

# Gender Assessment

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## **FP180: Global Fund for Coral Reefs Investment Window**

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**GREEN  
CLIMATE  
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## GFCR Gender Assessment

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### 1. Overview

The Global Fund for Coral Reefs (GFCR) *Gender Assessment* serves as the foundation to strengthen the programme’s responsiveness to the multiple, culturally-derived principles of gender equality and women’s empowerment, and to address the links between gender equality, climate adaptation, and environmental sustainability. The Assessment informs the accompanying *Gender Action Plan*, both at fund and project level, with indicators and targets to support GFCR commitments to and engagement with women, men, girls and boys, including those from marginalized communities<sup>i</sup>, in compliance with GCF and GFCR gender policies. The Assessment and Action Plan support the GFCR Environmental Social Management System (ESMS).

The Assessment builds upon quantitative data and qualitative evidence derived desk review of existing literature, case studies, and secondary databases, as noted in the Sources section. Like the ESMS, the GFCR Gender Assessment and Action Plan are living documents and will be regularly updated to reflect key developments, including:

1. **Portfolio:** The GFCR aims to fund projects in up to 28 selected countries. The GFCR is a blind pool investment vehicle and, as such, specific portfolio of funded projects, and indeed the countries in which those projects may occur, have yet to be identified. Relevant country-specific, sex-disaggregated gender data must be assessed as the prospective project pipeline is developed and host countries become known.

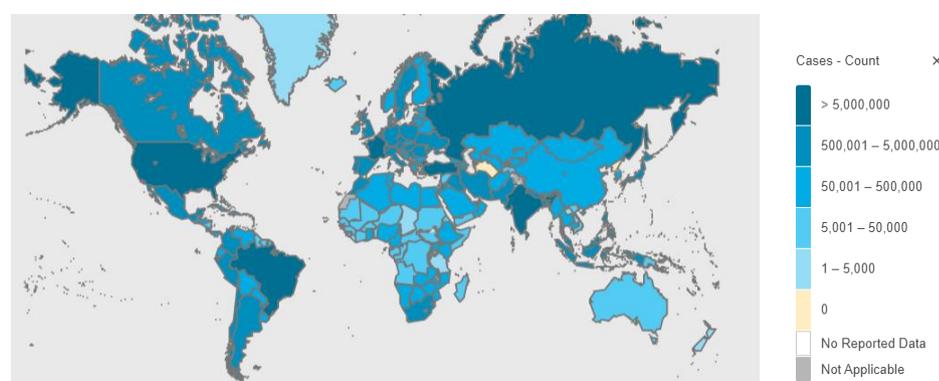
2. **COVID-19:** The full impact in the long term of the global COVID virus is unknown. Findings have already suggested that it has had differentiated impacts in the lives of men and women. With respect to reproductive work, women and girls, already disproportionately responsible for household duties, including water, food and fuel collection; food preparation; and taking care of children as well as elderly and ill relatives, have experienced heightened levels of responsibility in the midst of the pandemic and subsequent stay-at-home orders. In addition, home quarantines, market impacts and food shortages have also been found to increase household tensions and, as a result, women have been exposed to higher risks of domestic violence. The Assessment and Action Plan will be updated as virus-related development, people differentiated impacts and strategies for remediation become more clear.

### 1.1 Country Ownership

The Fund investment focus is on regions that depend on coral reefs for food, protection, and income. It seeks to stimulate local government as well as select private sector entities and philanthropies to implement effective management of land/seascapes that integrate climate change adaptation and climate resilience planning to enhance the resilience of coral reef ecosystems in select SIDS and LDCs. However, the GFCR fully adheres to the principle of country ownership. The Gender-responsive Assessment and Action Plans for every funded project will seek to align with prevailing international ratified legal frameworks, regional and national gender policies, or other public policy for gender equality and women's empowerment. The assessment and action plan will seek also to align the project with other national development strategies that promote equal opportunities, poverty reduction and sustainable use of natural resources whether in the intervention region or the sector. 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).<sup>ii</sup>

### 1.2 COVID Assessment

The GFCR will begin implementation before the impacts of the global COVID-19 virus crisis are fully known. However, it is clear that the impacts will be felt deeply in the host countries in which the GFCR plans to invest (see Graphic 1, below). With respect to gender-related impacts, the Committee for the Coordination of Statistical Activities (UN-CCSA) concludes that COVID-19 will disproportionately impact the vulnerable and compound existing inequalities. Impacts may include food shortages, mobility restrictions, decreased access to health care and education, higher unemployment, and increases in domestic violence."<sup>iii</sup>



### **Graphic 1:** Confirmed cases of COVID-19, July 2021

The COVID-19 pandemic is threatening fragile gains on gender equality and women's rights. As countries respond to the crisis, sex-disaggregated data is critical to examine the differential impact on women and men towards evidence-based decision-making. Globally, women on average do three times as much unpaid care and domestic work as men – a workload that intensifies with school closures and when health systems are overloaded. Additionally, research has begun to surface indicating that women are more vulnerable to losing their jobs than men in response to the crisis. Widespread job losses will have long-term impacts for women's economic independence and security. With 740 million women globally in informal employment and a majority employed in services, women are being, and will continue to be, particularly hard hit by the impacts of the COVID crisis.<sup>iv</sup> Indigenous communities and specifically women and children are also more vulnerable due to overcrowded housing, unsafe water, and poor access to healthcare.<sup>v</sup>

Assessments of social impacts show that the COVID-19 crisis has disproportionately harmed a number of vulnerable groups, including women employed in temporary jobs, low-skilled workers, small-scale fishers and businesses, Indigenous community members and younger workers. Women represent the majority of the workforce in the ocean economy sectors hardest hit by the crisis—about 50% of workers in the seafood sector, 70% in aquaculture, 80–90% in the post-harvest sector of small-scale fisheries and 54% in tourism. As businesses lose revenue, many will reduce their costs by laying off workers, starting with the temporary and casual jobs disproportionately occupied by women. Women are likely to be most affected by job losses in the tourism sector (based on the proportion of women employed in low-skilled jobs in the sector).<sup>vi</sup>

The GFCR Gender-responsive Assessment and Action Plan will be updated on a regular basis to reflect the impacts of COVID in host countries and related project sectors.

