

# Gender and Social Inclusion Assessment and Action Plan

ASEAN Catalytic Green Finance Facility - Green Recovery  
Program (ACGF GRP)

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# I. INTRODUCTION

1. The ASEAN Catalytic Green Finance Facility Green Recovery Program (ACGF GRP) is an innovative, multi-instrument, country-owned platform designed to scale up low emissions investments as part of COVID-19 economic stimulus. By investing in low emissions green<sup>1</sup> infrastructure specifically targeting post-COVID-19 recovery, the program will help countries avoid a rebound in emissions and environmental degradation, while stimulating economic growth by creating green jobs.
2. This document presents an analysis of gender and social inclusion issues that are being reflected in the design of the ACGF GRP. Section II presents a snapshot of challenges faced by different individuals and groups of people in the countries included in the ACGF GRP. Based on this baseline, Section III presents key priorities for the ACGF GRP, while Section IV presents the Gender and Social Inclusion Action Plan.
3. In the context of this document, **gender equality**: “refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women’s issue but should concern and fully engage men as well as women”<sup>2</sup>.
4. In the context of this analysis, **social inclusion** acknowledges that different individuals and groups face different opportunities and barriers. The opportunity to access, participate in and/or benefit from ACGF development projects will be affected by an individual or group’s sex, age, whether they might have a disability, be an Indigenous person or from a minority ethnic or religious group, or find themselves categorized as an informal sector or migrant worker. These elements do not operate in isolation, so this analysis uses a range of publicly available metrics to highlight the possible intersections (intersectionality) and shed light on plural identities that can compound disadvantage and influence the capacity of individuals and/or groups to engage in ACGF investment projects.
5. Identifying the different ways men and women, and vulnerable groups, live and work helps to understand the risks and benefits of the infrastructure investment. Empowering women and vulnerable groups to participate in green infrastructure financing, planning, design, construction and management maximizes the potential for success and sustainability of the investment.

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<sup>1</sup> Green infrastructure, for the purposes of the ACGF Green Recovery Program, is defined as infrastructure with significant climate benefits that also has a demonstrable contribution to other environmental objectives such as reduced pollution, increased resource use efficiency and management of natural capital.

<sup>2</sup> [UN Women, Concepts and definitions](#)

## II. COUNTRY ANALYSIS

6. Gender inequality and social exclusion is complex and determined by diverse norms and values across the region. Such disadvantage is not heterogenous, within a country a high proportion of women may be found in the workplace or formal leadership roles at the same time as high rates of girl child sexual exploitation or gender-based violence. The country analysis draws out individual indicators of gender inequality such as gender based stereotypes, drudgery, gender based violence, human trafficking and labour migration and highlights some intersectional dimensions of inequality and exclusion referenced to the priority project areas under the ACGF GRP. This is a synthesized analysis based on desk top research to inform projects developed under the ACGF GRP and not intended to be exhaustive. The impact of the Covid-19 pandemic has exacerbated existing inequalities, women were already vulnerable prior to the pandemic due to insecure employment, lack of social protection, and gender norms that restrict their mobility and productivity because of home and care responsibilities<sup>3</sup>. This is an additional overlay not yet present in the statistics reported in this analysis.

### A. Cambodia

7. A policy framework to support gender and climate change is in place in Cambodia. The *National Climate Change Strategic Plan* provides for mainstreaming of gender into climate activities with a specific emphasis to reduce gender vulnerability to climate change impacts. Complemented by the Ministry of Women's Affairs *Master Plan on Gender and Climate Change 2018-2030* and the *National Strategic Disability plan 2019-2023*, an overarching policy enabling environment for gender equality and disability inclusion exists.

8. Renewable energy: Renewable energy comprises 61 per cent of total energy consumption in Cambodia but less than one quarter of the population has access to clean fuel for cooking<sup>4</sup>. 82 per cent of Cambodia's population (principally women) use traditional biomass such as wood, charcoal or dung for cooking. This contributes to poor indoor air quality.

9. Low Carbon urban transport systems: Cambodia's urban transport sector can be characterized as a private oriented system, with motorcycles the most popular choice. Public transport is principally via bus and rail accounts for less than 10 per cent of passenger movements. Women are more likely to walk, use or ride pillion on a motorcycle or use a bus for transport. Cambodia's road transport fatality rate is high and road crashes impose a heavy burden on the national economy. The annual economic cost of road crashes in 2013 was calculated at more than \$300 million and much of the care burden for the injured, due to gender norms falls to women and girls.

