable support to strengthen gender responsive legislative frameworks and to mainstream gender in social institutions.

2.2.5 MOROCCO

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- Ministère de la Famille, de la Solidarité, de l'Egalité et du Développement Social (MFSEDS) is responsible for preparation, promoting, coordination and implementation of government policies related to the family, women's rights, equality and gender inclusion. Under its wing, L'Agence du Développement Social (ADS) and Entraide Nationale promotes women's status through development projects such as poverty alleviation.
- The Government of Morocco ratified CEDAW in 1993, and in 1995 committed to develop a National Gender Strategy. A gender responsive budget was adopted in 2002 and piloted in the Ministries of Finance, Education and Agriculture.
- The legal reforms undertaken by Morocco include the 2011 Constitution and subsequent organic laws to implement the constitutional provisions; two Government Plans for Equality (Ikram 1 and 2) coordinated by the Ministère de la Famille, de la Solidarité, de l'Egalité et du Développement Social (Ministry of Solidarity, Equality, and Social Development) (MFSEDS); and gender-sensitive budgeting processes (GSB) led by the Ministry of Finance.

- In 2014, an Inter-Ministerial Equality Commission was established to monitor the implementation of the PGE 1 (the Government Equality Plans). To do that, the commission created two National Observatories on Violence Against Women (VAW), and developed legislation to implement the constitutional provisions, as well as a Bill to fight against VAW.
- The above efforts have however reportedly achieved little impact on the family and penal codes and social norms that continue to perpetuate gender discrimination and stereotyped gender roles and responsibilities. Morocco continues to experience a high prevalence of gender based violence in the country (USAID 2018).
- The Family Code “Le code de la Famille” that governs marriage, divorce, child custody and guardianship, inheritance and marital property is based on religious precepts. Therefore, the court judges have significant powers and discretion based on their own interpretation of religious texts. “Le code de le Penal” covers issues relating to GBV including rape, prostitution, illicit sexual relations and abortion. However, religion and the society impose restrictions on females’ liberties. These include sexual relations between unmarried people which are considered illegal. Abortion is a crime (unless deemed necessary to protect a mother’s life) and marital rape is not considered a crime (USAID 2018).
- The legal framework, its contradictions with religious norms and culture as well as the lack of coordination between gender focal points and different ministerial departments continue to challenge efforts to attain gender parity in Morocco.

National overview

In 2021 Morocco’s GGI was 0.612 (best score 1 and least is 0) placing it 144th out of 156 countries globally. Among the Middle East and North African countries, it ranked 12 out of 19 countries. The score shows that females are 38.8% less likely to have the same opportunities as men. Morocco’s gender gap was largest in the category of Economic Participation and Opportunity as well as Health and Survival, ranking 148 and 139 out of 156 countries, respectively (World Economic Forum 2021). In Political Empowerment, Morocco ranked 113 out of the 156 countries, the best result of all the other categories.

Furthermore, Morocco’s Gender Inequality Index (GII) was 0.454 in 2019, ranking 111 out of 162 countries (UNDP 2020). The GII refers to gender based inequalities computed from statistics on reproductive health, empowerment, and economic activity. The three separate dimensions are broken down as follows:

- 18.4% of parliamentary seats held by women;
- 29.1% of adult women have reached at least a secondary level of education compared to 36.0 percent of their male counterparts;
- For every 100,000 live births, 70 women die from pregnancy related causes; and
- Female participation in the labour market is 21.5 percent compared to 70.1 for men.

The World Bank’s Women, Business and the Law (WBL) 2022 Index gives a rating of 75.6 (out of a possible 100). Most of Morocco’s WBL indicators, i.e. mobility, workplace and entrepreneurship are considered well in terms of gender equity. However, the pay and assets indicators are concerning:

- Pay, whereby there are certain sectors that the country has classified as dangerous for women to work, and these include mining as an example and based on the Code Du Travail, Art 179 and art 178.
- Assets, whereby female surviving spouses do not have the same rights to inherit assets as men do, and sons and daughters also do not have the same rights to inherit from their parents. The law does not provide valuation for non-monetary assets thus disadvantaging women.

2.2.6 PAKISTAN

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment.

- The status of women in Pakistan is widely variable across social and economic classes, geographic regions, as well as between urban and rural settings. Further variability arises from uneven development and social formations. At the Federal government level, issues of gender development fall under the Ministry of Human Rights and under the ambit of The National Commission on the Status of Women (NCSW). The latter is a statutory body that was established in 2000 as a commitment to the Beijing Declaration and Platform for Action 1995 and the National Action (NPA) for Women of 1998. The ultimate responsibilities of the NCSW are to promote policies and programs for women's development and gender equality.
- Pakistan is a signatory of CEDAW and, in 2016, it adopted the SDGs as its own national development agenda through a unanimous National Assembly Resolution. However, in spite of these commitments, Pakistan's ranking on gender equality remains one of the lowest in the world. Pakistan lacks a national policy on the rights of women that would provide an overarching framework for implementation of gender equality strategies. Responsibilities for the implementation of the CEDAW commitments are dispersed in the government structures, and this has sadly led to uneven and uncoordinated application of the policies and programmes that are necessary to attain gender equality (United Nations 2020). Each of the five provinces have their own initiatives, laws and programs to achieve gender equality that are not necessarily in sync with those of other provinces. For example, in its national reporting on gender achievements to the CEDAW and for the Voluntary SDG Review of 2019, the following separate highlights emerged:-
 - The National Commission on Rights of Child Act, 2017 was promulgated at National level;
 - The Punjab province had passed the Protection of Women against Violence Act in 2016;
 - In the Sindh province, the Protection Against Harassment of Women at Workplace Act of 2018 was passed; and
 - The Domestic Violence Protection and Prevention Act 9 was passed in the AJ&K Province.
- One of the challenges that has derailed progress towards gender equality in Pakistan has been the lack of continuity and follow-ups within the government structures, as government changed the institutions and structures that handle gender development were also changed. Several commissions on the status of women have come and gone and in most cases their recommendations were never adopted. New institutions have formulated their own priorities and programs. With many other competing challenges faced by the country it has often been too easy to push back commitments to tackle gender issues.

National overview

The 2021 GGI for Pakistan was 0.556 (best score 1 and least is 0), reflecting a huge gender gap between men and women (World Economic Forum 2021) The score shows that females are 44.4% less likely to have the same opportunities as men. This index ranks Pakistan 153 out of 156 countries in the world. Pakistan’s global gender gap index was largest in the category of Economic Participation and Opportunity as well as Health and Survival, where it ranked 152 and 153 respectively out of 156 countries respectively (World Economic Forum 2021). The country’s best rating was for Political Empowerment where it ranked 98 out of the 156 countries (World Economic Forum 2021). Within the South Asia Region, Pakistan ranked 7 out of a total of 8 countries. Regional and globally, Pakistan’s gender gaps are huge and require a concerted effort from all sectors to bridge these gaps.

Pakistan’s Gender Inequality Index (GII) was 0.538 in 2019, ranking 135 out of 162 countries (UNDP 2020). The GII refers to gender based inequalities computed from statistics on reproductive health, empowerment, and economic activity. The three separate dimensions are broken down as follows (UNDP 2020):

- 20.0% of parliamentary seats held by women;
- 27.6% of adult women have reached at least a secondary level of education compared to 45.7 percent of their male counterparts;
- For every 100,000 live births, 140.0 women die from pregnancy related causes; and
- Female participation in the labour market is 21.9 percent compared to 81.7 for men.

The World Bank’s Women, Business and the Law (WBL) 2022 Index gives Pakistan a rating of 55.6 (out of a possible 100). The indicator of equality for Pakistan were not very commendable with only the workplace getting a score of 100. Several areas of concern including pay, parenthood, entrepreneurship, assets and pension score 50 or less.

- A low ranking on “Parenthood” due to lack of, inadequate or total absence of paid parental leave, and maternity leave for mothers. Where maternity leave is granted, the benefits associated with this leave were also very limited.
- Assets, whereby inadequate provisions for pension contributions are made available during periods of absence from work due to child care.

In addition to the above, a 2018 report by Human Rights Watch named “*Shall I feed My Daughter or Educate Her*” described the quagmire faced by the country. Pakistan has over 22,5 million children out of school with girls being the majority. Sadly, the gender gap in education has remained stagnant, not improving over the years. Efforts to reduce the gender gap in education between boys and girls have not received the needed resources and support commensurate with the task. Persistent political unrest over a long time has also diverted resources and focus from the gender concern.

The other area of concern is the gender discrimination in the workplace. Social norms of Pakistan expect women to stay at home and look after children, while men go to work. Therefore, it is not surprising that a few

women who choose to work, face a myriad of barriers that include lack of safe transportation, lack of female facilities at the workplace, unequal pay and other forms of labour discrimination.

Equally, prominent gender issues include high incidences of gender based violence, forced marriages and “honour” killings. Some of the efforts that have been deployed to address these concerns, are the establishment of temporary state agencies, federal and provincial ministers, committees and commissions to formulate road maps to alleviate obstacles to gender equality in the country.

2.2.7 VIETNAM

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment.

- Vietnam has shown a strong commitment to gender equality principles mentioned in:
 - The Constitution
 - Gender Equality Law
 - Law on the Election of Deputies to the National Assembly and People’s Council,
 - Law on Support to Small and Medium Enterprises
 - Law on Promulgation of Legal Documents
- Vietnam has, and continues to implement a series of gender-focussed programs and projects:
 - Program for Prevention and Response to Gender-Based Violence (2016-2020, Vision to 2030).
 - NAP on Prevention of Domestic Violence 2014-2020.
 - Project on the Reduction of Domestic Violence in Rural Areas of Vietnam 2015-2020.
 - Annual Plan to Minimise teen marriage and consanguineous marriage in ethnic minorities in 2018.
 - Programme on support to gender equality among ethnic minorities in 2018-2025.
- Vietnam is one of the first Asia-Pacific countries to implement gender mainstreaming, particularly in the Law on State Budget (2015). Although principles have been established, guidelines which allocate appropriate budget for gender equality activities have not yet been set, hampering implementation.
- The rate of female deputies in the National Assembly is 27%, which includes the People’s Council at provincial, district, and commune level. The Key Leader in 12 out of 30 ministries is a woman. This rate of women in management and leadership positions is low compared to the target set (35%) out in the National Strategy on Gender Equality.
- Contraceptive measures in the country are low and adolescent pregnancy is rising; however, commitments relating to the provision of universal access to reproductive and sexual health services means that the country’s target for maternal mortality may be achieved (Vietnam 2018).
- Vietnam has committed to several key international conventions related to gender equality including (Linh 2021):
 - CEDAW (submitting the 7th and 8th periodic report to the CEDAW Committee in 2015)
 - The Beijing Declaration of Women’s Rights

- The Conventions on the Rights of the Child
- United Nations Conventions against Transnational Organised Crime with Protocol to Prevent, Suppress, and Punish Trafficking in Persons, especially Women and Children

National overview

Vietnam ranked 9th among 20 countries in the East Asia and Pacific region in terms of its Gender Gap Index (GGI) score in 2020, with a score of 0.7 (out of a best possible score of 1), placing 87th globally. The Political Empowerment subindex score is low at 11.3%, making gender parity in politics an area of development for Vietnam. A second area for improvement is Health and Survival. Considerable progress has been made on the Educational Attainment subindex where 98% of the gap has been closed and gender parity has been achieved in tertiary enrolment rates. Women participate actively in the labour force and represent a high share of skilled professionals (53%); however, there are still very few women in senior managerial roles or top management positions (World Economic Forum 2021).

Vietnam had a GII value of 0.296 in 2019, ranking 65 out of 162 countries. In the case of Vietnam, key metrics that informed the GII rating were (UNDP 2020):

- 27% of parliamentary seats are held by women;
- 66% of adult women have reached at least a secondary level of education compared to 78% for men;
- For every 100,000 live births, 43 women die from pregnancy related causes;
- Adolescent birth rate is 831 births per 1,000 women ages 15-19;
- Female participation in the labour market is 72.7 % compared to 82.4 for men.

The World Bank's Women, Business, and the Law (WBL) 2022 Index focuses specifically on statistics relating to Vietnam's main business capital Ho Chi Minh City. With an overall Index rating of 85 (out of a possible 100), Vietnam is performing above the regional average and is doing well from an equality perspective, particularly in the mobility, workplace, pay, marriage, entrepreneurship, and assets categories. Conversely, key areas of concern relate to:

- Parenthood, when it comes to laws affecting women's work after having children; and
- Pension, whereby the age at which men and women can retire with full pension benefits is not equal (World Bank 2022).

Beyond these indices, recent literature also highlights some of the pressing gender-related vulnerabilities experienced in Vietnam. Gender-based violence remains a pressing issue in Vietnam, as traditional beliefs play a significant role in the construction of gender identities. There is a culturally based preference for boys, and this is indicated by the rise in sex ratio at birth (SRB) from 106 male births for every 100 female births in 1999, to 111 in 2009. SRB are highest for higher income groups with better access to ultrasound technique and sex selected abortions (GCF 2013).

Although gender integration in legal documents is mandatory in Vietnam, there is no regulation relating to mainstreaming gender equality. This has led to a situation where gender strategies and action plans are often not always implemented (Linh 2021).

In more rural contexts, there are unequal opportunities between female and male farmers, making women more vulnerable to climate impacts and threatening to reduce their capacity to adapt. Elderly and female farmers are left behind both literally, in terms of place (rural agriculture), and in terms of equality and human well-being, leading to, or even reinforcing, the feminisation of farming. Meanwhile women lack rights to and control over resources that they are responsible for. Thus, women are unable to access and contribute to knowledge production to alleviate the pressing situation that they are in. Although past and present national strategies and provincial implementation plans link to climate change, they do not adequately consider the burden affecting female farmers (Ylipaa, Gabrielsson and Jerneck 2019).

2.2.8 CAMBODIA

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment

- The Royal Government of Cambodia (RGC) is committed to promoting positive social norms through the implementation of national laws, policies, plans and programmes at all levels. The Ministry of Women's Affairs, with partnerships and support from relevant ministries, institutions, and partners, has contributed to fostering gender equality in key strategic policies and reform programmes such as:
 - MOWA’s five-year Strategic Plan for Gender Equality and Women’s Empowerment 2014-2018.
 - Neary Rattanak IV (with Neary Ratanak V for 2019-2023 being developed) which aims to strengthen institutional capacity and promote gender equality through programme-based approaches and good governance.
 - Formulation of the first National Gender Policy to provide a longer-term policy framework for gender equality. The policy includes a definition of gender discrimination, based on CEDAW.
 - National Action Plan to Prevent Violence Against Women sets out key priorities and actions for effective prevention of and response to GBV across multiple sectors.
 - Gender is integrated into other key strategies and policies including the Population Policy, NSDP, and the National Social Protection Framework.
- Gender is also integrated into key reform processes such as Public Administration Reform, Public Financial Management Reform, Legal and Judicial Reform, Decentralization and De-concentration, and including through the National Strategy to Promote Women in Management Positions at Sub-National Level (2017-2019).
- The Strategic Plan on Gender, Climate Change, Green Growth, and Disaster Risk Management have been integrated into the Cambodia Climate Change Strategic Plan 2013-2022 along with its implementation budget.