## **2. Project Category Assessment**

As previously noted, the GFCR will be a fund of projects that may operate in up to 28 countries. GFCR is a blind-pool investment vehicle, meaning the specific portfolio of funded projects, and indeed the countries in which those projects will occur, will not be identified in advance. At such time as host countries and prospective pipeline projects are identified, GFCR will seek country-specific, sex-disaggregated data by project type to inform gender-responsive project design and implementation. This activity will be supported by framework guidelines on gender assessment, to ensure that project proposal and implementation mainstream gender.

Coastal communities are heavily reliant on marine resources for their livelihoods and food security. Engaging these communities in conservation, restoration, and sustainable management of natural habitats can provide much-needed income in the short-term, while building socio-economic resilience as countries strive to revitalize their coastal economies.<sup>vii</sup>

In the current absence of country-specific data, the GFCR has conducted peer-project Assessments to help identify the drivers of change and the gender dynamics needed to achieve the fund's project adaptation and mitigation goals. This will help to understand how the fund can address gender vulnerabilities and design specific gender elements in the different project categories.

The GFCR will invest in the following project categories (all Category B or C):

1. Sustainable ocean production to address overfishing, destructive fishing techniques, enhance food security and restore degraded coral reef ecosystems

2. Ecotourism to address unsustainable tourism and create revenue streams to enhance coral reef protection and restoration
3. Sustainable infrastructure and waste management to address pollution

GFCR has assessed each project category beginning with the Gender-Related Vulnerabilities and Capacities for Change in GCF Projects.<sup>viii</sup> In addition, the following assessment and information is framed using the *Six Domains of Gender Analysis Framework Approach*<sup>ix</sup> including:

1. *Access* - to resources, income, services, employment, information, and benefits, poverty rate, formal / informal employment, unemployment, division of labour;
2. *Knowledge, Beliefs, and Perception* - commonly held beliefs, perceptions, and stereotypes, mobility, vulnerable groups;
3. *Practices and participation* - adult literacy rate, skills training and gaps, attendance at meetings and training courses, and accepting or seeking out services;
4. *Time and Space* - how time is spent and how men and women each contribute to the welfare of the family, community, and their society;
5. *Legal rights and status* - legal status of women, access to healthcare, access to and management of resources (economic, financial, physical, natural, other assets), access to ownership and recourse;
6. *Power and Decision Making* - existing gender inequalities that may be exacerbated by project impacts, anticipated differences in vulnerability and adaptive capacity<sup>x</sup>, use of household and individual economic resources, choice of employment.

The peer projects were selected based on their suitability for GFCR. Although some projects were implemented by NGOs, important lessons and recommendations can be drawn from the cases nonetheless, which contribute to a private sector and business-oriented approach.

## 2.1 Sustainable ocean production to address overfishing, destructive fishing techniques, enhance food security and restore degraded coral reef ecosystems

**Table 4: - GCF Results Area Ecosystem and ecosystem services<sup>xi</sup>**

GCF Result Area	Vulnerabilities	Capacities for Change
Ecosystem and ecosystem services	Share and number of women depending on ecosystem and ecosystem services for livelihoods	<p>Roles of women in the community/ household with reference to natural resource use</p> <p>Share of women and men in the natural resources / agricultural labor market and type of occupation</p> <p>Policies and institutional framework to promote gender equality in access to ecosystem services</p>

Ecosystems and ecosystem services are strongly linked to gender disparities, and have significant potential to impact the gender and social relations within communities. Engaging women in the sustainable production and harvest of marine resources and in ecosystem conservation efforts can have an exponential effect in simultaneously addressing ecosystem challenges and gender inequality. With ecosystems at an increased risk of destruction as a result of climate change, it is increasingly evident that women and men should equally be involved and included in efforts to develop resilient ecosystems.

Women's contributions in aqua- and mariculture are often overlooked, underestimated and/or undervalued, often resulting in women's marginalisation in the management of marine resources. Coastal activities are usually highly gendered, both in where and how women participate in value chains and how their contributions are valued and prioritized. Women mostly involved in pre- and post-harvest activities. However, gender blindness results from a focus on formal and paid fishing activities (traditionally male-dominated) in research, management and policies, disregarding informal and unpaid activities, usually dominated by women. Fisheries agencies are also commonly focused on the production segment of fish value chains, even though twice as many people may be employed in related activities, such as processing and marketing, which are often dominated by women. Such marginalization has often happened despite increasing recognition that women play a critical role at every link in small-scale fisheries value chains. In addition, gendered access barriers occur at several points along the fisheries value chain. These can include indirect barriers, such as gender norms, or more direct barriers including lack of access to fishing gear, fishing grounds, fishing markets or financial capital, including credit, as well as lack of education or alternative livelihoods. Policies on matters such as spatial management can also have a disproportionate impact on women and other marginalised groups that may not have access to boats or motors that would allow them to reach other fishing zones.<sup>xii</sup>

Small-scale fisheries support the majority of the world's fisherfolk (47 million women and men in developing countries alone). Small-scale fishing communities, particularly indigenous and women subgroups, often have relatively limited political power compared to large-scale fisheries actors. In addition, representatives from coastal communities and groups often marginalised (e.g., women, indigenous groups, individuals with disabilities and poor people) are frequently not, or not adequately, included in decisions related to development (e.g., site selection of ports, energy and oil development, aquaculture) that will impact them. Inequities are apparent also within small-scale fish producing communities. These are often structured along intersecting social categories such as wealth, gender, age, religion, migrant status and ethnicity. Inequities in ocean resource benefits may reinforce existing inequities experienced by particular groups in access to healthcare, education and rights over land.<sup>xiii</sup>

## Specific Project Assessment

### *Scaling Community Seaweed Farming in Kenya<sup>xiv</sup>*

#### **Project description:**

Kenya started community seaweed farming in Kwale County on the South Coast in 2013, following feasibility studies undertaken by the Kenya Marine and Fisheries Research Institute. The initial funding was from a World Bank– funded project that targeted fishing communities along the Kenyan coast, but further funding has been provided by the Government of Kenya to build the farmers' capacity with the aim of developing the initiative into a robust industry to create jobs and income. The main objective of supporting the establishment of this new community-led industry was to offer an alternative livelihood to local fishing communities whose livelihoods had been challenged by reduced income due to the dwindling catches from artisanal fisheries.