10. Sustainable agriculture and natural resources: Almost two-thirds of Cambodia's population depend on agriculture, forest products and fisheries for their livelihoods, and face regular seasonal food shortages<sup>5</sup>. Domestic cooking is the largest driver of wood consumption in Cambodia and a significant contributor to deforestation<sup>6</sup>. Annual river flooding events are exacerbated by deforestation and add to food insecurity. Poor maternal and child nutrition is reflected in the high rate of stunting (32 per cent) of children under 5 years. Food and water shortages

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<sup>3</sup> [Covid 19, economic crisis and gender equality in Asia](#)

<sup>4</sup> [The Energy Report](#)

<sup>5</sup> [Borgen Project \(2018\), Food shortages](#)

<sup>6</sup> [Promoting sustainable cooking stoves](#)

also drive affected households into drought-related debt that can leave families, particularly women and girls vulnerable to labour exploitation and human trafficking.

11. Green multi-sector urban projects: With 1 in 4 people not able to access safely managed drinking water, and low rates of sanitation and waste collection and recycling, Cambodian women and girls suffer of the harshest drudgery in Southeast Asia<sup>7</sup>. High rates of water borne diseases and illness are attributed to poor water and sanitation infrastructure, and diarrhea is the second leading cause of preventable death for children under 5 years in Cambodia.

12. Markers of gender inequality and exclusion: Women’s workforce participation in Cambodia at 82 per cent is one of the highest in ASEAN<sup>8</sup> – but women work overwhelmingly in the low productivity/low value/low paid agriculture and services sector. Rates of gender-based violence are high. A UN multi-country study reporting that rates of economic abuse were higher in Cambodia than in other countries in the study. Noting that this may reflect a bias towards male breadwinners, the report argues deep seated gender inequality is revealed through the number of men in the study reporting on participating in gang rape for “fun” or “entertainment”<sup>9</sup>. Lower rates of female enrolment in education, lower rates of pay for women for the same work as men<sup>10</sup>, high rates of maternal mortality and childhood stunting, as well as trafficking of women and girls for labour or sexual servitude also speak to deep gender inequality. Cambodia is rated in the top ten of countries with a high prevalence of modern slavery<sup>11</sup> and has the lowest rate in the region of women holding bank accounts<sup>12</sup>.

13. Intersectional dimensions of inequality and exclusion: Cambodia also has one of the highest rates of disability in the world, caused primarily by preventable illness and disease. While landmine injuries continue to occur, transport-related injuries are now a significant cause of disability<sup>13</sup>. For women with a disability, 2 years of schooling is the average compared to 4 years for men with a disability<sup>14</sup>.

## B. Indonesia

14. Renewable energy: Indonesia is listed in the top 5 of the world’s most polluted countries, particularly due to its investment in coal fired power stations, petrol and diesel consumption and extensive land clearing. Widespread use of biomass for cooking fuel in rural areas due to lack of access to electricity, means indoor air quality is also poor. Mortality due to household and ambient air quality is the highest in the region at 112.4 per 100,000<sup>15</sup>. Environmental air pollution accounts for 29 per cent of deaths in Indonesia<sup>16</sup>, of whom the majority women and children.

15. Low carbon urban transport systems: 60–80 per cent of ambient air pollutants in metropolitan cities are attributed to vehicular emission, with transport overall contributing to nearly 13 per cent of greenhouse gas emissions in Indonesia. Motor vehicle numbers are expected to double between 2010 and 2035 and traffic congestion in Jakarta is internationally infamous<sup>17</sup>. Jakarta reports the worst air quality in all of Southeast Asia –

<sup>7</sup> Wateraid [Cambodia](#)

<sup>8</sup> [Womens World Banking](#)

<sup>9</sup> [Partners for Prevention](#), (2015), “Why do some men use violence against women and how can we prevent it?”.

<sup>10</sup> [Asia Foundation](#)

<sup>11</sup> 2018 Global Slavery Index

<sup>12</sup> World Bank, [Global Findex database](#)

<sup>13</sup> [Disability in Cambodia](#) KaR (2005), “Poverty reduction & Development in Cambodia: Enabling disabled people to play a role”.