- The National Programme for Public Administrative Reform 2015-2018 incorporates mainstreaming gender issues in the civil service.
- The Gender Mainstreaming Action Plan (GMAP) for the Civil Service Phase III 2014-2018 of the Ministry of Civil Service promotes gender equality in the civil service. By 2018, 30 out of 31 line ministries and institutions had developed GMAPS. In 2016, 28 government ministries and institutions received funds from the national budget and development partners to implement GMAPs, an increase from 16 in 2013.
- In terms of Women in Leadership: as of 2018, about 25% of members of the National Assembly and 19% of members of the Senate were women. In the executive branch, 3 Ministers, 45 Secretaries of State, and 69 Under Secretaries of State are women, representing 14.5% compared to 7.4% in 1998. The number of women in the civil service has increased through incentives and appointments. Women represented 41% of civil servants in 2017 showing a steady increase of approximately 1 percentage point a year. There is a higher proportion of women at Sub-National Level (SNL) (from 40% in 2014 to 43% in 2017) than at national level (from 27% in 2014 to 31% in 2017). The proportion of women in Commune/ Sangkat councils reached 16.75%.
- In terms of Gender Based Violence, the Minimum Standards for Essential Services for Women and Girl Survivors of Gender-Based Violence (GBV) was drafted in 2017 under the second National Action Plan to prevent Violence Against Women 2014-2018 (NAPVAW II). Multi-sectoral Coordinated Response Mechanism (CRM) networks, involving relevant government departments and officials, were established in eight provinces in 2016 and 2017 to facilitate effective, efficient, and timely responses for GBV survivors and service providers have been trained in relevant service standards. The RGC also developed a five-year Action Plan to Prevent and Respond to Violence against Children 2017-2021, which is led and coordinated by Ministry of Social Affairs Veterans and Youth Rehabilitation (MOSVY). In 2019, MOSVY established the Committee on Leading and Coordination for Implementation for this action plan. With national cooperation and international organizations to implement the action plans, it has made many achievements. In the international context, the Government of Cambodia became the 26th member of Global Partnership of Pathfinding Country to End Violence Against Children and to engage with international community to implement the law and policy to protect children against violence, abuse, and other exploitations.
- There are significant commitments to combat Gender Based Violence/Violence Against Women (GBV/VAW) and Violence Against Children (VAC). This is a long-term endeavour that requires multi-sectoral cooperation from all stakeholders to ensure effective implementation of policies, guidelines, and procedures (Kingdom of Cambodia 2019).

National overview

Cambodia ranked 12th among 20 countries in the East Asia and the Pacific region in terms of their Gender Gap Index (GGI) score in 2021, with a score of 0.684 (out of a best possible score of 1), placing it 103 out of 156 countries. The score implies that females are 32% less likely to have the same opportunities as males in

the country. Cambodia scored highly in Educational Attainment (0.919) and Health and Survival (0.978). The Political Empowerment subindex score is low at 0.111, making gender parity in politics an area of development for Cambodia (World Economic Forum 2021).

Cambodia has a GII value of 0.474, ranking it 117 out of 162 countries in the 2019 index. This Index is informed by statistics on reproductive health, empowerment, and economic activity. In the case of Cambodia, key metrics that informed the GII rating were (UNDP 2020):

- 19.3 % of parliamentary seats are held by women;
- 15.1 % of adult women have reached at least a secondary level of education compared to 28.2 percent of their male counterparts;
- For every 100,000 live births, 160.0 women die from pregnancy related causes;
- The adolescent birth rate is 50.2 births per 1,000 women of ages 15-19;
- Female participation in the labour market is 76.3 % compared to 88.9 for men.

The World Bank’s Women, Business, and the Law (WBL) 2022 Index focuses specifically on statistics relating to Cambodia’s main business city of Phnom Penh, with an overall Index rating of 81.3 (out of a possible 100). From an equality perspective Cambodia is performing higher than the regional average observed across the region, particularly in the mobility, workplace, entrepreneurship, and assets categories. However, when it comes to:

- Laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children; and
- Laws affecting the size of a woman's pension, Cambodia could consider reforms to improve legal equality for women. (World Bank 2022).

Beyond these indices, recent literature also highlights some of the pressing gender-related vulnerabilities experienced in Cambodia. The only major work employment opportunities for marginalised women leaving rural villages in Cambodia are either to work in the garment industry, where they face similar abuses to sex workers, including sexual, physical, and verbal abuse (Orleck-Jetter 2018).

While violence against women may be considered culturally unacceptable, domestic violence is considered justifiable (UNFPA 2022). Domestic violence is more widely accepted amongst women, with nearly half (46%) believing it is justifiable. This highlights the inconsistencies between the implementation of forward-looking gender equity legislation and the population’s attitudes and values regarding the role of women in society particularly in key areas like violence against women (UNESCO 2022).

Compared to other ASEAN countries, women’s involvement in education in Cambodia still lagged behind other countries such as Vietnam, Indonesia, Malaysia and Singapore, including the students’ capacity in science and mathematics. Due to improving regional integration in the future, Cambodian workers will have to compete with highly skilled labour from other ASEAN countries – this challenge affects women more than men as

women are more likely to be in low skilled employment and have lower average levels of educational attainment (Sothorn, et al. 2019).

Social norms related to gender relations continue to constrain the development of women’s potential and hinder their empowerment in economic, social, public and political life. The general attitude of rural parents towards the education of their daughters results in low participation of girls in STEM fields. Additionally, positive parenting practices are still not widely understood and encouraged.

2.2.9 PHILIPPINES

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment

- The Philippines has had an active and aggressive legislative agenda to protect women’s rights and ensure gender equality. Some of the most significant laws of the last decade include (David, Albert and Vizmanos 2018):
 - Magna Carta of Women (MCW) also known as Republic Act (RA) 9710 – which is the encompassing act that operationalises the country’s commitment to the CEDAW.
 - Responsible Parenthood and RH Act (RA 10354)
 - Domestic Workers’ Act (RA 10361)
 - Anti-Child Pornography Act (RA 9775)
 - Anti-Violence Against Women and their Children (VAWC) Act (2004)
 - Anti-Trafficking in Persons Act (2003)
 - Solo Parent’s Welfare Act (2000)
- The empowerment of women to engage in economic opportunities and to fully utilise their civil liberties has been a strength for the Philippines. There has been greater representation by women in the government in national parliament (12.44% in 2000 to 29.45% in 2018) as well as local government (17.16% to 21.3% from 2000 to 2018), though such levels are far from parity.
- Nearly half (48.9%) of managerial positions in the country are women, suggesting a relatively level playing field in career mobility between the sexes.
- There has been a significant decrease in violence towards women, including physical (from 7.5% in 2008 to 4.3% in 2017) and psychological violence (4.9% in 2008 to 2.2% in 2017).
- Gender issues persist given indicators on early marriages which is a driver of teen pregnancy and a form of violence against girls, with around 16.5% and 2.2% of women married before the age of 18 and 15, respectively (Reyes, et al. 2019).

National overview

The Philippines is the second best in the East Asia and the Pacific region (after New Zealand) in terms of their Gender Gap Index (GGI) score in 2021, with a score of 0.784 (out of a best possible score of 1), placing it 17th

out of 156 countries. Not only has Philippines virtually closed both its Educational Attainment and Health and Survival gaps, but it is also among the 18 countries in the world that have closed at least 79.5% of their Economic Participation and Opportunity gaps. This result is due in part to the fact that the Philippines is one of the few countries that has closed at the same time its gender gap in senior roles, and in professional and technical roles. However, women should be incentivised to participate more in the broader labour force. Only 49.1% of women are in the job market, corresponding to a gap closure of just 65.3% on this indicator. Similarly, income and wage gaps persist. On average, 22% of the wage gap and 31% of the income gap have yet to close. When it comes to Political Empowerment, only 36.2% of this gap has been closed so far. Despite having a woman as head of state for over 15 of the past 50 years, there are still too few seats in the parliament held by women (28%) and even fewer women among ministers (13%) (World Economic Forum 2021).

The Philippines has a GII value of 0.430, ranking it 104 out of 162 countries in the 2019 index. In the Philippines key metrics that informed the GII rating were (UNDP 2020):

- 28 % of parliamentary seats are held by women
- 75.6% of adult women have reached at least a secondary level of education compared to 72.4% percent of their male counterparts.
- For every 100,000 live births, 121 women die from pregnancy related causes
- The adolescent birth rate is 54.2 births per 1,000 women of ages 15-19.
- Female participation in the labour market is 46.1% compared to 73.3 for men

The World Bank's Women, Business, and the Law (WBL) 2022 Index focuses specifically on statistics relating to the Philippines' main business city of Quezon City. With an overall Index rating of 78.8 (out of a possible 100). From an equality perspective the Philippines is performing higher than the regional average observed across the region, particularly in the workplace, pay, and entrepreneurship categories. However, when it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women's work after having children, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Philippines could consider reforms to improve legal equality for women. For example, one of the lowest scores for Philippines is on the indicator measuring constraints related to marriage (the WBL2022 Marriage indicator). To improve on the Marriage indicator, Philippines may wish to consider allowing women to obtain a divorce in the same way as a man and giving women the same rights to remarry as men (World Bank 2022).

Beyond these indices, recent literature also highlights some of the pressing gender-related vulnerabilities experienced in the Philippines. Work still needs to be done in the Philippines to achieve gender equality. 66.7% of legal frameworks that promotes, enforces, and monitors gender equality under the SDG indicator, with a focus on violence against women, are in place. In 2018, 5.9% of women aged 15-49 years reported that they had been subject to physical and/or sexual violence by a current or former intimate partner in the previous 12 months. Moreover, women of reproductive age (15-49 years) often face barriers with respect to their sexual and reproductive health and rights. In 2017, 56% of women had their need for family planning satisfied with

modern methods. As of December 2020, only 48.3% of indicators needed to monitor the SDGs from a gender perspective were available, with gaps in key areas, in particular: unpaid care and domestic work and key labour market indicators, such as the gender pay gap (UN Women 2022).

Women and girls faced heightened levels of gendered violence in the regions most affected by Super Typhoon Haiyan in 2013. This was found not to be a result of the disaster alone, but rather rooted in the inherent inequalities in the social construction of gender prior to the catastrophe, which then become sharpened as efforts to survive become more urgent (Nguyen 2019).

The findings of the Gender and Inclusion Assessment of the impacts of the Covid-19 Pandemic indicate that the pandemic worsened the situation of many women and girls across vulnerable subgroups. Even before the pandemic hit, increasing gender inequality has been documented in the Philippines as the country dropped from 8th in the Gender Equality Index to 16th within a span of three years. Filipina women are being economically marginalized, politically subordinated, and restrictions put on their reproductive decisions. Women and girls experience multiple and disproportionate burdens of care work, and suffer from gender stereotyping, stigmatization, and sexual shaming. One out of four ever-married Filipina women report enduring physical, sexual, or emotional violence (UNFPA 2021).

Although the Philippines has achieved several milestones advancing gender equality in the country, there are some areas that could benefit from interventions. One such area is the moderate female participation in the labour market, which has hardly improved in the last 26 years (Bayudan-Dacuycuy 2019).

2.2.10 LAO

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- The share of women is relatively high in the Lao National Assembly, but low in other decision-making positions.
 - The share of women in the National Assembly / Parliament is 27.5 %;
 - The President and Vice-President of the National Assembly are also women;
 - Women account for 31.5% in provincial assemblies;
 - However, the share of women in leadership and management-level positions is 5%;
 - In 2017, women represented 45% of civil servants overall, few in senior positions;
 - In 2015, 1,7% and 7.2% respectively of village chiefs and deputy village chiefs were female.
- Women and girls lag behind in access to education and health.
 - Gender Parity Indices (GPI) especially for secondary education and literacy show that women (79% in 2015), are behind men (90% in same period).
 - Lao PDR has high rates of early marriage and adolescent births in the region, 32.7% of young women aged 20-24 were married before 18, compared to 10.8% of men.
 - The adolescent birth rate is 83 per 1,000.

- The Constitution of the Lao PDR guarantees equality between men and women in politics, economy, culture, and society
 - The Lao Women’s Union (LWU) was established in 1955 mandated to represent women of all ethnic groups
 - The National Commission for the Advancement of Women, Mothers and Children, established since 2003, mandated to define national policy for the advancement of women as well as mainstreaming gender in all sectors.
 - Women Parliamentarian Caucus formed in 2002, responsible for organising female leadership trainings and for gender training workshops for parliamentarians.
- In 2014 Lao National Survey on Women’s Health and Life Experiences (LNS-WHLE) indicated that Lao PDR does not have systems yet to monitor female ownership or secure rights over agricultural land.
- The Government of Lao PDR is prioritising the following strategies:
 - National gender equality laws, policies and instruments
 - Enforcing the existing family law which does not allow marriage before the age of consent
 - Gender output in the 8th NSEDP
 - 2016-2020 Women’s Development Plan
 - National Gender Equality Development Plan
 - Second National Strategy on Gender Equality (2016-2025)
 - National Law on Preventing and Combatting Violence against Women and Children
 - Implementation of CEDAW
- Strengthening national capacity
 - In 2000, Prime Minister’s Office issued Directive on the inclusion of sex-aggregated statistics in policy and planning (Government of the Lao People’s Democratic Republic 2018).

National overview

Lao PDR ranks 3rd among 20 countries in the East Asia and the Pacific region in terms of their Gender Gap Index (GGI) score in 2021, with a score of 0.750 (out of a best possible score of 1), placing it 36th out of 156 countries. The score implies that females are 25% less likely to have the same opportunities as males in the country. Lao PDR is the best performer in the world for the Economic Participation and Opportunity at 91.5% and scored highly in Educational Attainment (0.965) and Health and Survival (0.975). It is also one of only 22 countries that has closed at least 80% of the gap in managerial roles. Lao PDR has improved its score by over 53 percentage points, reflecting better results in 2017 compared to 2010. The Political Empowerment subindex score is low at 0.146, making gender parity in politics an area of development for Lao PDR (World Economic Forum 2021).

Lao PDR has a GII value of 0.459, ranking it 113 out of 162 countries in the 2019 index. In Lao PDR, key metrics that informed the GII rating were (UNDP 2020):

- 27.5% of parliamentary seats are held by women

- 35.1 % of adult women have reached at least a secondary level of education compared to 46.2% of their male counterparts.
- For every 100,000 live births, 185 women die from pregnancy related causes
- The adolescent birth rate is 65.4 births per 1,000 women of ages 15-19.
- Female participation in the labour market is 76.7 % compared to 80.2% for men

The World Bank’s Women, Business, and the Law (WBL) 2022 Index focuses specifically on statistics relating to Lao PDR’s main business city of Vientiane, with an overall Index rating of 88.1 (out of a possible 100).

From an equality perspective Lao PDR is performing higher than the regional average observed across the region, particularly in the mobility, workplace, marriage, entrepreneurship, and assets categories. However, when it comes to laws affecting women's pay, and laws affecting the size of a woman's pension, Lao PDR could consider reforms to improve legal equality for women. (World Bank 2022).

Beyond these indices, recent literature also highlights some of the pressing gender-related vulnerabilities experienced in Lao PDR. Despite several achievements, gender inequality in Lao PDR is still a challenge. The cultural norms associated with a patriarchal society like Lao PDR make efforts toward gender equality strenuous. The evolving forms of human trafficking, with girls and women being the main victims, makes it challenging to implement the Beijing Declaration and Platform for Action. The absence of gender indicators disaggregated by sex leads to incomprehensive monitoring mechanisms which might result in gender-blind policy making processes (Lao Women's Union 2019).

Lao PDR has the highest teenage pregnancy rate in southeast Asia and a high maternal mortality ratio. A study in two rural districts showed that residents were more likely to lack autonomy. Although marriage was described as an autonomous decision, 40.4% lacked autonomy regarding marriage. Among sexually active adolescents, 35.2% used contraception. Boys and girls were said to be equal, yet education access and gender roles favoured boys. Additionally, violence was more justified by husbands against their wives (Phongluxa, et al. 2020).