#### **Gender responsive activities of the project:**

Before the project implementation, women typically grew crops in one-acre piece of land and the proceeds weren't enough to send children to school. The intervention specifically supported the creation of new jobs and economic opportunities for women—90% of seaweed farmers in Kenya are women. To date, this support has resulted in the employment of approximately 400 seaweed farmers in Kwale County, each with his or her own individual farm generating income that flows directly to the farmer. Initially, seaweed farming supplemented their income but has since become

their primary income-generating activity. For the women involved, this has meant financial independence from their husbands, with many using the income from their seaweed farms to educate their children up to the university level and constructing permanent house which also brought development to the village. Hence, women have also been able to bring development to the village as a result of the activity.

The seaweed farmers welfare group has also been registered as a cooperative to improve organization and collective bargaining power. The seaweed is also being used in local food products. Support is also being provided to diversify the farmers' income base through the development of soap and other cosmetic products, such as body creams, shampoos and hair treatment. This further supports women entrepreneurship. To date, community-led seaweed farming has generated over 300 metric tons of dry seaweed that has generated over US\$60,000 for the local village economies.

### *Getting organized for conservation in the Solomon Islands<sup>xv</sup>*

#### **Project description:**

In the Solomon Islands, the population lives mainly by fishing and harvesting shellfish. Faced with environmental deterioration and depletion of a number of species, WWF has intended to protect the shellfish resource (an important source of income for local women) and improving women's skills in managing, processing, and marketing the resource across the Solomon Islands.

#### **Gender responsive activities of the project:**

Several projects across the island included specific efforts to help women overcome barriers to their participation in the wider economy. These include improving the ability of women to access credit, undertake paid employment, and start their own businesses. The projects empowered women to defend their own interests and take more control over the financial aspects of their shellfish enterprises. It could be observed that women of Gizo in the Solomon Islands have taken the lead in raising awareness about destructive activities that are damaging their rich marine environment. The projects benefitted from wealth of knowledge on fishing areas, fishing seasons, and the use of resources of women. For example, the initial focus of the Gizo Womens Action Group (GWAG) has been to raise awareness about the need to protect the marine environment, and not dumping rubbish into Gizo harbour. The GWAG also undertook clean-ups around the waterfront and on local islands, and carried out testing of the water quality around Gizo town. Elsewhere in the Solomon Islands, women from two villages near Roviana Lagoon have helped design shellfish reserves for the protection of blood cockle and mud clams, and have played a key role in monitoring the effectiveness of the reserve. A valuable dialogue has been started between outside scientists and the women on the results of this monitoring.

### *Drivers of change and specific gender elements to be included in the project activities*

From the first assessment above and based on the illustrated case studies, the GFCR intends to address the following issues:

- *Promote women entrepreneurship and business opportunities in sustainable ocean production:* As women are involved in the work of feeding, harvesting and processing of fish and shellfish, it is important to increase women's control over ponds and inputs for aquaculture to expand the entrepreneurship activities and support pre- and post-harvest activities where women are also represented. For example, it is essential that women and men equally benefit from any fishing project and from technical and financial inputs, such as boats, fridges and freezers (incl. shared business centres which are predominantly managed by women to enable access to fridges and freezers to preserve fish), educational materials, technical instruments and credits to ensure that women can equally participate and control business activities.

Since fishing is seasonal, it is also essential to support women in diversifying their business activities as mentioned in the case study above. Diversification is of particular importance in regions where cyclones, overfishing and rising seas threaten livelihoods. In Madagascar, for example, WWF piloted the development of beekeeping and ecotourism to generate alternative revenues to fishing and protect the mangrove by making it the cornerstone of the new activities.

- *Training on skills and awareness about conservation and restoration activities and business opportunities:* In aquaculture, it is necessary to provide women with training and formal education to improve the efficiency, profitability and sustainability of their business activities. This will support their enterprises, increase their income potential and reduce their marginalization. Education should focus on improving their positions in the post-harvest activities across the value chain since female traders still lack bargaining power. They must be provided with the know-how and access to education and information on fish preservation and marketing so they can receive better quality fish and keep it fresh.
- *Women empowerment across the ocean production sector:* Women can be empowered politically and socially by acknowledging their wealth of knowledge and including them in the broader community and civil society organizations. Given women's important role in the post-harvest subsector, women must be allowed to participate in decision-making processes, and be provided with the access to physical and capital resources for developing their industry and meeting their needs and aspirations. It is also urgent to give women equal control in the value chain and profit margins. This is particularly relevant as women often still work in low-status, less-skilled and low-paid jobs, and on informal, casual and temporary contracts that disqualify them from receiving social benefits. To overcome this, more efforts are needed to include women in the most profitable markets and enterprises, and to provide them with more employment opportunities in fish processing factories. In this way, they may profit from increasing market globalization and become less vulnerable to decreases in fish catches and poor services.

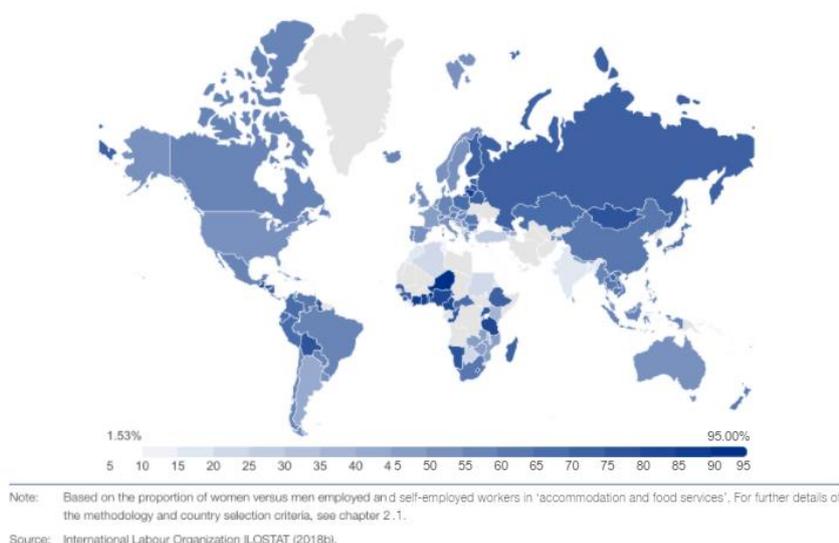
## 2.2 Ecotourism to address unsustainable tourism and create revenue streams to enhance coral reef protection and restoration