<sup>14</sup> [UNESCO](#) (2018), “Education and Disability: Analysis of data for Asia Pacific countries”

<sup>15</sup> [World Bank](#)

<sup>16</sup> [WHO \(2015\) Indonesia Climate and Health Profile](#)

<sup>17</sup> [New York Traffic](#)

poor air quality is associated with negative birth outcomes for women and increased risk of respiratory and cardiovascular disease<sup>18</sup>.

16. Mass urban transport systems are not widespread, with motorcycle taxis and buses from small commercial vehicles the most common form of public transport. Gender norms and religious beliefs that limit women's physical contact with men not from their family prevent women from using motorcycle taxis<sup>19</sup>.

17. Sustainable agriculture and natural resources: Similar to other ASEAN countries complex patterns of natural resource management by different ethnic groups and between men and women are observed<sup>20</sup>. A common theme emerging from non-government actors working with women in sustainable agriculture and resource management is the invisibility of women's management and labour in formal policies, practices and consultations. Gender norms around the importance of boys and girls education operate to exclude women where policies for participation in consultation mandate a high school level of education (66 per cent of women have only primary education, compared to 52 per cent of men)<sup>21</sup>. Cultural practices and legal norms about land ownership and men emphasize male heads of households for consultation, compensation or decision-making processes excluding not only women's voices in those households, but also female-headed households and households with an absent adult male head working overseas<sup>22</sup>.

18. Green multi-sector urban projects: A 2017 presidential regulation commits Indonesian cities to reduce waste by 30 per cent and divert 70 per cent of waste to landfills. Formal waste collectors and informal street recycling pickers are part of the existing management ecosystem and gender norms operate to exclude women from the higher value of waste products. Women are confined to scavenging at waste dumps, with both women and men reporting that women do not have the ability to lift heavier recycled loads, while gender norms determine that women should not have or have limited capacity to engage with strangers as required in the street recycling role<sup>23</sup>.

19. Gender norms also affect ability to cope with urbanization pressures and climate impacts. The flooding of Jakarta in January 2020 revealed distinct gender preferences in the clean-up phase with men preferring to remain in the flooded location or close by to protect property, while for women, who would spend more time in the property, return was affected by concern for health effects from post-flood mould build up.

20. Markers of gender inequality and exclusion: Indonesia records the highest level of female entrepreneurs operating micro, small and medium enterprises<sup>24</sup> in the region, yet women's labour force participation is conversely one of the lowest in the region. Only a third of women have a bank account, with the majority operating outside the formal financial system, without access to formal credit and protections<sup>25</sup>. Mobile phone ownership is high at 77 per cent<sup>26</sup> although only 20 per cent of women have access to the internet<sup>27</sup>. 33 per cent of women aged 15-64 years reported experiencing gender-based violence in their lifetime<sup>28</sup>. Similar to Cambodia, Indonesia is also reported to

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<sup>18</sup> [Climate change and women's health: Impacts and policy directions](#)

<sup>19</sup> [Female Sharia Law Taxi](#)

<sup>20</sup> [Fair Enough? Women, men, communities and ecological justice in Indonesia](#)

<sup>21</sup> [Asia Foundation, Achieving gender justice](#)

<sup>22</sup> [Hearing women's voices managing natural resources](#)

<sup>23</sup> [The Role of Gender in Waste Management](#)

<sup>24</sup> [OECD](#)

<sup>25</sup> [USAid](#)

<sup>26</sup> [USAid](#)

<sup>27</sup> [Digital literacy and young girls in Indonesia](#)

<sup>28</sup> [UNFPA Indonesia](#)

have thigh rates of modern slavery with many women subjected to sex trafficking and forced domestic servitude within Indonesia and to Malaysia<sup>29</sup>.

21. Intersectional dimensions of inequality and exclusion: Disability affects around 4.3 per cent of the population, with the prevalence higher in women. While women with a disability are reported to have 2.3 years of education while men with a disability have on average 1.5 years, this does not appear to be a determinant for labour market participation. Men with a disability are more likely than women to be employed, it is likely that gender norms about appropriate work for women also operate as an additional exclusionary factor for women with a disability<sup>30</sup>.