The traditional lifestyles of lowland rice farmers of the southern provinces of Lao PDR are rapidly changing due to the modernisation and commercialisation of farming and the diversification of livelihoods. Women were more focused on non-farming practices and considered engaging in the modern, non-traditional, economy more so than men. Women also reported experiencing greater challenges when engaging and trading in the agricultural marketplace (Moglia, et al. 2020).

2.2.11 UGANDA

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment

- The Ministry of Gender, Labour and Social Development (MGLSD) of Uganda, established in 1998, is responsible for the advancements of gender equality and mainstreaming in the country. It is the successor to the Ministry of Women in Development, established in 1988 in the office of the presidency. The MGLSD

coordinates and oversees the implementation of gender-centred programs and supervises gender focussed units in national ministries. The ministry is decentralized into Community-Based Service / Gender Departments at the district level which are responsible for driving gender mainstreaming in district development plans and budgets (Islamic Development Bank 2019).

- Through MGLSD, several gender-focussed structures have been formed at the national and district level, such as the Gender-Responsive Budgeting Unit and Technical Working Committee in the Ministry of Finance, and the Gender Statistics Committee at the Uganda Bureau of Statistics. Furthermore, MGLSD works closely with the Ministry of Finance, Planning and Economic Development (MoFED) to enable Gender-Responsive Budgeting.
- The primary legal framework for women empowerment and gender equality in the country is the National Gender Policy, adopted in 1997 and revised in 2007, which seeks to mainstream gender issues in national development processes by guiding allocation of resources to address gender issues across all sectors. In addition, several policies, and laws to prevent Gender-Based Violence have been established, with the primary policy being the National Policy and Action on the Elimination of Gender-Based Violence adopted in 2016.
- Internationally, the Government of Uganda has ratified CEDAW, the Beijing Platform for Action of 1995, and the SDGs.
- The country’s second Voluntary National Review of progress on the implementation of SDGs revealed that in relation to SDG 5, the existence of the gender equality policies and laws has increased opportunities for women with notable improvements in women’s representation in national parliament and local government structures, more women and/or girls in schools, and more women participating in the labour force. However, it was noted that some key polices that should be gender sensitive such as the Education Act remain largely gender-neutral (Republic of Uganda 2020).

National overview

Uganda ranked 66th globally (out of 156 countries) in the GGI, and 10th in Sub-Saharan Africa in 2021, with a score of 0.72. Uganda’s lowest scoring was in Political Empowerment, and it’s highest scoring was in Health and Survival at 0.96 (out of a possible 1), putting it 1st in the world in this dimension (World Economic Forum 2021).

In 2019, Uganda ranked 131 out of 162 countries with a GII of 0.535 (UNDP 2020). Performance across the dimensions was as follows:

- 34.9% of parliamentary seats are held by women
- 27.5% of adult women have reached at least secondary education compared to 35.1% of male counterparts
- For every 100 000 live births, 375 women die in pregnancy related causes
- Female participation in the labour force is 67% compared to 73.9% for males.

Focussing on the capital, Kampala, Uganda has a WBL Index of 73.1 (World Bank 2022). Uganda has fared well in the Workplace, Pay and Marriage categories, while key areas of concern include:

- Parenthood: On average, women are entitled to less than 14 weeks of paid maternity leave. In addition, not all maternity leave benefits are administered by Government in this time.
- Assets: Sons and daughters do not have equal rights to inherit assets from their parents, and males and females do not have equal rights to inherit assets from their deceased spouses.

Although the role of MGLSD is critical to achieving gender parity, “it was noted that both the national and decentralized structures have limited staffing and funding. For instance, the technical staff with gender expertise was reduced from 33 in 1995 to 10 in 2014 due to civil service reforms and turnover. Furthermore, the MGLSD’s allocation from the national budget has consistently been less than 1%.” (Islamic Development Bank 2019). The limited resources subsequently limit the reach and impact of the ministry’s work.

The Gender Issues Report of 2019 revealed that despite the number of incidents of sexual violence being reported declining from 2011 to 2016, sexual violence remains higher among women. The report also revealed that women continue to be underutilised in the workforce with more women than men spending time in unpaid care work activities, and that “more men were in paid employment and were also likely to be employers compared to women who majorly worked as contributing family workers or in self-employment.” (UGBS 2019). Although female participation in the workforce is not significantly lower than that of males as shown by the GII findings, the quality and nature of the employment appear to differ significantly by gender leaving women more vulnerable to shocks than men, despite having a nearly equal share of both genders being employed.

2.2.12 EGYPT

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment

- Egypt’s constitution, amended in 2014, makes a call for the empowerment of women and equality of men and women in civil, social, political, economic and cultural spheres (USAID 2020).
- The country’s National Council of Women (NCW) was established in 2000, but only became institutionalised in 2018 in response to a requirement in the constitution to have an independent institution that implements and oversees national strategies and programmes in support of gender equality. The NCW has implementation branches in each of the 27 governorates of the state that manage local implementation of NCW policies, programmes, and campaigns.
- In 2017, the NCW launched the National Strategy for the Empowerment of Egyptian Women, making Egypt the first country to develop a strategy in line with the SDGs, specifying national targets for SDG 5.
- Egypt’s voluntary national review of progress towards SDG targets revealed that great strides had been made, particularly in relation to female representation in national parliament and ministerial positions, as well as the proportion of women who have bank accounts. However, inequalities persist, particularly in labour market participation and career progression.

- Over and above the establishment of NCW, Egypt's constitution also requires that the state ratify several international and regional instruments and/or frameworks committed to gender equality, such as the SDGs, CEDAW, Beijing Declaration and Platform for Action of 1995, Arab Charter on Human Rights, and the International Labor Organisation's Violence and Harassment convention prohibiting sexual violence and harassment in the workplace.

National overview

Egypt ranked 129th globally (out of 156 countries) for the 2021 GGI, and 4th in the Middle East and North Africa region in 2021, with a score of 0.64. Egypt has made some progress in its Political Empowerment dimension, Health and Survival and Educational Attainment (World Economic Forum 2021). Regarding Political Empowerment, Egypt now has 27% women amongst parliamentarians, which has increased from 15% in 2019. However, the country has regressed in terms of Economic Participation and Opportunity, with only 20% of women participating in the labour market. In addition, the gender gap in managerial positions is one of the largest globally at 92%, with women making up only 7.4% of all managerial positions. These inequalities are further reflected in earnings or wage gaps between women and men.

Focussing on the capital, Cairo, Egypt has a WBL Index of 50.6 (World Bank 2022). Egypt has fared well in the Entrepreneurship and Pension categories, while key areas of concern include:

- Pay, where there are legal frameworks in place that restrict women from participating in the labour force to the same extent as men, for example women are restricted by provisions in the Labour Law to work jobs that are deemed hazardous, arduous or morally inappropriate.
- Parenthood, where on average, women are entitled to less than 14 weeks of paid maternity leave, and paid leave is not made available to fathers. In addition, not all maternity leave benefits are administered by Government while women are on maternity leave.

Although Egypt has made legislative advances with regard to women empowerment and protection, gender inequality persists, and is in part driven by deeply entrenched attitudes and perceptions that perpetuate it. The International Men and Gender Equality Survey – Middle East and North Africa (IMAGES MENA) is the first study of its kind to provide insights into the attitudes and actions toward gender equality in four countries, including Egypt. In Egypt, it was found that “men are resistant to women working outside the home, and to their participation in aspects of political and public life.” It also revealed that men strongly support that they should be the primary breadwinners in the home and make most of the household decisions. The study also revealed “high support for female genital mutilation (FGM) in Egypt, in which more than 70% of men, and more than half of women, approve of the practice.” (Samir 2018). These attitudes and perceptions could be resulting in the low GGI scoring for Economic Participation and Empowerment. Furthermore, structural issues such as a disparity in jobs available to women vs. men, and fewer women having access to education than men are also key contributors to inequality (Ghafar 2021).

2.2.13 SENEGAL

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- The Constitution of Senegal (2001) calls for gender equality (Isbell, Jacobs and Scheller 2019).
- In 2005, Senegal launched a National Strategy for Gender Equality and Equity (SNEEG), which was updated in 2016. SNEEG aims to address issues of gender equality and to ensure the protection of women's rights. Policies are also put in place to ensure gender-sensitive budget development in sectors and territories, as well as gender-sensitive monitoring and evaluation mechanisms.
- Senegal adopted the Parity Law in 2010 which was intended to support the political empowerment of women by ensuring that at least half of political offices were held by women. In 2021, there was a record number of 64 women elected to Parliament.
- The National Parity Observatory was established in 2017 which is mandated to identify gender gaps and discrimination, enforce policies, and monitor implementation.
- Senegal has ratified some international and regional instruments committed to gender equity, such as CEDAW, the Optional Protocol on Violence Against Women, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, and the SDGs (UN Women n.d.).

National overview

Senegal ranked 104th globally (out of 156 countries) in the GGI, and 19th in Sub-Saharan Africa in 2021, with a score of 0.68 (World Economic Forum 2021). Senegal fared well in the dimensions of Health and Survival and Educational attainment, although there is still a relatively large literacy gap between men and women in the country. Challenges still persist with female representation in politics; while 40% of parliamentarians are women, only 22% of ministers are women. In addition, economic participation is also a challenge with only 36.4% of women participating in the labour force, with even lower representation in managerial roles.

In 2019, Senegal ranked 130 out of 162 countries for GII, with a score of 0.533 (UNDP 2020). Performance across the key dimensions was as follows:

- 41.8% of parliamentary seats are held by women
- 10.3% of adult women have reached at least secondary education compared to 26.5% of male counterparts
- For every 100 000 live births, 315 women die in pregnancy related causes
- Female participation in the labour force is 35% compared to 57.5% for males.

Focussing on the capital, Dakar, Senegal has a WBL Index of 66.9 (World Bank 2022). Senegal has fared well in the Workplace and Pension categories, while key areas for improvement include:

- Pay, where legal frameworks are in place that restrict women from participating in the labour force to the same extent as men, for example women are restricted by provisions in the Labour Law to work jobs that

are deemed hazardous, arduous, or morally inappropriate. Therefore, women cannot work in mining, construction and in factories in the same way men can.

- Assets, whereby sons and daughters do not have equal rights to inherit assets from their parents, and males and females do not have equal rights to inherit assets from their deceased spouses.

Although there is strong support across the country for gender parity, and progress has been made in some aspects, (especially political empowerment as noted above) women are still less likely to access employment, have a mobile phone or access the internet in comparison to men, which puts them at a disadvantage (Isbell, Jacobs and Scheller 2019).

2.2.14 RWANDA

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- Gender equality and the empowerment of women is set out in Rwanda's Constitution of 2003 (revised in 2015). The Constitution requires that there is at least 30% female representation in decision-making positions (Gender Monitoring Office 2019).
- The National Gender Policy of 2010 was developed to mainstream gender issues and enable development that is equally inclusive of men and women. To realise the policy objectives set out in the National Gender Policy, Sector Gender Mainstreaming Strategies were developed and adopted by various sectors to guide strategic interventions that promote gender equality and women empowerment.
- Rwanda's Vision 2020 (now Vision 2050) is the country's development agenda which considers gender equality and women empowerment as a cross-cutting key element required for the country to achieve its developmental targets. The agenda commits to creating a gender-sensitive legal and policy framework to protect and empower women.
- This development agenda informed the current National Strategy for Transformation (2017 – 2024) which has 3 pillars: Economic Transformation, Social Transformation, and Transformational Governance. Each pillar has a set of Key Performance Indicators (KPIs), and the Gender Monitoring Office (GMO), established in 2003 by the Constitution, monitors and evaluates the country's progress across the key gender-sensitive indicators across all 3 of the National Strategy for Transformation (NST) pillars.
- The Government of Rwanda has also established the National Women Council with over 100 000 committee members from across the country who mobilize and empower women to participate in all national development programs (UN 2019).
- Rwanda has shown commitment to at least 13 regional and international instruments on gender equality and women empowerment, including: CEDAW, the Beijing Declaration and Platform for Action, the Convention on the Political Rights of Women, the Declaration on the Elimination of violence Against Women, and the SDGs (UNDP 2018).
- Rwanda's Voluntary National Review Report of 2019 revealed that Rwanda is globally renowned for making significant progress towards targets due to strong political will and institutional and policy

frameworks. However, there are opportunities for improvement and accelerating progress particularly in improving the participation of women in the labour market and increasing engagement from men in family planning and other activities traditionally seen as women only issues (UN 2019).

National overview

Rwanda ranked 7th globally (out of 156 countries), and 2nd in Sub-Saharan Africa in 2021, for the GGI with a score of 0.81 (World Economic Forum 2021). Rwanda is one of the top nine countries to have closed at least 80% of their gender gap. In the dimension of Economic Participation and Opportunity, Rwanda has doubled the share of women in senior and managerial roles from 2014 to 2019 (from 14,1% to 28.6%). More than 80% of women in Rwanda participate in the labour force, which is similar to the share of men also participating in the labour force. Rwanda has also fared well in Political Empowerment with full gender parity achieved in the representation of women in ministerial positions and parliamentary positions.

In 2019, Rwanda ranked 92 out of 162 countries for the GII, with a score of 0.402 (UNDP 2020). Performance across the dimensions was as follows:

- 55.7% of parliamentary seats are held by women
- 10.9% of adult women have reached at least secondary education compared to 15.8% of male counterparts
- For every 100 000 live births, 248 women die in pregnancy related causes
- Female participation in the labour force is 83.9% compared to 83.4% for males.

Focussing on the capital, Kigali, Rwanda has a WBL Index of 83.8 (World Bank 2022). Rwanda has fared well in Mobility, Workplace, Pay, Marriage and Assets categories, while a key area of concern is Parenthood. On average, women are entitled to less than 14 weeks of paid maternity leave, and the Government does not administer all maternity leave benefits in this time. Furthermore, there is no law in place that explicitly prohibits dismissal of pregnant workers.

As observed with the GGI and GII, Economic Participation of women is similar to that of men, however, substantial gender gaps remain in earnings as 83.4% of women work in the informal sector, and/or are in low-wage occupations, leading to the average income of women being 60% of the average income of men (World Economic Forum 2021). In terms of Educational Attainment, although 95.7% of the gender gap has been closed, the percentages of girls and boys enrolled in schools are relatively low and educational opportunities need to be enhanced for all. Only 10.9% of females in Rwanda have a secondary education, this is less than half of the Sub-Saharan Africa average of 28.8%, and similar statistics are observed for men.

Furthermore, despite the significant strides in political empowerment, some journalists have reported that “ministers have very little power and can barely make decisions concerning their own budgets, for instance... And in parliament, women have failed to weigh in on legislative changes on topics like parental leave.” This suggest that although there are advances in representation of genders politically, stifling pre-existing structures may be limiting women in influencing policies and budgets (Cascais 2019).

2.2.15 INDONESIA

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- A Presidential Instruction was given in 2000 on Gender Mainstreaming in National Development and is the main policy for gender mainstreaming requiring gender-sensitive planning, budgeting, implementation and monitoring in every ministry with the aim of closing the gender gap.
- The State Ministry of Women Empowerment is implementing to the Presidential Decree through various activities and programs, such as capacity building of relevant officials.
- The Government of Indonesia also makes a call for the equality of all persons in the Constitution of Indonesia, and the National Development Planning Framework (2005 – 2025).
- The Government of Indonesia has shown its commitment to gender equality by ratifying CEDAW and the SDGs.
- The Voluntary National Review 2021 revealed that although some strides had been made in developing gender-sensitive policy and legal frameworks, challenges still persist in violence against women, childhood marriage, and increasing women's representation in politics as decision makers (Republic of Indonesia 2021).