**Table 1: - GCF Result Area Most vulnerable people and communities** <sup>xvi</sup>

GCF - Result Area	GCF - Vulnerabilities	GCF - Capacities for Change
Most vulnerable people and communities	Share and number of women among vulnerable groups of population and communities	Roles of women in targeted communities  Share of women and men in relevant labor markets and type of occupation  Policies and institutional framework to address vulnerabilities

With women representing 54% of those working in the tourism industry, women make up a much higher proportion than in other sectors worldwide. However, tourism employment can be comparatively lower-paid for both men and women than average wages across the broader economy.<sup>xvii</sup>

Figure ES.1: Percentage of people employed in tourism that are women, 2018 (%)



Similarly, while women are the majority of students in formal tourism education, they largely lack the high-level and soft skills training needed to ensure their career progression. A lack of education or formal training jeopardizes women's active participation in tourism. This is especially true for impoverished women and in the context of developing countries. Sexual harassment, gender-based violence and stereotyping pose serious risks for women in tourism as workers and travellers.<sup>xviii</sup>

Tourism development can bring other challenges to women living in destinations. Women can be particularly affected because they continue to be primarily responsible for unpaid care and domestic work. Issues that may arise include conflicts over access to and use of water, sanitation and waste management, sexual harassment and violence in the community, increased cost of living for basic consumer goods, and increased rental and property prices. This can lead to other issues around alcohol, mental health and cultural traditions.<sup>xix</sup>

It is essential that gender equality training is provided for the public and private tourism sector to ensure that awareness and skills are developed in order to maximize tourism's contribution to women's empowerment. Furthermore, traditional gender roles are often prioritized over roles as business women. Tourism is often supplementary or an additional form of labor, given the enduring responsibility for unpaid care and domestic work.

## Specific Project Assessment

### *Entrepreneurship in Costa Rica*<sup>xx</sup>

#### **Project description:**

Between 2010 and 2018, Proyecto Emprende sought to understand the coordination of actions for women's empowerment, while developing the first real snapshot of the relation between women, gender and economic empowerment in Costa Rica. Funded by the European Commission, the project provided resources to more than 1,500 women entrepreneurs and their 900 businesses, focussing on rural women, networking between women, and forging a path between women entrepreneurs and the private and public sectors. Some 15% of the businesses that participated in the initiative were directly related to tourism, while many others were tangentially related to the sector – such as businesses engaged in handicraft production or the provision of food. The main reason why the project afforded particular attention to tourism stems from the sector's importance for Costa Rica, both in terms of policy and income generation opportunities.

#### **Gender responsive activities of the project:**

Proyecto Emprende offers a strong example of how initiatives can support women's entrepreneurship by providing resources, information, networking opportunities that offer women avenues to interact with the private and public sectors. It shed light on the many faces of women entrepreneurs, their needs, the options open to them and the ways in which they turn available resources into opportunities for themselves and their families. The kinds of tourism activities performed by women in the country allow them to remain close to their families. This is important, as many women are primarily responsible for caring for relatives, such as their parents or children, often requiring them to remain at home. To meet the needs of these women, Proyecto Emprende revived an initiative entitled Artesanía con identidad (literally 'handicrafts with an identity'). The initiative selected women artisans and honed their handicraft skills in accordance with Costa Rican culture, principles and materials. Challenges faced were tied to gender norms that perpetuate a lack of self-esteem among women entrepreneurs. Although tourism authorities provided women with information on tourism accreditation and certification, this had the effect of increasing women's insecurities, rather than facilitating their work in tourism. Women felt that the criteria and costs involved in attaining certification were beyond their reach. Since many women could not meet the criteria to turn their informal businesses into formal enterprises, the prospect of attaining tourism accreditation and certification was too far from women's immediate realities and needs. It demonstrates a gap between tourism's national importance, on the one hand, and the will to adapt tourism conditions to women's needs, on the other. While the project sought to better understand women's entrepreneurship in Costa Rica, the project brought women entrepreneurs closer to tourism, rather than bringing tourism closer to women entrepreneurs. As a result, for instance, women felt incapable of meeting tourism accreditation criteria – a challenge that could have been solved by adapting criteria to women's needs and lived realities, while offering them training and assistance to navigate requirements.

#### *Community-based tourism in Giao Xuan Women Union, Viet Nam<sup>xxi</sup>*

##### **Project description:**

In collaboration with Oxfam and the Centre for Marine-Life Conservation and Development (MCD), Viet Nam's Giao Xuan Women Union worked on a community-based ecotourism project in the Xuan Thuy National Park Area. The 29-month initiative (January 2012 to December 2014) focussed on conservation, livelihoods and gender equality goals.

##### **Gender responsive activities of the project:**

To achieve its aims, the project supported the community by offering diverse training workshops such as capacity building (business skills, reception, food service, local environmental knowledge, among others) and pilot eco-tour workshops (environmental interpretation, services, businesses planning, marketing, etc.). The workshops allowed women to access high income and education, to have control/power in decision-making over factors of production such as labor, education and public services and equal distribution and to work as community eco-based tourism public spokespersons and media representatives. In addition, it aimed to support women in Viet Nam to present a stronger voice in political decision-making, challenge oppressive gender norms, gain greater respect, and foster changes in gender roles. Both men and women in Giao Xuan showed increased awareness of gender equality issues. The Lao Cai Province Department of Culture, Sport and Tourism, whose jurisdiction covers the Xuan Thuy National Park, is "determined to ensure women have the skills to thrive [by] offering training courses in tourism, families are being fined for pulling their children out of school, and financial rewards have been introduced to encourage further education." Many women, however, could not attend the project's workshops because of housework and child care. This issue needs to be considered in the future planning of any gender equality initiatives, particularly in Asia where childcare concessions are not as readily available as in more developed countries.

### *Drivers of change and specific gender elements to be included in the project activities*

From the first assessment above and based on the illustrated case studies, the GFCR intends to address the following issues:

- *Support entrepreneurship:* The tourism sector can offer greater opportunities for women's entrepreneurship than the broader economy and should be supported as a self-employed workforce in tourism. Investing in women-led tourism businesses and expanding as well as diversifying women's market access and fair trade for their tourism products and services will support women entrepreneurship in tourism.  
*Promote decent work for women in tourism:* Since women remain concentrated in low-paid and low-level employment in the tourism sector and can be exposed to sexual harassment, it is important to promote equal pay, tackling sexual harassment and recruiting women into high-level employment. In addition, measures shall be introduced to improve women's work-life balance in tourism and encourage an equal division of unpaid care work in tourism communities.
- *Skills training for women:* Since there is segregation between men and women in their access to tourism-related education and training, which disadvantages women, training programmes shall be developed for women in tourism. This shall include training on soft skills, networking and high-level training for career progression.
- *Women empowerment across the tourism sector:* Since female leaders are underrepresented in tourism due to structural barriers, gender equality strategies and policies for the tourism sector shall increase women's empowerment. Women should be supported to increase high-level women's leadership in decision-making spaces in the private sector, public sector tourism bodies, agencies, and trade unions.
- *Support women's needs in the community and civil society:* Since women play a key role in supporting their communities, it is important to facilitate women's voice in community and household decision-making and implement appropriate policies and measures according to women's needs through women's tourism networks, NGOs and tourism cooperatives.