### C. Lao People's Democratic Republic

22. Renewable energy: Despite high levels of access to electricity from hydropower across Lao PDR, only 5.6 per cent of the population has access to clean fuel for cooking, with firewood representing the predominant fuel for cooking. Time use studies identify that women spend twice as much time as men, and walk longer distances, collecting firewood for household use<sup>31</sup>. Poor indoor air quality results in women, who spend more time indoors than men, bearing the burden of cardiovascular and respiratory disease at three times the rate of men<sup>32</sup>.

23. Low Carbon urban transport systems: Private vehicles are the principal public transport in Lao PDR's largest urban centres, with a bus system redevelopment project underway in Vientiane developing better intra-city connectivity and institutional capacity building. Women are reported to be the predominant users of public bus transport<sup>33</sup>.

24. Sustainable agriculture and natural resources: 70 per cent of the population rely on natural resources for food security and livelihoods although there are differences in agricultural products and forestry-based activities depending on geography and ethnicity. Malnutrition is a significant issue with Lao PDR recording with the highest rates of childhood stunting (which can impair brain function) in South East Asia.

25. While women have equal rights to land ownership, cultural customs among the various ethnic groups still operate; women comprise only 13 per cent of registered agricultural landholders. Lack of formal land ownership rights in practice impacts upon the ability of women to participate in formal decision-making and access credit.

26. The Ministry of Agriculture and Forestry is implementing the Strategy for Gender Equality in the Agriculture and the Forestry Sector (2016–2025) with an aim of equality of access for women and men in various ethnic groups to natural resources, agricultural land, shelter, development funds and technical support. The Vision until 2030 policy has targets for women to hold at least 30 per cent of managerial leadership positions in the sector.

27. Green multi sector urban projects: There are estimated to be around 6000 premature deaths annually from poor quality water, lack of sanitation and waste management across Lao PDR– only 26 per cent of households in urban areas have access to safely managed drinking water<sup>34</sup>. Regular flooding in urban areas brings increased risks of water borne disease and illegal dumping due to sub-optimal municipal waste management increases contamination threats. Women bear the burden for ill family members.

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<sup>29</sup> US Department of State, [Country narratives](#)

<sup>30</sup> [Disability what can we learn?](#)

<sup>31</sup> World Bank [Lao PDR Country Gender Assessment](#)

<sup>32</sup> Morawska et al., "Association Between Indoor Air Pollution Measurements and Respiratory Health in Women and Children in Lao PDR", (2010) [International Journal Of Indoor Air and Health](#), 25-35.

<sup>33</sup> ADB [Transport sector gender tool kit](#)

<sup>34</sup> [Abundant Water Lao PDR](#)

28. Markers of gender inequality and exclusion: Lao PDR has the highest maternal mortality rate in the region, with non-Lao speaking rural women at greatest risk due to lack of access to health services<sup>35</sup>. Gender inequality is reflected in traditional Lao phrases such as “*men are the net, women are the basket; The husband should lead, the wife should follow; A woman without a husband is like a ring without a stone. There is nothing of worth in it*”<sup>36</sup>. These reinforce stereotypes that men are heads of the household and decision-makers.

29. Women are reported to work longer hours than men, spending seven hours a day on productive tasks and childcare, compared to 5.7 hours spent by men<sup>37</sup>. Women hold a quarter of the seats in the Lao Parliament, but only 5 per cent of decision-making roles in government<sup>38</sup> and only 32 per cent of Lao women hold a bank account<sup>39</sup>. Young women from ethnic minorities are the majority of irregular migrants to Thailand and China, vulnerable to forced prostitution<sup>40</sup>. Lao PDR records a high prevalence of modern slavery at 16.8 per cent<sup>41</sup>.

30. Intersectional dimensions of inequality and exclusion: Geographic location and ethnicity compound poverty and inequality. Rural women and girls have a significantly lower literacy rate at 73 per cent as compared to rural men and boys (86 per cent), urban women and girls (90 per cent), and urban males (96 per cent)<sup>42</sup>. Minority ethnic, rural households report the very highest levels of malnutrition and food insecurity, and lack of access to health services. Migration in Lao PDR is female dominated; women constitute 59.2 per cent of internal migrants. Significant numbers of ethnic women, constrained by both their status as women and as members of an ethnic minority, migrate to work in the sex industry. These women often expect to return home to get married and work in the agriculture sector<sup>43</sup>.