National overview

Indonesia ranked 101st globally (out of 156 countries) in the 2021 GGI, and 10th in East Asia and the Pacific, with a GGI of 0.69 (World Economic Forum 2021). Overall, Indonesia has closed 68.8% of its gender gap, and has fared well in dimensions of Health and Survival and Educational Attainment. However, wider gaps are being observed in the dimension of Economic Participation and Opportunity, primarily driven by a sharp decrease in the share of women in senior roles which dropped from 54.9% to 29.8% in one year. In the dimension of Political Empowerment, the representation of women in parliament increased from 17.4% in 2019 to 21% in 2021, however, this is offset by the widening gap in representation of women in ministerial positions. Indonesia had one of the largest drops in the share of ministerial positions occupied by women (from 23.5% to 17.1%) from 2019 to 2021.

In 2019, Indonesia ranked 121 out of 162 countries for the GII, with a score of 0.480 (UNDP 2020). Performance across the dimensions was as follows:

- 17.4% of parliamentary seats are held by women
- 46.8% of adult women have reached at least secondary education compared to 55.1% of male counterparts
- For every 100 000 live births, 177 women die in pregnancy related causes
- Female participation in the labour force is 53.1% compared to 81.9% for males.

Focussing on the capital, Jakarta, Indonesia has a WBL Index of 64.4 (World Bank 2022). Indonesia has fared well in the Mobility and Pay, while key areas of concern are:

- Marriage, as the legal frameworks prevent women from heading households the same way as men, and from having the same rights to remarry as a man.
- Parenthood: On average, women are entitled to less than 14 weeks of paid maternity leave, and not all maternity leave benefits are administered by Government in this time.

Child marriage is still prevalent in rural areas of Indonesia. Challenges in preventing child marriage include a lack of awareness and knowledge on the health implications on children, unequal power dynamics that exist between parents and children and the absence of a legal tool that prohibits child marriage (Republic of Indonesia 2021). As observed in the WBL Index, Indonesia performs poorly in the Marriage dimension because despite a high-level policy commitment, laws such as the Marriage Act reinforce traditional gender roles. The Marriage Act of 1974 affirms men as the head of the household and women as subservient. Although women are often symbolically valorised as “ruling the household”, the reality is that a majority of women are not in a position to make personal or economic decisions, especially regarding business, selling personal assets and borrowing without a man’s permission.” With high rates of early marriage, this implies young girls are further entrenched in existing systems of inequality much earlier.

2.2.16 BRAZIL

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment

- The Ministry of Women, Family and Human Rights (MMFDH), which falls directly under the Federal Presidency, is the government institution responsible for supporting the implementation of public policies that aim to eliminate all forms of discrimination and violence against women, to enforce women’s rights and promote women’s participation in all aspects of development.
- Two pieces of legislation namely, the National Policy on Addressing Violence Against Women and the Maria da Penha Law are intended to reign in sexual exploitation of girls and adolescents, VAW and the traffic of women, as well as promoting women’s sexual and reproductive rights and rights of women prisoners. However, abortion remains illegal in the country with penalties of 1-3 years imprisonment (Wikipedia 2022).
- As a signatory of CEDAW and of the SDGs, Brazil is obliged to report on progress in achieving the goals and targets/commitments set out in these international protocols. In the latest SDG Voluntary Review of 2020 Brazil committed to increase by 20% the number of women in the legislative branch, to ensure that 30% of political election candidates are women and to raise by 20% the number of women in the Chamber of Deputies and the Federal Senate. In the SDG report Brazil boasted of high performance in access to education, and in reducing the gap between males and females. Critics, however, point out that these reported achievements are racially skewed against Afro-descendants and indigenous women, and they urge Brazil not just to count numbers of women but to be racially inclusive. Issues of safe transport and public infrastructure in and around the major cities is reported to affect women disproportionately – exemplified by the high numbers of female murders. Among indigenous children, the percentages of

malnutrition and other preventable diseases are also reported to be high. This is in spite of Brazil having one of the world's largest and outreaching health systems. The inequalities afflicting the most vulnerable overshadow any successes.

National overview

The status of gender discourse in Brazil is complex and concurrently affected by a variety of other forms of discrimination, for example structural racism/discrimination against indigenous and black communities as well as discrimination against sexual orientation. The current government has diluted efforts made by the previous governments in terms of human rights and denial of environmental issues including climate change (Nilo A and Fernandes C 2021). In the face of this broad picture, a few concerning indicators stand out as:-

- Brazil's high numbers of child marriages, sexual abuse cases against children and adolescents, such that in 2019, the country had the fourth highest incidences, globally.
- An increasing number of cases of violence against women and LGBTI+.
- A 75% budget reduction for combating VAW in the past five years.
- An increase in HIV infections in the North and Northeast regions, the poorest regions of the country (Nilo A and Fernandes C 2021).

In 2015 Brazil was 5th highest in the number of murders of women (4.8 killings for every 100,000 women) among 83 countries (Open Government Partnership 2018). While murder rates are falling, femicide increased and in 2019, at least 4 women were killed each day in Brazil reaching an all-time high (Global Citizen 2019).

The WEF's GGI's 2021 for Brazil was 0.693 (0 indicating the worst equality status and 1 showing no gaps at all among men and women). This indicates that 30.7 percent of women have less opportunities as compared to males. The index placed Brazil at 93 out of 156 countries. The 2021 reports states that Brazil has not improved its GGI, and that instead, the country had declined in its progress over the past year (World Economic Forum 2021).

Within the Latin American and Caribbean region, Brazil's GGI ranked 25 out of 26 countries, a poor performance for such a populous and relatively well developed country. The gender gap with regards Political Empowerment is huge and the country still has to close a gap of 86.2% to achieve gender parity in this component. The 13.8% is a 4-rank drop since 2020. Brazil has had one woman as head-of-state for only five years of the last 50 (only a 12% gap closed so far) (World Economic Forum 2021).

Gender gaps also persist in terms of Economic Participation and Opportunity, where only 66.5% of the gap has been closed. These gaps manifest primarily in terms of wage and income. While Brazil has a long way to go to bridge gender gaps in politics and the economy, it has already closed gaps on the Health and Survival and Educational Attainment subindexes. In terms of health, 98% of the gap has been closed, and parity has been achieved at all levels of education. However, only 10.7% of Brazilian women in university are enrolled in STEM programmes versus 28.6% of men (World Economic Forum 2021).

The country's Gender Inequality Index was reported as 0.408, ranking the country 95th out of 162 countries in 2019. The GII was calculated from the following indicators:

- 15.0% of parliamentary seats are held by women
- 61.6% of adult women have reached at least a secondary level of education compared to 58.3% of their male counterparts
- For every 100,000 live births, 60.0 women died from pregnancy related causes; and the adolescent birth rate is 59.1 births per 1,000 women of ages 15-19.
- 54.2% Female participation in the labour market is compared to 74.1 for men (UNDP 2020).

In the case of Brazil, the WBL Index data refers to São Paulo, the main business centre, where Brazil's score is 85 out of a 100; a higher score than the regional average of 80.4. However, this masks the inequalities in the rest of the country as Sao Paulo is not fully representative of the country.

Laws and regulations affecting freedom of movement, workplace conditions, marriage and gender differences in property inheritance indicators had a perfect score of 100. However, on 4 of the 8 WBL indicators improvements are needed. These are laws with regards to pay Parenthood, Entrepreneurship and Pensions (the indicator that scored the least of all).

Despite closing the gender gap in education, Brazil needs to put in place policies that can incentivize women's enrolment in technical studies which can contribute to opening new and better economic opportunities for them. Brazil should be compelled to collect not only sex disaggregated information but ethnic sex disaggregated data in order to track progress in addressing inequality gaps between the white community and the black and indigenous communities.

2.2.17 BANGLADESH

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- In Bangladesh gender mainstreaming is the responsibility of the Ministry of Women and Children Affairs (MWCA 2018), whose responsibilities are to ensure that the rights of women and children are established and protected in all development activities. The MoWSA is also responsible for poverty alleviation with respect to women.
- The Constitution of Bangladesh (Article 28(4)) makes provision for the promulgation of laws for women's emancipation. The country is a signatory to almost all international conventions and covenants for women development, including the CEDAW. The overall activities of the MoWSA include implementation of 22 targets set out in the National Women's Policy of 2011 as well as the Sustainable Development Goals.
- The relevant policies that have been set out by the Government of Bangladesh include:
 - National Women Development Policy, 2011;
 - National Children Policy, 2011;
 - Early Childhood care and Development policy, 2013;

- Deoxyribonucleic Acid (DNA) Act, 2014; and
- the Early Marriage Protection Act, 2017.
- The National Women Development Policy (NWDP) of 2011 is the core policy-specific document in relation to women development. A National Plan of Action was formulated to implement the National Women Development Policy 2011. In essence, the Policy aims to provide equal rights to men and women in all areas of state and public life, in light of the Constitution of Bangladesh. Specifically, it prohibits all discrimination against women, the perpetration of violence against women and children. It, thus, establishes the status of women as capable human capital, through political, social development and economic empowerment. This policy, including the Child related Acts and Rules, provides guidelines on prevention of child marriages, removal of discrimination against disabled women and children, prevents physical abuse, as well as other forms of abuse though dowry, acid throwing etc. The National Child Policy 2011 prioritises girls, emphasising counselling of adolescent girls, provision of adequate and appropriate sanitation facilities for girls in educational institutions and workplaces; and special security arrangements for girls during disasters.

Although, Bangladesh has achieved several targets in reducing gender gaps, the country still faces challenges in effectively implementing its programs in the face of reactionary pushback from religious prescripts, traditional superstitions and culturally ingrained chauvinism.

National overview

According to the 2021 GGI, Bangladesh stood at 65th out of 156 countries and has been the best of all South Asian Countries for eight years in a row. The country’s rating was 0.719 (on a scale of 1 for best score and 0 for least), reflecting a gender gap of 28.1% between men and women (World Economic Forum 2021).

Interestingly, Bangladesh ranked 7th worldwide for Political Empowerment on the GGI rankings, being the only country where women have held the position of head of state for 27 years – more than men in the last 50 years (World Economic Forum 2021). In the category of Economic Participation and Opportunity it has its largest gender gap, comparatively, ranking 147 out of 156 countries (World Economic Forum 2021). Although its Education Attainment GGI index was rated high at 0.951, the country only attained a global ranking of 121. With respect to Health and Survival it ranked 134 out of the 156 countries (World Economic Forum 2021).

The 2019 Gender Development Index of Bangladesh is 0.904, on a scale of 0 to 1, placing it into Group 4 countries i.e. countries with medium to low equality in HDI achievements between women and men (with an absolute deviation of 7.5–10 percent) (UNDP 2020) The GDI is based on gender-based inequalities in three dimensions – reproductive health, empowerment and economic activity.

Bangladesh has a GII value of 0.537, ranking it 133 out of 162 countries, on this index, in the 2019. The details are:

- 20.6% of parliamentary seats are held by women,

- 39.8% of adult women have reached at least a secondary level of education compared to 47.5% of their male counterparts.
- For every 100,000 live births, 173.0 women die from pregnancy related causes; and the adolescent birth rate is 83.0 births per 1,000 women of ages 15-19.
- Female participation in the labour market is 36.3% compared to 81.4 for men (UNDP 2020).

The WBL Index gives Bangladesh a rating of 49.4 (out of a possible 100). Bangladesh's score is lower than the regional average. However, Bangladesh obtained a perfect score in freedom of movement for women, but the indicators for pay, parenthood and pension are very low, being 25, 20 and 25 respectively. Bangladesh requires reforms in laws affecting women's decisions to work, women's pay, pension, marriage, laws affecting women 's work after having children and supporting entrepreneurship and inheritance.

Although Bangladesh tops the South Asia region, there are still wide gender gaps on many dimensions. Bangladesh still needs to close the Economic Participation and Opportunity gender gaps of which in 2021 it had only closed 41.8% of this gap. The majority of women in Bangladesh are employed in the informal sector contributing to low levels of both employment and income stability.

Despite the fact that its ranking in political empowerment is commendable, the score of 0.546 shows that more should be done to involve women at all levels of political life. Currently, only 20.9% of parliamentarians and 7.7% of ministers are women. Additionally, gender gaps in enrolment in tertiary education need to be closed. Bangladesh also needs to close gaps in Health and Survival, to increase the life expectancy and health conditions for women.

2.2.18 COTE D'IVOIRE

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects' enabling environment

- In Cote d'Ivoire gender issues fall under the Ministry of Family, Women and Children (Ministere de la Femme, de la famille et de l'Enfant- MFFE), whose mission is to support the protection of children's rights, family welfare and gender equality and women's rights. In 2006 the MFFE established the Equality and Gender Directorate responsible for coordinating government activities in the fight against gender discrimination and for the adoption of the National Policy on Equal Opportunities, Equity and Gender of April 2009. The latter was adopted to promote the consideration of gender in the public and private sectors (JICA 2013).
- Post 2011, several pieces of legislation, policies and plans were developed and adopted to improve the situation of women and girls as well as to reduce the gender gaps in the country. To improve the education gender gaps the National Action Plan for Literacy and Non formal Education (Plan d'action national d'alphabétisation et de l'éducation non formelle) 2012-2015 was adopted (JICA 2013).
- In 2019 Côte d'Ivoire launched its National Council for Women in line with the country's commitment to international norms, such as the Beijing Platform for Action, and its Constitution. In conjunction with the

Observatory for Equity and Gender that was established in 2014, the National Council will guide and advise the government on decisions related to women’s rights.

- Cote d’Ivoire ratified the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in 1995. It has also ratified the Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (Maputo Protocol). In its 2019 report to CEDAW Cote D’Ivoire highlighted several legislative reforms that included the Constitutional amendments in 2016, prohibiting discrimination in all forms and the March 2019 law that sets a 30 per cent quota for women political candidates.
- The concerns remain that despite the laws that have been passed, an implementation gap exists and in practice, women continue to be poorly represented in elected and other public posts. Sadly, female genital mutilation remains a reality for many girls, as well as child marriages and early pregnancies. The CEDAW council urged Cote D’Ivoire to adopt a framework law on gender equality and to use temporary special measures to achieve the substantial equality of women and to overcome structural and social barriers that hinder the effective enjoyment of women’s rights (OHCHR 2022).

National overview

According to WEF’s GGI, Cote D’Ivoire ranks 134 out of 156 countries globally in 2021, and ranks 30 out of 35 countries among the Sub-Saharan African countries. The country’s score was 0.637 (best score 1 and least is 0), reflecting a gender gap of 36.3 percent between men and women (World Economic Forum 2021). In terms of progress the score is an improvement by 8 points from the previous year indicating the efforts that Cote D’Ivoire is making to close gender gaps.

With regards to the four fundamental categories of the GGI, (Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment) Cote D’Ivoire ranked 90, 143, 36 and 139 respectively, out of 156 countries. Cote D’Ivoire has significantly improved in Economic Participation and Opportunity and the gender parity in this category has progressed by 80 percent points, which is remarkable. However, Cote d’Ivoire still has to put in place programs to reduce the gap in Education Attainment and Political Empowerment (World Economic Forum 2021).

The UNDP 2020 Human Development Report also provides indices for gender, such as the Gender Inequality Index (GII) which reflects gender-based inequalities in three dimensions – reproductive health, empowerment, and economic activity. Cote d’Ivoire stood at 153 out of 162 countries in the 2019 report. Its GII score was 0.638, made up of the following individual dimensions:

- 13.3 percent of parliamentary seats are held by women.
- 17.9 percent of adult women have reached at least a secondary level of education compared to 34.4 percent of their male counterparts.
- 617.0 women in every 100,000 live births, die from pregnancy related causes; and the adolescent birth rate is 117.6 births per 1,000 women of ages 15-19.
- Female participation in the labour market is 48.2 percent compared to 65.5 for men (UNDP 2020)

With regards women’s working environment, the World Bank’s WBL 2022 Index scored Cote d’Ivoire 83.1 out of 100, with 100 being the perfect score. The score is higher than the Sub-Saharan Africa region score of 71.5. When it comes to mobility, the workplace environment, property and inheritance and the size of a women’s pension Cote d’Ivoire gets a perfect score (World Bank 2022)

Areas of improvement are needed in laws that affect pay, marriage, maternity and women starting and running a business.