### 2.3 Sustainable infrastructure and waste management to address pollution

**Table 3: GCF Results Area Infrastructure and the built environment<sup>xxii</sup>**

<b>GCF Result Area</b>	<b>Vulnerabilities</b>	<b>Capacities for Change</b>
Infrastructure and the built environment	Share and number of women lacking access to adequate infrastructure (water supply, sanitation, flood protection, housing, energy access, etc.)	Roles of women in the design and maintenance of infrastructure and the built environment  Share of women and men in relevant labor markets and type of occupation  Policies and institutional framework to promote equal access to adequate infrastructure

Coasts are becoming increasingly urban. This brings with it coastal development (including demands for fresh water and sewage treatment) and damage to coastal ecosystems.<sup>xxiii</sup> People who live in coastal regions may suffer the cumulative burden of environmental stress from the activities on and overcrowding of the coast and from upstream and inland development. If not properly managed, development can result in pollution, deforestation, and inadequate management of soil and water. Chemicals and heavy metals found in pesticide runoff and industrial effluents also damage human and marine health. Damming rivers can also have negative environmental effects, such as soil erosion and destruction of ecosystems that support various fish and marine mammals.

When concentrated in small, confined, and overcrowded areas such as coastal zones, pollution and other problems pose great threats to human health.

Women and girls have specific needs and priorities for water and sanitation infrastructure, particularly in relation to menstrual hygiene management, pregnancy and birth. Poor quality and genderblind water and sanitation infrastructure can have significant and lasting adverse impacts on the health and educational and economic opportunities for women and girls. Furthermore, inadequate water and sanitation facilities for menstrual hygiene management can increase the risk of urinary tract infection among women and contribute to the spread of disease.<sup>xxiv</sup>

As coastal communities grow, sewage can become a threat to local waterways. Demand often exceeds available sewage treatment, and much of the sewage is dumped without being treated.<sup>xxv</sup> The right to water and sanitation is recognized as fundamental to attaining all other human rights. Globally, however, 2.1 billion people do not have access to safe drinking water at home, 2.3 billion do not have basic sanitation and 1 billion practice open defecation. Women and girls are disproportionately affected by the lack of access to basic water, sanitation and hygiene facilities, as they play a larger role relative to men in water, sanitation and hygiene activities, including in agriculture and domestic labor. This situation has implications for gender equality and empowerment. [World Health Organization<sup>xxvi</sup>]

Mainstreaming gender-related actions for water and sanitation infrastructure identifies and responds to the needs of women and girls and increases education attainment rates and employment rates for all. Improving access to water and sanitation is critical to alleviate the time poverty of women and girls. Promoting the role of women in water governance and management, capacity building with women's involvement, and increasing women's participation in local institutions such as water users' organizations can also advance women's leadership and decision-making opportunities.

Another issue for coastal communities coastal is land-based plastic waste in the oceans due to lacking solid waste management infrastructure. Coastal waters and shorelines in many regions are accumulation zones for marine plastic litter, being the receiving body for land-based plastics and the zone where fisheries, aquaculture, commercial shipping and other maritime activities are concentrated.

Women often work as recycling collectors either individually or alongside male family members. Later in the value chain, there are few waste businesses that are women-owned or operated. Much of female participation is limited to informal work/ unregulated employment. The nature of participation at processing and recycling factories is also unregulated and women are engaged primarily as daily wage workers. The formal waste collection process is dominated by men.

The waste sector is a largely unregulated sector facing social stigma and economic deprivation. In addition to these occupational challenges, women in the waste sector must deal with the competing demands from domestic and childcare responsibilities. The physical nature of some of the tasks involved as well as health and safety issues add another layer of concern for women engaged in waste management.<sup>xxvii</sup>

Gender mainstreaming in the solid waste management sector can considerably improve women's well-being because of the associated impacts on health and time poverty. As in the case of the water and sanitation sector, solid waste management at the household level is a burden that often falls on women's shoulders. Furthermore, as primary caregivers, women are often responsible for family members who fall ill due to unsanitary. Due to the gendered responsibility of women for household work, women have been most burdened with the inadequacy of the municipal waste collection and management services, with the urgency of the problem increasing for those who live in poor and informal settlements. The rise of diseases linked to poor waste management also

further increases the care work of women who look after sick children and family members, giving them less time to spend in other work that generates income or other benefits for themselves and the community.<sup>xxviii</sup>

### Specific Project Assessment

#### *Women's Activism around Plastic Marine Pollution in Coastal Yucatán, Mexico<sup>xxix</sup>*

##### **Project description:**

This case study draws from the experiences of the coastal town of Celestún in Yucatán, Mexico where increasing immigration from inland areas, unplanned urbanization, overfishing and unsustainable tourism have degraded and eroded much of the beach and disrupted the coastal wetlands ecosystems. The crisis has also driven the growth of women-led grassroots organizations which play an active role in local waste management and plastics recycling.

##### **Gender responsive activities of the project:**

These community-based organizations challenge exclusionary gender norms by increasing women's participation in sustainable urban development, and their efforts have significantly raised community awareness on the link between solid waste management, health, empowerment and wellbeing in the coastal wetlands.

The women's recycling group, Chen Kole 'Lob (meaning "only women" in Yucatec Maya) is a group in Celestún that emerged out of women's concern for public health, environmental protection, and urban sanitation. In 2002, a group of 17 women began to organize around waste issues following a lecture given at a bi-monthly meeting of Oportunidades, a national development program that gave small stipends to poor women with children who regularly attend school. The talk focused on the practice of throwing garbage in the wetlands, and the health risks linked to garbage in coastal environments. Every two weeks, women from the group collect bottles and other recyclable materials from individual residences, and bring them to the collection centre, where a truck picks them up and brings the items to a larger recycling facility in another town. The group gets the going rate for recyclables (about 2 pesos per kilogram), half of which they pay out to the individual residents. At least two tons of plastic containers are collected every two weeks, as well as increasing amounts of scrap metals, cardboard, and recyclable paper. This provides additional income for the families and supports children's education, more independence for women, and better health due to less pollution.