2.2.19 TRINIDAD AND TOBAGO

Key national gender policies, institutions and commitments that mainstream gender considerations or will influence projects’ enabling environment

- The Gender and Child Affairs Department fall under the Office of the Prime Minister of Trinidad and Tobago, and its mission is to mainstream the equitable advancement of women and men and girls and boys in all areas of national development, and ensure the protection, development, and participation of all children in preparation for meaningful adult life. Above this, the Office of the Prime Minister (Gender and Child Affairs) is responsible for coordinating the implementation and monitoring of the National Policy on Gender and Development, 2018.
- Trinidad and Tobago has signed and ratified various international instruments, treaties and conventions including CEDAW, the Convention on the Rights of the Child (CRC), the International Conference on Population Development Plan of Action (ICPD PoA), the Beijing Platform for Action (BPfA), and the Sustainable Development Goals (SDGs). Trinidad and Tobago signed the Convention in 1985 and ratified it in 1990. Every 4 years Trinidad and Tobago reports to the CEDAW committee.
- The key instrument for mainstreaming gender in the country is the aforementioned National Policy on Gender and Development 2018. This policy forms the framework which encourages the consideration of the different needs, constraints, opportunities, and priorities of men and women thereby allowing them to participate fully in the development process of the nation. The policy is consistent with the Government’s commitments and obligations under (CEDAW), and other conventions cited above.
- To operationalize the policy the Government of Trinidad and Tobago developed and a National Action Plan (NAP) ‘the National Development Strategy 2016-2030- Vision 2030’. The plan outlines more specifically the goals and targets to achieve gender equality by 2030.
- In addition, Trinidad and Tobago has a number of legislature that criminalizes violence against women i.e. the Sexual Offences Act, 1986 which criminalizes rape within marriage in its 2000 amendment, and the Domestic Violence Act, 1999.

National overview

Trinidad and Tobago stood at 37th position among 156 countries in the world in the 2021 GGI ranking, and 6th out of 26 countries among Latin America and Caribbean countries, with a score of 0.749 (best score 1 and least is 0) reflecting a gender gap of 25.1 percent between men and women (World Economic Forum 2021).

More specifically, Trinidad and Tobago ranked 39th for Political Empowerment and 1 alongside other 37 countries for Health and Survival (World Economic Forum 2021).

Trinidad and Tobago's GII value of 0.323 ranks it as 73 out of 162 countries in the 2019 index. This is computed based on the following statistics:

- 32.9 percent of parliamentary seats are held by women;
- 74.5 percent of adult women have reached at least a secondary level of education compared to 71.2 percent of their male counterparts;
- 67.0 women in every 100,000 live births, die from pregnancy related causes; and the adolescent birth rate is 30.1 births per 1,000 women of ages 15-19;
- Female participation in the labour market is 50.1 percent compared to 70.2 for men (UNDP 2020).

The World Bank's WBL 2022 Index gives Trinidad and Tobago a score of 75 (out of a possible 100 which is lower than the regional average of 80.4. Trinidad and Tobago obtained a perfect score of 100 in Entrepreneurship, Assets and Pensions. Its lowest score was of 20 in Parenthood category. Trinidad may need to review laws on administration of maternity leave and benefits, time available for parental leave for both parents as well as prohibiting dismissal of pregnant women (World Bank 2022).

2.3 FINDINGS FROM COUNTRY AND SECTOR ASSESSMENTS

Table 6 (below) was developed through an analysis of the above sector and country assessments; it provides a framework that the GGC will use to identify potential gender-responsive interventions that should be considered as part of the project design process to maximise the gender benefits of a specific project. The methodology applied in developing this framework is described at the end of this subsection.

It serves as a high-level summary of some of the most pressing gender challenges in each country relevant to climate change projects, and the sector-specific interventions which are most likely to address each challenge. Therefore, during the project design process, the project owner and the GGC can identify the gender issues that the project is most able to target upfront, based on the project's sector focus and the most significant challenges in the specific country. Subsequently, the sector-specific interventions which are most likely to address these issues can be included in the project design, provided they are relevant to the country-specific circumstances. The expected impacts of each intervention can then be incorporated into the monitoring and evaluation process (i.e. the Gender Action Plan, Annex 8.2) to assess whether the desired benefits are in fact being realised.

However, the framework does not provide an exhaustive list of challenges and possible interventions, and, as previously noted, the unique country-specific context will need to be considered in a detailed gender analysis at each project's pre-/feasibility stage, to thoroughly assess whether the designed intervention will indeed have the expected effect, and to identify other potential gender issues.

Table 6. Potential sector-specific interventions to address identified challenges

Key areas of challenge addressed by each intervention ✓ = key direct benefits of intervention		Challenges facing women							
		Underrepresentation in labour force	Income gap	Unequal access to education	Poor access to healthcare	Unequal access to other resources / public services	Violence against women	Higher vulnerability to disasters	Underrepresentation in political decision making
Countries where this is a highly significant issue		Bangladesh, Egypt, India, Indonesia, Morocco, Pakistan, Philippines, Senegal, Trinidad and Tobago	Bangladesh, Brazil, Côte d'Ivoire, Egypt, India, Indonesia, Morocco, Pakistan, Senegal, Uganda	Côte d'Ivoire, Pakistan, Philippines, Senegal	Bangladesh, Cambodia, Côte d'Ivoire, Indonesia, Kenya, Laos, Rwanda, Senegal, Tanzania, Uganda	Côte d'Ivoire, Egypt, Philippines, Uganda	Bangladesh, Brazil, Egypt, Kenya, Morocco, Pakistan, Rwanda, Senegal, Tanzania, Trinidad and Tobago, Uganda, Vietnam	Bangladesh, Cambodia, Côte d'Ivoire, India, Kenya, Laos, Pakistan, Rwanda, Senegal, Tanzania, Uganda	Brazil, Cambodia, Côte d'Ivoire, Egypt, Indonesia, Kenya, Laos, Morocco, Pakistan, Vietnam
Countries where this is a significant issue		Brazil, Cambodia, Côte d'Ivoire, South Africa	Cambodia, Kenya, Philippines, Rwanda, South Africa, Tanzania, Trinidad and Tobago	Cambodia, Kenya, Tanzania, Uganda	India, Pakistan, Philippines, South Africa	Bangladesh, Indonesia, Kenya, Pakistan, Tanzania	Cambodia, Côte d'Ivoire, India, Indonesia, Laos, Philippines, South Africa	Egypt, Indonesia, Philippines, South Africa, Vietnam	Philippines, Senegal, Tanzania, Trinidad and Tobago, Uganda
Interventions identified	Energy	Empowerment through choices	✓	✓	✓				
		Reforming gender-blind policies	✓	✓	✓				
		Enabling income generating opportunities	✓	✓					
		Ensuring sustainability through local initiatives	✓	✓	✓		✓		
	Transport	Development of gender-informed transport policies, strategies and regulations	✓	✓		✓	✓	✓	✓
		Ongoing routine analysis and evaluation and reporting of gender and transport issues during transport planning, implementation and operations	✓	✓		✓	✓	✓	
		Awareness raising and capacity building of transport agencies and service operators	✓	✓		✓	✓	✓	
	Buildings	Gender equitable policies, programming and planning in cities and urban areas					✓		
		More inclusive and efficient city decision-making					✓		✓
		Inclusive transport systems	✓	✓		✓	✓		
		Improving access and affordability of appliances and green buildings	✓	✓			✓		
	Health, food and water security	Improving city-wide safety					✓	✓	
		Unlocking bottlenecks for women's participation in rural value chains	✓	✓			✓		
		Climate-smart agriculture skills upliftment and tech transfer	✓	✓			✓		✓
	Infrastructure and built environment	Access to climate infrastructure and early warning systems	✓	✓			✓		✓
		Developing of inclusive building codes and standards						✓	
Building gender sensitive shelters for the community						✓	✓	✓	
Early warning and disaster management communication						✓		✓	
	Empower women							✓	

It should be noted that each intervention will likely also have knock-on indirect impacts on other areas of gender inequality. For example, advancing women’s economic empowerment and improving their representation in political decision making is likely to lead to reductions in the rate of child marriage and improvements in women’s legal position respectively. These linkages between the project’s potential direct and indirect gender related benefits will also be explored in more depth by the project owner and the GGC during the feasibility stage as well as subsequent implementation and M&E stages.

Applying the framework during the project development process

The textbox below presents a high-level, hypothetical example of how Table 6 can be used by GGC and the project owner, in practice.

Example application: An energy project in Bangladesh

- Firstly, **considering the national context**, the table indicates that the ‘highly significant’ gender challenges in Bangladesh are: underrepresentation in the labour force, income gap, poor access to healthcare, violence against women, and higher vulnerability to disasters. The ‘significant’ gender challenge is: unequal access to resources / other public services.
- Secondly, **considering the sector context**, the table indicates that the challenges an energy project are most likely to address are: underrepresentation in the labour force, income gap, unequal access to education, and unequal access to resources / public services.
 - Therefore, an **energy project in Bangladesh** could potentially tackle two of the ‘highly significant’ gender challenges: underrepresentation in the labour force and income gap.
- **Thirdly, considering the potential impacts of each intervention**, the energy-specific interventions that can address these identified challenges are: empowerment through choice, reforming gender-blind policies, enabling income-generating opportunities, and enabling sustainability through local initiatives.
 - Therefore, these interventions (“capacities for change”) should be considered for inclusion in the project, provided they are appropriate to the project-specific context.

Thus, in conducting and reviewing the project’s gender assessment, the project owner and the GGC respectively, can use this framework as a reference point to ensure that the country’s most significant gender challenges are being tackled through interventions that are likely to deliver important gender-related benefits of high relevance to the sector.

Utility of the framework for Monitoring and Evaluation purposes

The categories of “challenges facing women” in Table 6 also serve as a basis for determining quantitative and qualitative indicators that can be tracked in the GGC’s Gender Action Plan (accompanying Annex 8.2). For the purpose of the GAP indicators, the challenges have been further grouped together as follows:

- The indicator “Improved livelihoods and enhanced resilience of women and girls resulting from adaptation and mitigation measures” will track progress against the challenge “high vulnerability to disasters”.
- The indicator “More equitable decision-making between men and women” will track progress against the challenge “under-representation in political decision-making” (*noting that the indicator will look to track progress in broader decision-making spheres than those purely relating to political levels of governance*).
- The indicator “Reductions in gender based violence” will track progress against the challenge “violence against women”.
- The indicator “Empowerment of women and girls through increased access to and control over economic, health, infrastructural and educational resources, services and opportunities” will track progress against the challenges “under representation in labour force”, “income gap”, “unequal access to education”, “poor access to healthcare”, and “unequal access to other resources and public services”. (*noting “empowerment” will be considered through various lenses, including time-savings, economic empowerment, health improvements, improvements in educational outcomes, etc.*).

Methodology for developing the framework

Table 6 was developed through a multi-stage process:

- **Analysis of the country assessments:** The key gender challenges were identified for each individual country, and these challenges were considered in aggregate to select those which were present across the majority of countries. From this list, the challenges most likely to be directly addressed by climate-related investments were selected.
- **Selection of indicators:** A review of relevant literature was conducted and an appropriate indicator for measuring the level of challenge was selected, accounting for the relevance of the indicator and the availability of data.
- **Data collection:** The data was collected for each indicator for each country and was recorded in a spreadsheet.
- **Data analysis:** The datapoints for each indicator were analysed in aggregate to ascertain the spread of scores across the 19 select countries.
- **Threshold selection:** Two thresholds were assigned to each indicator to establish the point at which the challenge is categorised as ‘significant’ or ‘highly significant’, based on the previous data analysis and a consideration of international benchmarks.
- **Category assignment:** Each datapoint for each country and indicator was compared to the corresponding thresholds to determine whether or not it fell into either the ‘significant’ or ‘highly significant’ buckets.
 - For example, the threshold for a ‘highly significant’ rate of gender violence is 30% and the threshold for a ‘significant’ rate of gender violence is 10%. Therefore, countries where 30% or more of women experience gender violence in their lifetime are classified as

facing a 'highly significant' challenge of gender violence. Countries where 10-30% of women experience gender violence in their lifetime are classified as facing a 'significant' challenge of gender violence.

- **Intervention analysis:** The interventions (“capacities for change”) previously identified in the sector assessments were listed. The potential for each intervention to address each challenge was determined based on the sector assessments, which outlined the potential impacts of each intervention.
- **Result: where there are significant gender issues of a high challenge, the project owner will be required to include a more robust country specific interventions and indicators as well as provide a gender assessment that addresses the possible eventualities.**

The indicators and thresholds used are displayed in Table 7 below.

Table 7. Indicators used to assess level of challenge in each country

Challenge	Indicator	Source	Thresholds		Explanation		Notes
			Highly significant	Significant	Highly significant	Significant	
Underrepresentation in labour force	Delta between male and female participation in labour force	Global Gender Gap Index (WEF)	>=20%	>=10%	Where the delta between the male and female participation in the labour force is greater than or equal to 20%, the challenge is classified as highly significant.	Where the delta between the male and female participation in the labour force is greater than or equal to 10%, but less than 20%, the challenge is classified as significant.	
Income gap	Female income as a % of male income	Global Gender Gap Index (WEF)	<=60%	<=80%	Where female income is less than or equal to 60% of male income, the challenge is classified as highly significant.	Where female income is less than or equal to 80% of male income, but greater than 60% of male income, the challenge is classified as significant.	
Unequal access to education	GGI educational attainment score (1 = best, 0 = worst)	Global Gender Gap Index (WEF)	<=0.9	<=0.95	Where the educational attainment score is less than or equal to 0.9, the challenge is classified as highly significant.	Where the educational attainment score is less than or equal to 0.95, but greater than 0.9, the challenge is classified as significant.	Comprised of literacy rate, enrolment in primary education, enrolment in secondary education, and enrolment in tertiary education
Poor access to health care	Maternal mortality, deaths per 100,000 births	Global Gender Gap Index (WEF)	>=150	>=100	Where the number of deaths per 100,000 births is greater than or equal to 150, the challenge is classified as highly significant.	Where the number of deaths per 100,000 births is greater than or equal to 100, but less than 150, the challenge is classified as significant.	
Unequal access to resources	Sum of GGI scores for access to land and non-land assets use, control and ownership (0 = best, 2 = worst)	Global Gender Gap Index (WEF)	>=1.25	>=0.75	Where the score for access to land and non-land assets is greater than or equal to 1.25, the challenge is classified as highly significant.	Where the score for access to land and non-land assets is greater than or equal to 0.75, but less than 1.25, the challenge is classified as significant.	
Violence against women	% of women who have experienced gender violence in lifetime	Global Gender Gap Index (WEF)	>=30%	>=10%	Where the % of women who have experienced gender violence in their lifetimes is greater than or equal to 30%, the challenge is classified as highly significant.	Where the % of women who have experienced gender violence in their lifetimes is greater than or equal to 10%, but less than 30%, the challenge is classified as significant.	
Higher vulnerability to disasters	Vulnerability to disasters score from ND-GAIN index (0 = best, 1 = worst)	ND-GAIN Index	>=0.5	>=0.4	Where the vulnerability to disasters score is greater than or equal to 0.5, the challenge is classified as highly significant.	Where the vulnerability to disasters score is greater than or equal to 0.4, but less than 0.5, the challenge is classified as significant.	Comprised of exposure, sensitive and adaptive capacity. Vulnerability to disasters at a country level has been used as an indicator as significant literature exists highlighting the disproportionate impact of disasters on women (Centre for Gender and Disaster 2021)
Underrepresentation in political decision making	GGI political empowerment score (1 = best, 0 = worst)	Global Gender Gap Index (WEF)	<=0.2	<=0.4	Where the political empowerment score is less than or equal to 0.2, the challenge is classified as highly significant.	Where the political empowerment score is less than or equal to 0.4, but greater than 0.2, the challenge is classified as significant.	Comprised of the % of parliamentary seats held by women, the % of ministerial positions held by women, and the % of the last 50 years during which a woman has been head of state

2.4 CONCLUDING REMARKS

As can be seen from Table 6, as well as the sector and country -specific assessments that underpin it, the types of vulnerabilities, challenges, baseline conditions, national targets and ambitions, and capacities / opportunities for change are diverse at both a country level, and for each of the five sectors. The GGC recognises this and appreciates the importance of ensuring that the projects that it supports have suitably tailored approaches to i) address context specific gender issues and ii) advance gender equality. While the project owner will be primarily responsible for adopting these approaches (underpinned by project-specific gender assessments and action plans), the GGC will uphold a responsibility of ensuring that these gender approaches, assessments and action plans are developed and implemented to the expected degree of detail and rigour (in line with the GCF's requirements on Gender Mainstreaming). The GGC's approach for ensuring this is described in Chapter 3, with clear commitments contained in the accompanying Gender Action Plan (Annex 8.2) on how it, as an organisation, will ensure that the necessary resources (human and financial) are in place to adequately provide technical input into gender-related processes, review, oversee, and monitor progress made as a result of the project.

3 Programme Application

The final section of this Annex provides more detail on the GGC's approach to practically ensuring projects are in alignment with the GCF's approach to project-level gender mainstreaming. Where projects do not have a core gender focus, the portfolio manager will try to elicit interest for additional subprojects with green interventions with a indirect or direct gender focus especially for adaptation projects.

3.1 ROLES AND RESPONSIBILITIES (AE AND EE)

The **Accredited Entity** is responsible for overseeing and monitoring that the GGC is in compliance with the GCF's fiduciary principles and standards, environmental and social safeguards standards and Gender Policy, and other relevant GCF policies and requirements, in accordance with the relevant legal agreements (accreditation master agreements and funded activity agreements).

The AE will aid in reviewing and submitting the quarterly and annual Climate Impact reports as well as the aggregated/consolidated Monitoring and Evaluation plan to the GCF. As GGC becomes operational, the AE will also assist in confirming that GGC has the applicable institutional systems, policies and procedures to adequately undertake the programme. In addition, the AE will monitor that GGC has the ability to monitor, report and verify data received from project owners as well as that the relevant GCF standards, safeguards and policies are being upheld. In terms of Annex 11, a budget has been allocated to monitoring, evaluation and reporting function of gender related indicators and impact whereby the AE will have oversight of both the budget as well as the implementation of the funds towards achieving the selected activities.

To date, the AE has also conducted a robust due diligence and risk assessment on the GGC to ensure that funds received will be administered to the fulfilment of the programme.

Indeed, the AE as well as the appointment of a third party assessor astute in Climate, Gender and E&S thematic areas, will assess whether GGC has the ability to implement and maintain GCFs Gender Policy and protocols. The AE will remain nimble and agile to the evolving GCF policy environment and ensure that the GGC is kept abreast of any developments or changes that may arise during the implementation of the programme.

GGC as the Executing Entity (EE) will be supervised by the AE. GGC is thus responsible for executing or carrying out the GCF-funded programme and will review and provide input into the gender action plans, assessment and Climate Impact reports as and when they are submitted by the borrowers. The EE also has institutional knowledge and experience to implement monitoring evaluation and reporting requirements as they pertain to gender-specific indicators based on their previous experience in issuing green bonds of this kind.

3.2 OPERATIONAL PROCEDURES

3.2.1 GGC TRANSACTION SELECTION PROCESS (TSP)

In pursuit of achieving its mission GGC will consider the wider positive and negative impacts of the transactions to which it seeks to provide a credit guarantee. Specific consideration will be given to understanding, measuring and managing a transaction’s impact based on the following four core elements:



Purpose

The positive impact a borrower has on **climate change** impact beyond the transaction: being replicable, establishing precedents or addressing information asymmetry and thereby building a pathway for greater climate financing from global capital markets.



People

The positive and negative impact a borrower has on its most important stakeholders. These include employees, families, customers, suppliers, communities, and any other person influencing or being affected by the borrower.



Planet

The positive and negative impact a borrower has on its natural environment. This includes usage of natural resources, toxic materials and so on, but also the active removal of waste, reforestation and restoration of natural harm done.



Profit

The positive and negative impact a borrower has on the local, national and international economy. This includes creating employment, generating innovation, paying taxes, wealth creation and any other economic impact a borrower has.

Figure 1 Four core elements of TSP

In the context of the above, GGC recognizes the importance of ensuring **sound gender practices** to avoid and/or minimize and manage potential financial and reputational liabilities. Consequently, the consideration of E&S and gender factors and safeguards forms an integral part of GGC’s Transaction Scorecard (Supporting Annex A) which is used to select transactions that ensure key **gender** risks and impacts have been identified and are effectively managed throughout the transaction lifecycle.

The development of a bankable project is typically a lengthy process, particularly if the infrastructure asset or intervention is sizable. As a guarantor, it is envisaged that GGC will be introduced to a transaction at a later stage of a project’s development, often to assist the project achieve financial close by provide a credit guarantee to senior debt capital providers. The graphic below illustrates this, by showing the ‘Guarantor’ intervening at the ‘Implementation’ and ‘Operation’ phases of the project development cycle.

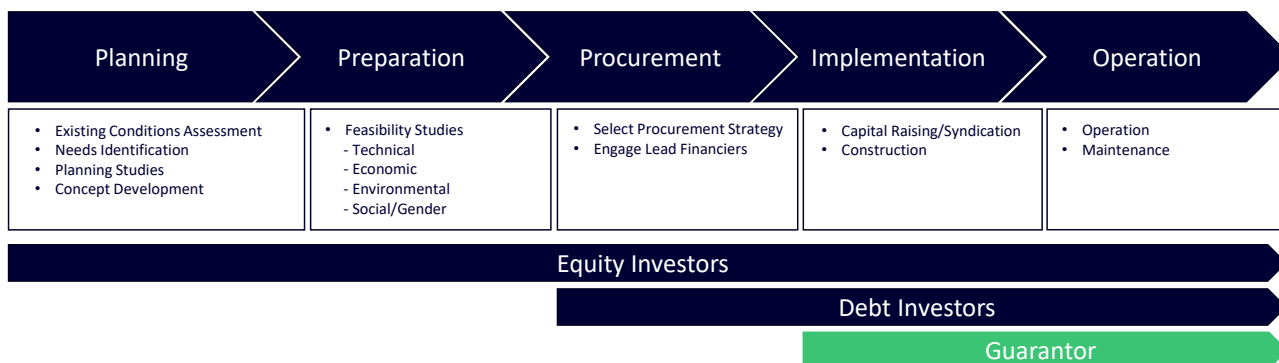


Figure 2 Process Flow Diagram

Therefore, GGC will likely not have the opportunity to influence the **gender assessment** of a climate project at an early stage in the project development cycle. Instead, GGC relies on having a robust **Transaction Selection Process (TSP)**, which will review and carry out **strategic due diligence** on the borrower’s existing **gender and E&S** documentation, processes and systems to determine if they are compliant with the requirements of GGC’s **E&S, Gender, Climate Management Framework (Annex 6)**. It is against this backdrop that GGC’s robust TSP has been developed, and includes seven (7) strategic steps that GGC will follow in determining whether a project meets the requisite **gender standards**. Furthermore, the TSP is a **unique process** that seeks to inform the selection of impactful climate projects in the absence of GGC being the project developer or sponsor. A simple illustration of the TSP is provided below, and each of the steps are described thereafter.

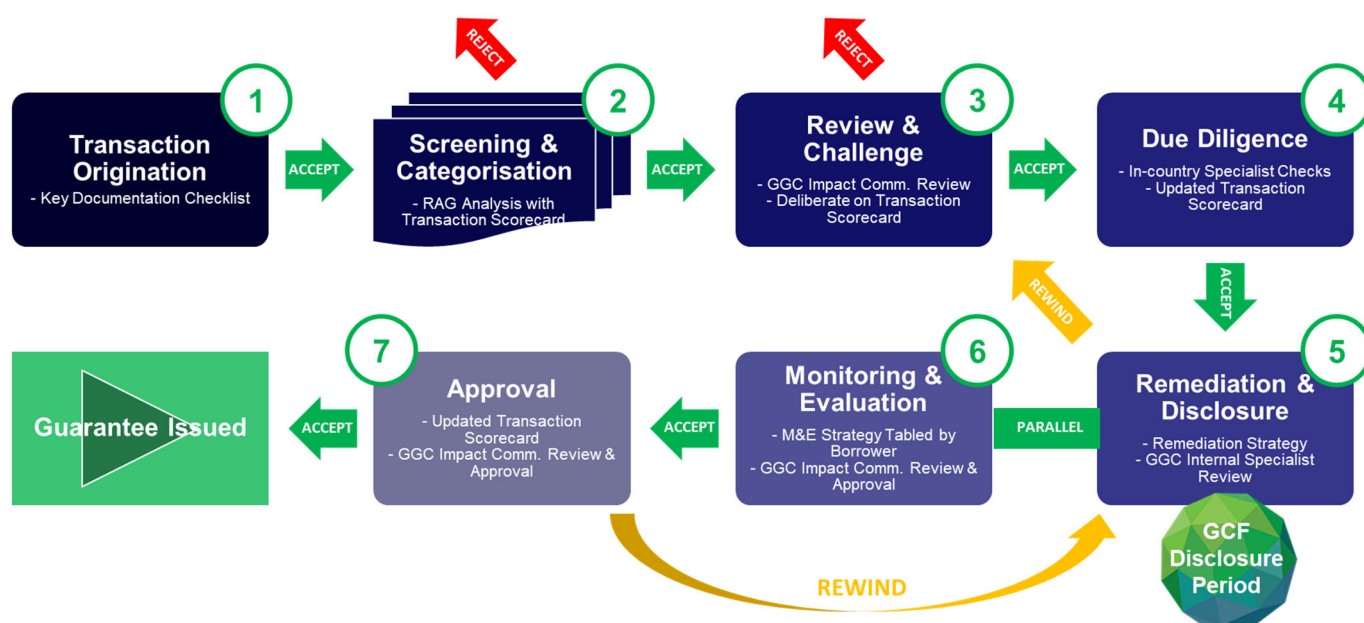


Figure 3 TSP Process

3.2.1.1 STEP 1: TRANSACTION ORIENTATION (1-2 WEEKS)

Transactions will be originated by GGC’s Origination Partners (e.g. MUFG, Deutsche Bank, etc.) who will have had training from GGC on its E&S, Gender, Climate Management Framework and what an acceptable project transaction from an **gender** perspective would look like.

At Transaction Origination, GGC’s Origination Partners liaise with the project transaction’s borrowers to garner the latest information and documents for the project transaction. Seeing as GGC is likely to be interacting near the end of the project development cycle, it is expected that, at a minimum, the following documents will be made available for further review by GGC’s requisite specialists and committees, *inter alia*:

- i. Climate Impact Analyses (mitigation) and/or Climate Impact Assessment (adaptation);
- ii. Gender Assessment & Action Plan;**
- iii. Environmental & Social Impact Assessment (ESIA); and
- iv. Climate Bond and/or Loan Certification.

The gender assessment and action plan must comply with the GCF’s policy on mainstreaming gender into projects. The gender assessment will identify context-specific key issues and factors (baseline information) that contributes to gender inequalities. It may consist of primary or secondary research, or a combination of both. It is impossible to integrate gender equality into projects or activities without clearly understanding gender issues within the targeted population. A gender analysis enables project developers to understand the implications of gender on climate change mitigation, adaptation and disaster risk reduction interventions (and vice-versa), and design appropriate interventions that can benefit all members of a community. It also allows the project developers to develop indicators to better assess how initiatives have engaged with or impacted different groups. Key baseline information will thus be weaved into the assessments that considers:

- What are the gender-based inequalities, discriminations and rights denials in each context? How do these issues intersect with other discrimination factors such as age, ethnicity, disability, class, etc.?
- How will gender relations influence the effectiveness and sustainability of the project activity or result? How will project processes and activities be designed to reduce inequalities and increase equality?
- How will the proposed results affect the relative status of women and men? Will they exacerbate or reduce inequalities?

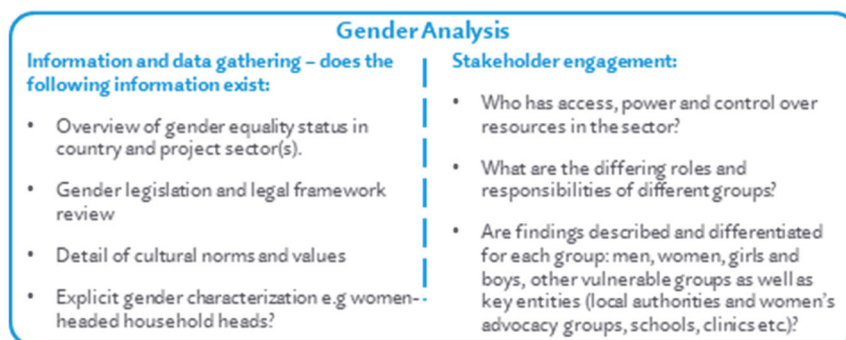


Figure 4 What’s is a gender analysis?

3.2.1.2 STEP 2: INITIAL SCREENING AND CATEGORISATION (1-3 WEEKS)

Once an Origination Partner has introduced a transaction it will undergo an initial screening using a Red, Amber, Green (“RAG”) Checklist. The RAG Checklist forms part of a unique, multifaceted **Transaction Scorecard**, which is GGC’s proprietary project selection asset.

RAG CHECKLIST	Red	Amber	Green
The board and/or senior management of the borrower have strong oversight and a clear governance process to support gender diversity and inclusion.			
There are specific policies and programmes to support inclusiveness of both men and women at work.			
There are initiatives in place to promote, retain and attract women decision making positions.			
Building on recent and/or existing data, there are minimal differences between the roles/responsibilities/functions/levels/grades undertaken by men and women in the workforce, including permanent, contracted, seasonal staff as well as contractor construction and maintenance staff.			
The borrower has the appropriate systems and processes to collect and monitor gender-disaggregated staff data (e.g. average salary, turnover, absenteeism, retention, and promotion) and this data is used for decision-making on gender-related efforts.			
The borrower has active inclusive sourcing or procurement initiatives in place to source from women-owned businesses.			
The borrower collects and monitors gender-disaggregated data on demand, service usage and/or customer segmentation (e.g. related to access, availability, affordability, feasibility, and satisfaction) and uses this data for decision-making related to planning, design, marketing, sales, pricing, service(s) and distribution.			
Appropriate grievance mechanisms have been put in place by the project to respond to issues and concerns raised by women and girls throughout the project’s life cycle.			
Appropriate measures have been put in place to ensure adequate representation and participation of women in all consultations and capacity building efforts.			
The borrower has the necessary systems and resources to report in annual and periodic reporting cycles on progress against gender indicators.			

The borrower has committed to assessing the policy, regulatory or legal landscape as it relates to possible gender impediments.			
The borrower has committed a budget for the implementation of Gender assessment and Action Plans, and the mobilization of external gender expertise, as and when required.			
The borrower has the necessary resources and capacity to implement the Gender Action Plan			
The borrower has made the necessary commitments to take corrective action is taken where progress against gender indicators falls short of targets.			