#### *Enhancing climate resilience and water security in the Maldives<sup>xxx</sup>*

##### **Project description:**

The Maldives is considered one of the most vulnerable countries to the impact of climate change, and this is compounded by its dependence on climate-sensitive industries, such as agriculture, fisheries and tourism. Freshwater sources in the Maldives are increasingly jeopardized by population growth, erratic rainfall, salinity intrusion and contamination by human waste. To support the government of Maldives in fulfilling its major priority to provide safe drinking water and safe sewage disposal systems to its vulnerable communities, UNOPS was tasked with delivering the design, construction and construction management of a complete water treatment and distribution system on the island of Hinnavaru in Lhaviyani Atoll.

##### **Gender responsive activities of the project:**

The requirements for this system are that it is affordable, efficient, sustainable and compliant with the principles of integrated water resource management. In order to deliver the system and make it accessible to everyone, UNOPS carried out an extensive gender analysis, analyzing the rural context gender dynamics and women's time use on fresh water collection for drinking, bathing,

cooking and other purposes. Moreover, women were involved in both the consultation process and in the project workforce. This helped to better reflect women's needs in the project development and improved outcomes for women that are mostly responsible for fresh water collection.

#### *Drivers of change and specific gender elements to be included in the project activities*

From the first assessment above and based on the illustrated case studies, the GFCR intends to address the following issues:

- *Women entrepreneurship across the sustainable infrastructure sector:* Since female workers are underrepresented in the built infrastructure sector, it is important to empower female entrepreneurship and business opportunities in the infrastructure and waste management sector. This can include the promotion of indirect job creation for women through infrastructure projects. In waste processing activities or waste-to-energy projects, for example, sorting and recycling can generate business opportunities for women. For the waste sector, women shall be provided with more formalized work, implying the provision of the benefits and stability of formal employment but the flexibility of the entrepreneurship model.
- *Support gender-responsive infrastructure design:* Address gender inequalities and empower women and girls by responding to diverse needs in society during the project design phase of infrastructure projects as women specific needs or the impacts of infrastructure projects on women are often overlooked. Gender-responsive consultation and engagement can help identify such needs. Building awareness of social rights (access to education, legal recourse against crime, access to health care etc.) and a safe means to exercise such rights must be made available to women.
- *Promote gender mainstreaming actions in the sustainable infrastructure sector:* Consider gender aspects within the planning, delivery and management stages of the infrastructure life cycle to ensure that the infrastructure built is able to guarantee equal quality services.
- *Support the participation of women in waste management:* While addressing the needs of the sector as a whole also identify women-specific opportunities to improve the status quo and improve collection for recycling, promote a more empowered waste sector, with improved quality of life for the women engaged in waste management. Women can be a key target demographic for behaviour change especially with regard to household waste management. Recycling operations can be improved through capacity building, provision of equipment/ vehicles, training and awareness building, financial assistance and health insurance

#### 2.4 Sustainable Development Goals

The Sustainable Development Goals (SDGs) make an explicit commitment to gender, both as a standalone goal on gender equality and women's empowerment (SDG 5) as well as a crosscutting theme across the SDGs. Among the 230 unique global SDG indicators, 53 explicitly reference women, girls, gender, or sex.<sup>xxxi</sup> SDG 13 on combating climate change aims to promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries, including focusing on women, youth, and local and marginalised communities. The following qualitative and quantitative gender sensitive indicators will inform the Action Plan. They are derived from a preliminary Assessment of SDG 5 and SDG 13 targets (to reflect the Secretariat guidance regarding the GCF SDG 13 focus). In practice SDG 5 is cross cutting beyond just SDG 13.

#### ***SDG Targets, Category 1 - Economic:***

- Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.
- Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- Enhance the use of enabling technologies including information and communications technology, to promote the empowerment of women.
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.
- By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- By 2030, empower and promote the social, economic and political inclusion of all (within a country), irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

### ***SDG Targets, Category 2 - Social:***

- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
- Ensure universal access to sexual and reproductive health and reproductive rights in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
- Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

**Table 2: Economic Empowerment Goals and Sample Indicators – SDG Assessment<sup>1</sup>**

<b>Economic Empowerment Goals</b>	<b>Potential Project Action</b>	<b>Example of gender-responsive indicators</b>
<b>1) Income and equal pay</b>	Closing of gender gaps in earnings and income generation opportunities	Qualitative increase in earning and income generation opportunities for both women and men expressed as income ratio of men to women

<sup>1</sup> Refer to the GFCR Gender Action Plan for applicable indicators

<b>2) Economic assets</b>	Closing of gender gaps in asset access, ownership and control; Absolute increase in women's relative control and ownership of an asset	Number/proportion of women with improved access to financial mechanisms (equity investment, affordable loans, etc.)  Evidence of the type of financial incentives used to encourage women's entry into the market (e.g., finance packages, tax benefits and rebates, subsidies, pilot schemes, partnerships with financial institutions, the private sector or women's associations)
<b>3) Quality employment</b>	Closing of gender gaps in labor market segregation and paid and unpaid employment	Quantifiable increase in targeted and diversified employment opportunities for women and men (expressed as a ratio) coupled with support for reproductive responsibilities

**Table 3: Social Empowerment Goals and Sample Indicators – SDG Assessment<sup>2</sup>**

<b>Social Empowerment Goals</b>	<b>Potential Project Action</b>	<b>Example of gender-responsive indicators</b>
<b>1) Individual and community empowerment including meaningful participation and leadership, Increase in women networks and organizations and agency</b>	Closing of gender gaps in women and men's participations and leadership and access to networks  Closing of gender gaps in leadership positions and decision making at the individual, household, community and political level	Quantitative indicators that measure targets and quotas for women's participation and leadership in community, including their access to social networks  Quantifiable increase in the percentage of women making decisions on behalf of their families, communities and government
<b>2) Applied skills and training</b>	Closing of gender gaps and stereotypes in women's and men's access to applied skills and training	Qualitative and verifiable increase in women's and men's relative confidence, skills and know-how, e.g., on appraising investments and developing projects  Evidence of the type of incentives designed to recruit