If the answer to any of the above questions is **RED**, then the transaction will be rejected and no longer pursued by GGC. For the avoidance of doubt, any **GCF Category A** project is not within GGC’s mandate to pursue and will not be taken forward.

Where there is insufficient information to draw a clear conclusion and/or there are mitigating factors (e.g. the borrower is making credible efforts to move into compliance from RED), the transaction is classed as **AMBER** and is referred to GGC’s Executive Committee. The committee determines whether further due diligence resources should be invested to assist the borrower to move to GREEN.

If a transaction scores **GREEN** responses to all of the questions in the RAG Checklist, then the transaction will be progressed to the next step of the transaction selection process, from a **gender** perspective.

3.2.1.3 STEP 3: REVIEW AND CHALLENGE (1-3 WEEKS)

Following a professional review of the available **gender** information and documentation, in conjunction with discussions with the borrower’s senior management team, the **gender** components of the Transaction Scorecard will be completed by GGC’s investment team under the guidance of GGC’s internal **gender** specialist. A screening note is used to outline the analysis and assumptions underpinning their inputs into the Transaction Scorecard.

The draft Transaction Scorecard is then presented for review to the GGC’s Impact Committee, which comprises specialists such as an independent **gender** specialist. These specialists challenge the analysis and assumptions made by the GGC investment team to ensure there has been sufficient rigour in the various assessments’ methods, calculations and findings. Once satisfied the GGC’s Impact Committee approve the transaction to move through the formal due diligence and remediation strategy phases.

3.2.1.4 STEP 4: DUE DILIGENCE (2-5 WEEKS)

As part of GGC’s criteria in assessing the eligibility of a project for a guarantee, GGC will carry out a high-level due diligence of the project concept to determine if there are any major gender-related risks that could result in clear gender negative outcomes. The vulnerabilities and country analyses provided in **Section 2 of this Annex serves as a basis for this review**. That is, the gender framework (Table 6 in section 2.3) will be used

to ensure that the project’s gender assessment has identified pressing gender challenges of significance to the target country, and proposed appropriate interventions (“capacities for change”) to address these.

The due diligence step begins with GGC’s internal E&S/gender specialist engaging an independent in-country **E&S/gender** consultant to undertake a site visit with GGC’s investment team and the borrower. In parallel with a physical site visit, they collectively conduct interviews with stakeholders to determine whether the submitted **gender** information provided is accurate and commensurate with aspirations and claims made in the documents (that is, the project’s gender analysis, assessment and action plan) This assessment will also be used to determine whether the project’s level of ambition with respect to gender-related targets and impacts is adequate.

During this process, the team will also determine whether the project owner has adequately captured the following in the assessment:

- The needs and rights of women and key populations are represented in the assessment
- Comprehensive representation of participants, including government, civil society and marginalised members of the community
- An investment case for integrating gender-responsive programming into the project/programme
- An adequate budget to ensure implementation of prioritized responses intended to address the gender dimensions (including a budget for resources that address needs and vulnerabilities and technical assistance expertise to assist with possible gaps)

Should it be determined that the project’s gender assessment and / or action plan falls short of the GGC’s and GCF’s requirements, the internal gender specialist will determine if and how these could be bolstered through the provision of gender-focussed capacity development support to the project owner (as per Action 2, Output 4 of the Gender Action Plan (Annex 8.1)). This ensures that project owners are supported in improving their project development processes, by optimising the projects benefits accrued to women and other vulnerable groups (as opposed to having proposals rejected on this basis).

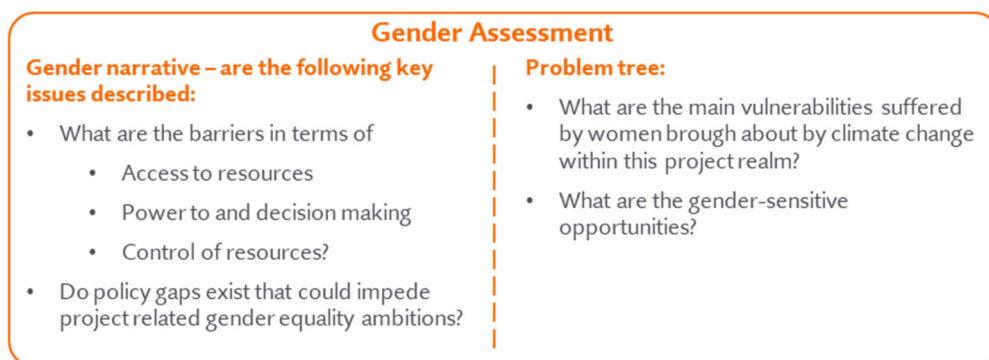


Figure 5 What is a gender assessment by an expert?

GGC acknowledges that the selection of, and relationship building with, the in-country **E&S/gender** specialist consultant is a critical element of GGC's **internal assurance process**. The in-country **E&S/gender** specialist consultant will also assist GGC in conducting ad hoc monitoring and evaluation (M&E) of a selected transaction project, post financial-close, as well as working with a borrower to improve their competencies.

The outcome of the due diligence step will be an updated Transaction Scorecard and a detailed transaction DD report from the investment team, supplemented by the in-country **E&S/gender** specialist consultant. The report provides evidence to validate the various transaction assessments, analyses and their underlying assumptions. In addition, the team will assess whether the project owner has the requisite material, financial and human budgetary resources for implementation of project gender action plans and assessment. The implementation budget will need to be realistic and accurate in relation to the project needs. Critically, it also highlights any gaps and/or meaningful deviations that have been uncovered during due diligence, which will need to be addressed by the borrower.

3.2.1.5 STEP 5: REMEDIATION AND DISCLOSURE (2-5 WEEKS)

The remediation and disclosure step dovetails with the due diligence step, drawing directly from the detailed transaction DD report. Where gaps and/or deviations exist the GGC investment team, under the guidance of GGC's internal **E&S/gender** specialist, will work with the in-country **E&S/gender** specialist consultant to assist the borrower to develop a remediation strategy to address the gaps/deviations.

Once the **remediation strategy and action plan (includes an implementation budget)** has been developed, the borrower is required to commit to delivering on the strategy, within a pre-agreed timeframe. **GGC will require the project owner to develop a project-level Gender Action Plan, using the template provided by the GGC (aligned with the GCF's guidance on the structure of this GAP) and guided by the Gender Responsive Results Framework checklist questions below** (Figure 6). The GGC will also seek a commitment from the project owner to report on the targets and indicators set out in the GAP, at agreed milestones. Where a borrower does not commit or expresses a clear reluctance to developing and/or delivering a remediation strategy or action, the transaction will be rejected by the GGC investment team.

To progress, a remediation strategy and action must be delivered to the satisfaction of the GGC internal **E&S/gender** specialist, alongside a firm commitment by the borrower to undertake the strategy. This will then be tabled with an updated Transaction Scorecard, the detailed transaction DD report, and an M&E strategy (see Step 6), for the GGC Impact Committee's consideration.

3.2.1.6 STEP 6: MONITORING & EVALUATION STRATEGY (2-5 WEEKS)

The M&E Strategy step is carried out in parallel with the remediation step. The M&E Strategy is developed by the GGC investment team in collaboration with the GGC's in-country specialist consultants and the borrower. The M&E Strategy links directly with GGC's Theory of Change, as approved by the GCF. Each of the activities, outputs, outcomes and ultimate goal, are expounded upon in the M&E Strategy with clear actions as to how, and by whom, data and information is collected, assessed and reported, in respect of the transaction's element.

The M&E Strategy must receive a clear commitment by the borrower, before it is tabled alongside the Transaction Scorecard, the detailed transaction DD report, and the remediation strategy, for the GGC Impact Committee’s consideration. As with the remediation strategy, where a borrower does not commit, or expresses a clear reluctance to developing and/or delivering the M&E Strategy, the transaction will be rejected by the GGC investment team before it is tabled with GGC’s Impact Committee for consideration.

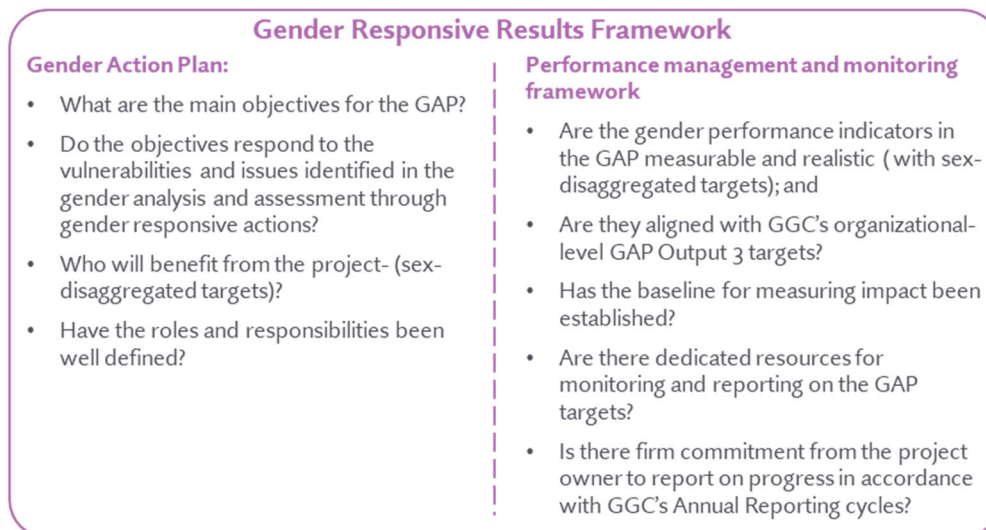


Figure 6 What is a gender responsive results framework

3.2.1.7 STEP 7: APPROVAL (1-2 WEEKS)

GGC’s Impact Committee, which comprises independent specialists, will review the updated Transaction Scorecard, detailed transaction DD report, remediation strategy and gender action (an implementation budget) and M&E Strategy provided by the GGC investment team. Once satisfied that the transaction is compliant with GGC’s **Framework** the Impact Committee will be asked to provide its approval for the transaction to progress to the determination of a guarantee issuance.

However, if the GGC’s Impact Committee has residual concerns regarding the **E&S or gender** elements of the transaction, then the GGC investment team will be required to go back to Step 5 (Remediation & Disclosure) and work closely with the borrower to address the concerns of GGC’s Impact Committee.

Once GGC’s Impact Committee has approved the transaction it will progress to GGC’s Investment Committee that will opine on the material, financial and commercial aspects of the transaction. Importantly, the Investment Committee will only approve transactions that have first been approved by the Impact Committee. This ensures that all potential transactions have a clear climate **purpose**, and prioritise **people** and the **planet, before profit is a consideration. The approval a transaction ‘purpose, people and planet’ elements are therefore a prerequisite for profit.**

If GGC’s Investment Committee is comfortable with the financial and commercial aspects of the transaction, it will issue a formal approval to provide a guarantee on behalf of the borrower.

3.2.1.8 MULTIDISCIPLINARY LINES OF DEFENCE

Therefore, GGC makes use of multidisciplinary ‘lines of defence’ in the above TSP to reduce the risk of being exposed to **gender** risks on the transactions that it chooses to guarantee. These lines of defence are professional specialists in the fields of climate, gender, environmental and social sciences, and climate bond certifications. Importantly, the GGC will liaise with the GCF on the appointment of these specialists. In terms of the **Gender/E&S Management** elements, these lines of defence are as follows:

Figure 7 Specialists

Internal Gender/E&S Specialist	The internal E&S specialist is expected to be a mid-senior to senior level hire with at least 10 years of experience of working in the E&S field with a focus on emerging markets.
Impact Committee Gender/E&S Specialist	The Impact Committee E&S specialist is expected to be a senior level hire with at least 15 years of experience of working in the E&S field with a focus on emerging markets.
In-Country Gender/E&S Consultant	The in-country E&S consultant is expected to be a reputable local or regional E&S consultancy firm which has a credible track record of at least 5 years working with and applying the IFC Performance Standards.

Importantly, the internal E&S Specialist and Impact Committee Specialist will both possess a “portfolio” level view of the projects being supported through the provision of guarantees. This allows for cross-fertilization of best practice / innovative gender-focused interventions that could prove effective in different sectors and contexts, and which could be introduced to other projects as they enter the GGC’s pipeline. In-country consultants complement this, by providing bottom-up on-the-ground expertise that is critical to ensuring all solutions are appropriate and fit for purpose.

In addition to the above, all GGC investment team members will be given **E&S/Gender Management** training on a regular basis to ensure that there is a solid understanding of the requirements of GGC’s **E&S/Gender Management** Team members will also be taught skills on how to determine the key competencies of a borrower to be able to deliver on these multidisciplinary prerequisites.

3.2.1.9 PROJECTED TSP TIMEFRAMES

It is anticipated, from the team’s experience gained from similar global guarantor initiatives and organisations (e.g. GuarantCo), the Transaction Selection Process should take between 12 - 24 weeks (or 3 – 6 months). The timeframe illustration below shows that an ‘efficient timeframe’ could take 12 weeks, whereas a ‘protracted timeframe’ could take up to (and potentially longer than) 24 weeks.

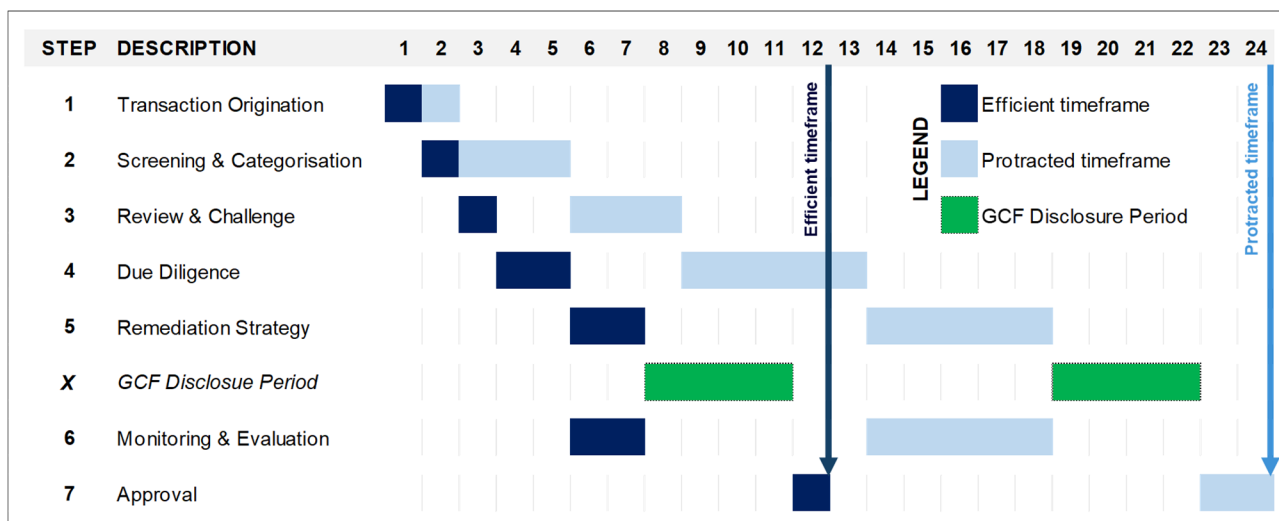


Figure 8 TSP flow diagram

3.3 MONITORING AND EVALUATION (IMPLEMENTATION)

GGC is ultimately responsible for overseeing and reporting to the investors (for example to GCF) on the progress made in the monitoring and evaluation plan. This task will be supported by the AE who will submit the aggregated report to the relevant stakeholders. GGC is also responsible for managing the system design, execution and monitoring of the reporting platform while the project owner or borrower will be responsible for contributing to the expected results and submitting the achieved results to GGC for their review. To ensure that any social, economic climate agenda indicators or targets are reported adequately and fairly, a Climate Advisory Team will be appointed to assist with ensuring that the estimated and analysed outcomes are as realistic and translatable before investors such as the Green Climate Fund receive the data.