<sup>2</sup> Refer to the GFCR Gender Action Plan for applicable indicators

		women, increase their capacity and provide career development in targeted sector agencies and service providers
<b>3) Better health and safety</b>	Improve health and safety outcomes	Number of beneficiaries, i.e., people with improved living and occupational safety conditions, including women and women-headed households
<b>4) Access to infrastructure services and technologies</b>	Closing of gender gaps in access to infrastructure services	Quantifiable increase in women's control over, decisions in, related skills development and access to infrastructure services

### 3. Fund Application

The Assessment provides a frame for the gender-related elements of the GFCR investment portfolio, as well as for the Fund itself. Specifically, the Assessment has been used to inform the following areas within the Fund:

- Governance – including roles and responsibilities to achieve GFCR gender equity targets;
- Competencies and capacity development – including ESMS Manager, gender specialist(s), SDG specialist, and related training;
- Resource allocation, accessibility and budget – at both GFCR and invested project level, the Gender Action Plan has dedicated budget allocated for its implementation;
- Operational procedures – at both GFCR and invested project level. This includes mandatory inclusion of a gender assessment as part of ESIA (Environmental & Social Impact Assessment) for each project, and gender-responsive stakeholder consultation requirements and safeguards, based on the Gender policy as well as monitoring and evaluation; and –
- Knowledge generation and communications.

<b>Gender-related outputs at Fund level</b>	<b>GFCR Fund-level targets</b>	<b>Status 07-2021</b>
Gender and social inclusion policies in place at fund level	Endorsement of gender and social inclusion policy by fund management committee	100%
Gender procedures and checklists incorporated in fund's ESMS	Comprehensive ESMS with updated gender procedures	100%
Recruitment of women in projects	Aspire for gender parity in GFCR project team, at least 40% of employees will be female including senior and decision-making positions	TBD

Recruitment of women in fund capacity-building, field and monitoring teams	Aspire for gender parity, at least 25% of project field / monitoring team members will be female	TBD
Ensure GFCR internal annual reporting includes requirements, targets and reportable progress	100% annual compliance with gender reporting at fund level	TBD
Dedicate necessary finances and human resources to implement the Gender Policy and Gender Strategy	ESMS Manager, gender specialist and SDG Specialists on GFCR team	
Dedicate resources required to build and strengthen staff capacity related to knowledge management, learning	Line item in budget for gender-related capacity building within GFCR team	
Appoint gender specialist/consultants as needed	Gender specialist available to GFCR team as needed, additional project consultants hired as needed	
Audit and verification teams have the expertise to review and assess project gender responsiveness and impact	Gender training programme for audit and verification teams	

**Table 1:** GFCR Fund-level Assessment

### 3.1 Safeguards and Consultation

All projects considered by GFCR must have mandatory gender-sensitive and gender-responsive procedures and strategies that adhere to the Gender policy which is aligned with internationally acknowledges standards and best practices. These guidelines, aligned with the GFCR ESMS, require project developers to complete gender-sensitive safeguards assessment and stakeholder consultations as part of initial project design and feasibility. This is a mandatory foundational requirement that applies to all GFCR projects, which includes:

#### *Social Safeguarding Principles*

3.1 Principle 1 – Human Rights

3.2 Principle 2 – Gender Equality and Women’s Rights

3.3 Principle 3 – Community Health, Safety and Working Conditions

3.4 Principle 4 – Indigenous Peoples, Displacement and Resettlement (not applicable, Cat B)

3.4.1 Sites of Cultural and Historical Heritage

3.4.2 Forced Eviction and Displacement

3.4.3 Land Tenure and Other Rights

3.4.4 Indigenous Peoples

3.5 Principle 5 – Corruption

## *Economic Safeguarding Principles*

### 3.6 Principle 6 – Economic Impacts

#### 3.6.1 Labor Rights

#### 3.6.2 Negative Economic Consequences

The gender safeguards can be found in the GFCR Gender Policy (Annex 2) and are applicable for all projects. In addition, country and sector specific gender issues derived from gender analysis will be also assessed. These may vary from project to project.

The gender safeguards also addresses gender-based violence against women. Hence, as part of the safeguards assessment, risks of sexual harassment and/or any forms of violence against women will be assessed.

To prevent gender-based violence, the developer shall implement policies, measures, a grievance mechanism, and incident reporting. Incidents shall be monitored and reported on a regular basis. Remedial actions have to be taken immediately. To grant equitable and effective access to grievance redress mechanisms, the GFCR has multiple grievance mechanisms in place. The GFCR grievance mechanisms can be found in Annex 11 and 12 of the ESMS.

## 3.2 Gender-Responsive Stakeholder Engagement and Consultation

Stakeholder Consultation provides a critical opportunity for a project developer to engage with stakeholders in a gender sensitive manner and to share and promote understanding about and a sense of ownership of the project. This may include exchanging views on risks (and mitigation), impacts, benefits and opportunities. It provides a valuable entry point to improve the project design and outcomes and help the project developer to identify and control external risks.

Stakeholder engagement and consultation shall consider different gender relationships and roles. Women and men typically fulfill different roles and responsibilities depending on the context and the country. Virtually no role is always exclusively performed by just women or men. Because women often are assigned lower societal status relative to men, women tend to have lower confidence, less influence and less involvement in the design, decisions and engagement with projects. In developing a project, “taking gender issues into account would require that local stakeholder consultation processes reach a wide range of community representatives in ways that ensure equal and effective participation of women and men in consultation, and that gender issues are fully factored into comprehensive social and environmental impact assessments.”<sup>xxxii</sup>

### **Engagement**

Gender-responsive stakeholder engagement should take place before and throughout project implementation so it can inform the design of the project to ensure that women can participate in the design phase. In addition, engagement should be promoted throughout the implementation of the project to address gender needs on a continuous basis. Gender-responsive stakeholder engagement shall include the following activities:

1. Understand the gender context to identify engagement approaches:
  - Engage with the community, in particular women, to determine the best way to communicate with them.
  - Engage with women in focus group settings facilitated by a female to capture views and information.
  - Use participatory techniques to capture gender specific information e.g. gender

matrices, seasonal calendars, ranking, community mapping/transect walks.

- Identify and engage with women's cooperatives/groups. Where they do not exist, support the establishment of such groups.

2. Undertake stakeholder mapping/analysis and determine gender context:

- Includes identifying the key stakeholders and mapping and prioritizing them based on level of impact, influence and interest.
- Data gathering through community leaders, government representatives and high-level online research to understand the gender context (e.g. gender indicators/data on education, labor force participation, health, agency/decision making and traditional and cultural practices).

3. Develop engagement methods for stakeholder groups:

- Establish culturally appropriate engagement methods (including on the grievance mechanism if relevant) for each stakeholder group with consideration for culture and gender, based on the gender context.
- Engage with stakeholder groups on approaches determined to gather feedback and suggestions.

4. Document approach in a Stakeholder Engagement Plan

- I. Develop a Stakeholder Engagement Plan that includes stakeholder mapping/analysis, gender context and engagement methods.

### **Consultation**

The following considerations should be made that relate to gender equality in Stakeholder Consultation planning:

- What measures and actions need to be put in place to ensure equal gender participation in Stakeholder Consultations. How should inputs and insights from women and men be sought out, listened to, considered, addressed and documented?
- Is it necessary to make any specific arrangements to ensure that all constituencies are engaged in the consultation arrangements to not only foster inclusive participation of women but also avoid potentially negative consequences? (for example, speak to women and men separately; have focus groups for women and focus groups for men before gathering them together to ensure their meaningful participation; adapt timing schedule to men's and women's working schedules)

Examples of gender-sensitive consultation approaches are:

- **FAO: SEAGA (Socio-economic and Gender Analysis):** An approach based on an analysis of socio-economic patterns and participatory identification of women's and men's priorities. The objective of the SEAGA approach is to close the gaps between what people need and what development delivers.
- **CARE Canada: Stakeholder and institution mapping.**
- **USAID: When to use a Gender stakeholder analysis. Integrating Gender into climate change projects** ENERGIA: Elizabeth Cecelski; Soma Dutta (2011); **Mainstreaming Gender in Energy Projects: A Practical Handbook**

### **3.3 Gender-Responsive Project Design**

It is impossible to integrate gender equality into projects or activities without clearly understanding gender issues within the targeted population. Gender-responsive design requires a gender analysis to understand the social, economic and political factors underlying climate change-exacerbated gender inequality, and the potential contribution of women and men to

mitigate and adapt to climate change in the project. The analysis also allows project developers to identify strategies, action and indicators to better assess how initiatives have engaged with or impacted different groups.

Building on the safeguards and consultations, GFCR will require prospective projects to establish and commit to the following mandatory, minimum gender-responsive requirements:<sup>xxxiii</sup>

- Collect, analyze and apply sex-disaggregated data and using gender indicators to inform gender-responsive monitoring, evaluation, reporting and learning on programmatic activities;
- Conduct gender analyses and applying key issues and recommendations identified to inform gender-responsive project design, budgeting, staffing, implementation, monitoring and evaluation;
- Analyze risks that the project may experience or pose, putting measures in place to ensure activities do not exacerbate existing gender-related inequalities, including gender-based violence, and seize opportunities to address gender gaps and support empowerment of women;
- Structure inclusive and gender-sensitive project teams that demonstrate appropriate capacities and technical expertise to support gender-responsive action;
- Ensure women and men have equal opportunities in terms of participation, decision-making and benefits, throughout the identification, design, implementation, monitoring and evaluation of activities;
- Allocate sufficient resources for specific activities, technical support and/or other actions to improve gender equality considerations, including the meaningful engagement of diverse stakeholders and beneficiaries;

GFCR may direct and/or support should an expert stakeholder opinion (with a specific emphasis on gender and environment expertise) be required to support the gender safeguards assessment or project design process, depending on project type, scale and context.

### 3.4 Monitoring and Evaluation (M&E)

The GFCR has a M&E framework and processes in place. All GFCR projects must include mandatory impact targets, a gender-sensitive framework, mandatory, and minimum gender-responsive elements. The project's monitoring framework includes gender-responsive targets and indicators to monitor gender equality results against the established baseline.

M&E occurs at every stage of the project, from initial feasibility, project design, preliminary design review, implementation and ongoing performance review. Monitoring is led by the ESMS Manager and external consultants if appropriate.

#### 4. Sources and Endnotes

- [ACDI/VOCA- Gender Analysis, Assessment, and Audit Manual & Toolkit](#)
- [Harvard- Gender Roles Framework or Gender Analysis Framework](#)
- [FAO- Socio-Economic and Gender Analysis Field Handbook](#)
- [Gender Analysis in Natural Resource Management | Land Portal](#)
- <https://www.pacificclimatechange.net/document/gender-analysischecklist-food-security-and-climate-change-within-programme-or-project>
- How to Conduct a Gender Analysis | [USAID ASSIST Project](#)
- The World Bank's PPP website with collated resources across the following sectors: Agriculture, Education, Energy, Health, Information and Communications Technology (ICT), Transport, Water and Sanitation. See: <http://ppp.worldbank.org/public-private-partnership/ppp-sector/genderimpacts-ppps/sector-specific-materials/sector-specific-materials>
- Asian Development Bank (2013) Tool Kit on Gender Equality Results and Indicators <https://www.adb.org/documents/tool-kit-gender-equality-resultsand-indicators>
- The Gender Data Portal for the latest sex-disaggregated data and gender statistics covering demography, education, health, economic opportunities, public life and decision-making, and agency, see <http://datatopics.worldbank.org/gender/>
- GACC tool see <http://cleancookstoves.org/resources/490.html>
- UN Women (2020). COVID-19 and gender: What do we know; what do we need to know? <https://data.unwomen.org/features/covid-19-and-gender-what-do-we-know-what-do-we-need-know>
- UN Women COVID-19: Emerging gender data and why it matters <https://data.unwomen.org/resources/covid-19-emerging-gender-data-and-why-it-matters>
- WHO 2019, data from National Health Workers Accounts for 91 countries for physician data and 61 countries for nursing data. <https://apps.who.int/iris/bitstream/handle/10665/311314/WHO-HIS-HWF-Gender-WP1-2019.1-eng.pdf?sequence=1&isAllowed=y>
- UN Women (2020). Gender equality: Women's rights in review 25 years after Beijing. <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-womens-rights-in-reviewen.pdf?la=en&vs=934>
- World bank estimates based on International Labor Organization, ILOSTAT database. Data retrieved in March 1, 2020.