The Climate Advisory Team will also assist with collecting baseline data at a country level to ensure that recipient countries are designing projects which are country relevant. The team will rely on established partnership and networks but also on official documentation and research. An additional third party reviewer will also be appointed to verify the aggregated outcomes in the report submitted to the investors. Borrowers will be expected during any reporting period to account for expected results targets as indicated per in their logframe/M&E plan. It is intended that in time, all applications will be submitted online through a digital platform created by GGC which will assist with collecting the relevant data aggregating it and thus allowing for a more streamlined approach to reporting to the various investors.

Borrowers will be tasked to devise a full data collection protocol for their projects at the time of approval. This will ensure that they are adequately collecting data sources, incorporating timelines and have the systems in place to ensure that the data is readily available during the quarterly and annual reporting cycles. Borrowers will also be encouraged to consider the data they need to adequately and robustly complete reports. Wherever possible, all indicators will be disaggregated by sex, and subpopulation by subcategory. In addition, data on progress to meet the various indicators will be collected at the field level during workshops hosted in various

countries every quarter whereby Participants are encouraged to share their lessons learned challenges and experiences with implementing projects to determine the impact of the programme.

GGC's monitoring and evaluation framework is thus designed to include gender-responsive targets and indicators (for example that address the sustainability of gender related investments) to monitor gender equality results against the established baseline. Tracking and reporting on gender-related project results (i.e. gender-specific impacts per project, as well as those that speak to the related co-benefits of incorporating a gender lens into the project design) will be used to influence and inform the design of future interventions, as well as attract interest from new prospective green interventions with a focus on gender related targets.

M&E occurs at every stage of the project, from initial feasibility, project design, preliminary design review, implementation and ongoing performance review.

3.4 GENDER RESPONSIVE PROJECT DESIGN

Including gender considerations in the design of green bonds significantly scales up the financing available for advancing gender equality: in 2020 USD **1 trillion** were invested **in green bonds and other green-finance debt investments**; in comparison by the end of 2020 there were approximately USD **18 billion** in assets managed by **gender lens investment vehicles** (GenderSmart 2021). While investment in gender issues specifically is growing, capitalising on the existing investment in climate initiatives through incorporating a gender lens to green bonds provides the opportunity to **significantly scale the funding dedicated to gender equality**, particularly given the **intersection of gender and climate challenges**. When a gender lens is incorporated into the design of guaranteed green bonds, the potential benefits fall into two categories:

1. *Benefits from including women in the project planning and implementation processes*

When women are accorded positions of responsibility in projects, they gain experience of involvement in political and public life. This can provide a platform for **broader political empowerment** of women by facilitating their attainment of similar opportunities outside of the project context, and by bringing women into the sector in the long term. Secondly, women's involvement is **positively correlated with the gender benefits** of the project (GenderSmart 2021).

2. *Benefits from the project itself*

Including gender considerations in the project itself aims to ensure that the project advances gender equality and benefits women at least equally, as **women have differing preferences to men**, shaped by their particular economic and social status, roles and needs. The specific project benefits will vary depending on the project sector, albeit there are some advantages which apply across sectors. These include ensuring women have at least equal access to the employment, training opportunities, financing and/or productive assets provided by the project (GenderSmart 2021).

Despite the benefits, a number of challenges exist which present barriers to incorporating gender benefits in green bonds:

- **Lack of data** – availability of sex-disaggregated baseline data is low, particularly longitudinal data, making it difficult to conduct pre-project gender analyses and to measure project impacts (GenderSmart 2021).
- **Lack of predictive modelling capabilities** – the lack of historical data makes it difficult to predict the gendered impacts of gender-responsive interventions and therefore to design effective projects (GenderSmart 2021).
- **Establishing benchmarks** – there is no established methodology for ascertaining whether a project meets gender performance expectations (e.g. does a project need to perform well across all criteria or just one?) (IISD 2021).
- **Measuring impacts** – improvements to gender equality can be hard to measure and may only be realised after a project has completed (GenderSmart 2021).
- **Higher costs** – transaction costs are elevated due to the need to prepare gender action plans, collect sex-disaggregated data, and report on gendered project impacts (IISD 2021).
- **Perceived lack of urgency** – some investors may be reluctant to incorporate gender-specific initiatives as they view tackling climate change as a higher priority and/or do not fully appreciate the gender-environment nexus (UNDP 2019).
- **Barriers to women’s participation** – women may not benefit from projects equally due to pre-existing inequalities. For example, lower education levels and higher care burdens may limit their ability to secure high-skilled employment generated by the project (GenderSmart 2021).

Based on the above assessment, GGC will do its best effort to ensure that the following gender responsive requirements are reintegrated into the project design for prospective projects (at a minimum):

- Sex-disaggregated data and using gender indicators to inform gender responsive monitoring, evaluation, reporting and learning are included.
- Gender analyses must consider issues of intersectionality, to understand how vulnerabilities within marginalised groups compound based on a range of factors (such as disability, age, indigenous persons status etc.). Where possible, data on these sub-groups should be collected and used to develop targeted project responses that address the varying needs of marginalised beneficiary members.
- Gender assessments are conducted that inform the project design, budgeting, staffing, implementation, monitoring and evaluation.
- Risks are analysed that the project may experience or pose, putting measures in place to ensure activities do not exacerbate existing gender-related inequalities, including SEAH, gender-based violence, and seize opportunities to address gender gaps and support empowerment of women.

- Sufficient resources are allocated for specific activities, technical support and/or other actions to improve gender equality considerations, including the meaningful engagement of diverse stakeholders and beneficiaries.
- The action plan should also define the target population, whether that is direct (e.g. the employees of the companies financed) or indirect (e.g. women in the broader population impacted by the project). Where an action plan is not in place, funding for gender-responsive activities should be ring-fenced and/or explicit targets should be set (AMMC 2021).
- The gender performance indicators identified in the gender action plan should, again, be sensitive to the project sector and location.
- Gender considerations should also inform the selection of financial instruments for the temporary investment of the funds raised from green bonds. For example, the gender performance ranking of a company (for investment in corporate services) or a country’s gender equality score (for investment in government securities) could be factored into decision making (International Institute for Sustainable Development, 2021). However, a softer approach may be necessary for the integration of gender considerations in the management of proceeds than in the use of proceeds, given the need to select financial instruments that enable the funds to be accessed quickly. Where options are significantly constrained, a commitment to prioritising investment opportunities with above-average gender performance where possible may be sufficient (International Institute for Sustainable Development, 2021).
- Issuers should report on both the gender criteria used to select projects and the actual gender impacts. Reporting should be conducted at least annually and should be verifiable by third parties (AMMC 2021). Regular reporting should allow the implementation of mitigation measures if the targets outlined in the gender action plan are not being met (International Institute for Sustainable Development 2021).

3.5 GRIEVANCE MECHANISM AND STAKEHOLDER ENGAGEMENT

3.5.1 STAKEHOLDER ENGAGEMENT

Stakeholder engagement is an essential part of the Framework to facilitate the integration of gender considerations into GGC’s financing lifecycle and decision making. In this context, stakeholder engagement denotes proactive ongoing dialogue, information sharing and interactions between GGC and its stakeholders such as women led organisations. As such, GGC commits to developing and implementing effective stakeholder engagement mechanisms (internally and externally and as noted in Annex 7) to support a culture of transparency and accountability and learning and continual improvement. For example, implementing regular cross-team interactions, function meetings and presentations on gender and E&S topics, direct internal communication via e-mails, newsletters, etc.

3.5.2 GRIEVANCE MECHANISM

Concerning external communication mechanisms, an important mechanism that will be implemented and maintained is a grievance mechanism. This will support the process to effectively identify, receive, register,

screen and evaluate, track and formally address complaints or feedback from stakeholders regarding the subproject activities. The mechanism will facilitate the resolution of grievances promptly through an accessible, fair, transparent and constructive process. It will also be culturally appropriate and readily accessible, at no cost to the affected communities, and without retribution to the individuals, groups, or communities that raised issues or concerns. The grievance mechanism will include but not be limited to the following elements:

- **Borrowers will require an established and operational, accessible and inclusive survivor centred, SEAH relevant and gender responsive grievance redress mechanism that:**
 - Includes treating survivors with dignity and respect, taking time to listen to what they have to say rather than rushing to take action
 - treat all survivors equally and nonjudgmentally, making sure their experience is not unfairly dismissed, for example, because they are young, old, disabled, a sexual or gender minority, or work in prostitution.
 - Includes stakeholder guidance to identify existing and potential local SEAH to enable effective redress of the matter
 - Trains the relevant personnel on the relevant SEAH requirements for recording and actioning complaints
 - Enables consultations with women leaders and those working with adolescent girls and boys and other at-risk groups should be prioritized to enable understanding of SEA/SH risks and trends in the community.
 - Provides for a detailed code of conduct to guide engagement.
 - Monitors SEAH and GBV indicators to track possible risks or challenges
 - Offers various methods to lodge complaints include online, email, letters or in-person
 - Provides confidentiality/anonymity to a complainant or a representative if requested by the complainant
 - Addresses concerns promptly and effectively at no cost and without retribution
 - Handles grievances in a culturally appropriate, discreet, objective, transparent, sensitive and responsive manner
- Different ways in which vulnerable people can submit their grievances, and taking into account language barriers/limitations and the need for anonymity if a complainant fears retaliation or submission by an authorized representative or civil society organization;
- Provision to keep complainants' identities confidential, especially in instances where the complainants fear retaliation;
- Provision for interpretation/translation to overcome language barriers/limitations;

- A log where grievances are registered in writing and maintained as a publicly available database. The database should include information about the complaint and the resolution of the complaint, including the remedy provided, taking into consideration that complainants' identities can be kept anonymous if requested. This database should also be shared with the GCF Independent Redress Mechanism;
- Publicly advertised procedures, identifying the means for submitting grievances, setting out the length of time users can expect to wait for acknowledgement, response, and resolution of their grievances, descriptions of the transparency of the procedures, and the governing and decision-making structures;
- An appeals process to which unsatisfied grievances may be referred when the resolution of grievance has not been achieved;
- Information about other available grievance mechanisms, including the GCF independent Redress Mechanism and the accredited and implementing entities' grievance mechanisms; and
- Measures in place to protect complainants from retaliation.

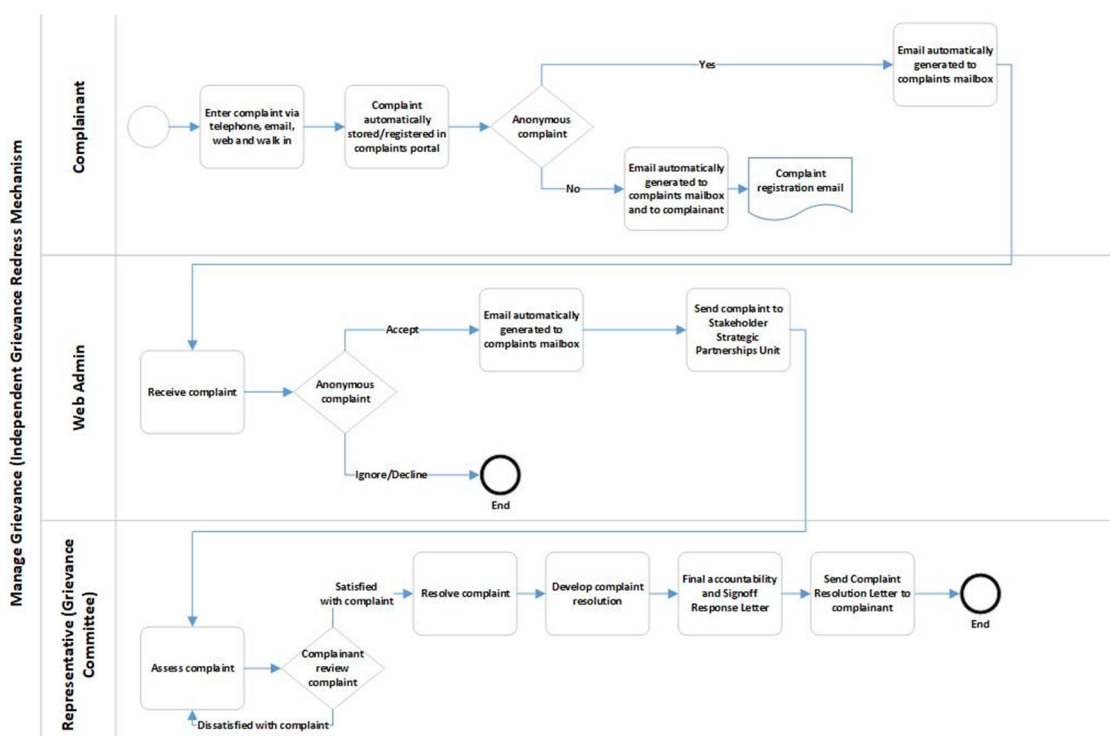


Figure 9. Example of a Grievance Mechanism

The responsibility for establishing and maintaining the grievance mechanism will be with the project owner or sponsor. The project owner will be responsible for meeting with local/stakeholders affected by the project to explain and discuss the different reporting mechanisms and process that the stakeholders agree on the selected methods that are the most appropriate. The details of the discussion will be recorded and included in the stakeholder meeting summary. A central telephonic and email address will be provided that will facilitate

complaints and ensure that they are shared by the appropriate persons overseeing the matter. The emails and phone calls received will be treated as confidential. The project owner will be required to maintain a log that contains:

1. Date of the complaint
2. Name of aggrieved party and any affiliation/organization
3. Contact details of the aggrieved party
4. Category of the complaint (environmental, social, government, other)
5. If the complaint is an appeal to a previous result of handling the complaint
6. Recommended investigation of the issue
7. Closing date and information provided to the aggrieved party
8. Record the result of the investigation in the Excel file, including a summary of the action taken or justification for not taking action and the date of response to the party aggrieved

The project owner will acknowledge the complaint in writing in a timely manner and report back to the AE on next steps. Complaint investigations may vary depending on the nature of the complaint, but every effort should be made to ensure that complaints are dealt with promptly. Most investigations should not last longer than 90 days. The content of the complaint register and the management of these must respect the confidentiality of the aggrieved party in to the extent possible, and there should be no retaliation against aggrieved parties or complainants. In some cases, it may be appropriate for the project owner to continue to involve the aggrieved party during the investigation of the complaint. This could take place by inviting the aggrieved party to a meeting, a conference call, or committing more in writing. Any ongoing engagement with the aggrieved party must be noted in the register of complaints

3.5.3 SPECIAL CONDITIONS

Project owners will be required to screen their projects for SEAH risk assessment and should consider the following questions before designing the GRM:

- Are country-level rates of gender-based violence (GBV) higher than regional averages?
- Are there prevailing socio-cultural norms that marginalise women or restrict their participation in the public and private spheres?
- Will the project take place in a fragile or conflict-affected environment?

A risk assessment of possible SEAH consequences during the due diligence process is imperative. The AE must also ensure that projects have the require expertise and capacity to manage this risk.

3.6 RECOMMENDED RESOURCES FOR PROJECT OWNERS

To help guide the project owners in their Gender Analysis and development of Gender Indicators they can consider the following resources:

- Mainstreaming Gender in Green Climate Fund Projects (2017) Green Climate Fund and UN Women
- UN-REDD Methodological Brief on Gender (2017) Technical Resource Series
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