## D. Malaysia

31. Renewable energy: Clean cooking is accessible to 97 per cent of the population. Renewable energy makes up only 5 per cent of total energy consumption. A policy for self-consumption solar is the only domestic focus and there are no standalone programs to facilitate vulnerable household access.

32. Low Carbon urban transport: 76 per cent of Malaysia’s population is located in urban areas. For women and people with a disability, lack of seamless connectivity between modalities and “last mile” connections, as well as unsafe walking and cycling environments are major barriers to equality and inclusion even where low carbon urban transport has been implemented<sup>44</sup>. In Malaysia, as in many other Southeast Asian countries, car ownership is a status symbol so gender norms governing women’s roles, perceptions of safety and cultural norms about status that apply to both men and women, operate to discourage public transport use in general.

33. Sustainable agriculture and natural resources: The replacement of natural forests with oil palm and timber plantations is a feature of the Malaysian landscape<sup>45</sup>. Similar to Indonesia, men and women lose access to forests and land to make way for plantations. Oil palm and timber plantations employ women in lower skill and casual roles, at lower rates of pay and less involvement in workplace decision-making<sup>46</sup>. For indigenous women, particularly in

<sup>35</sup> Unicef.2020. [The Situation of Children and Women Laos](#) PDR

<sup>36</sup> CUSO International submission to [UNWomen VAW](#)

<sup>37</sup> [World Bank](#)

<sup>38</sup> [UNDP Lao PDR](#)

<sup>39</sup> [Women in Lao PDR](#)

<sup>40</sup> [ADB Country Gender Assessment \(2012\)](#)

<sup>41</sup> [Global Slavery Index](#)

<sup>42</sup> 2015 UNESCO Data set

<sup>43</sup> UNDP [Lao PDR](#)

<sup>44</sup> [Transport matters; The Borneo Post](#)

<sup>45</sup> [High resolution global maps of 21st Century Forest Cover Change](#)

<sup>46</sup> [Centre for International Forestry Research](#)



East Malaysia, replacement of forests with plantations, has reduced availability of forest products traditionally used for housing, clothing, food and medicine.

34. Green multi sector urban projects: Liveability of cities and waste management are critical issues for Malaysia given rapid urbanisation and increased consumption. Only 24 per cent of waste is recycled<sup>47</sup> with the remainder in landfills, often dumped in fields and rivers, or destroyed through open burning. Liveability issues such as ability to walk in safety in clean public spaces affect women who spend more time in the home and local neighbourhoods. Poor waste management practices are starting to impact water security<sup>48</sup>. Failure of water security mechanisms has the potential to negate the gains made by safe piped water which significantly alleviated women's time poverty given their gender roles as managers and major users of household water.

35. A national energy efficiency action plan was promulgated in 2015, covering commercial, industrial and domestic usage. Energy efficiency is rated at 4.2 per cent, lower than the global average of 5 per cent. The focus of the policy is to increase the uptake of energy efficient appliances as well as improvements in building energy efficiency. There are no specific loans or programs to encourage women or vulnerable households to transition to more energy efficient dwellings or appliances. An industry driven green building accreditation scheme is in operation.

36. Markers of gender inequality and exclusion: Workforce participation rates for women are relatively low for the region at 54 per cent<sup>49</sup>. Despite the highest household internet usage in the region, half of female-headed households have no IT equipment or connection to the internet. Child marriage rates have increased – driven by poverty and cultural norms<sup>50</sup>.

37. Gender norms mean women are overwhelmingly the caregivers for household or family members with long term disability. Strong links have been identified between the provision of such care and poverty<sup>51</sup>.

38. Intersectional dimensions of inequality and exclusion: A race-based affirmative action policy to address inter-ethnic social and economic disparities has operated in Malaysia for 50 years. Although inter-ethnic income differentials have significantly reduced<sup>52</sup>, pockets of poverty persist for all races. For indigenous Malaysians, 13 per cent of the population, poverty rates are reported to be significantly higher than the national average<sup>53</sup> as indigenous women and children are invisible in national statistics, as they are reported within a larger cohort<sup>54</sup>.

39. Migrant workers from Indonesia, Myanmar and Nepal represent approximately 20 per cent of the labour force. Poverty among this group is reported to be higher and while leave, medical coverage and working hour regulation is mandated by law, there is limited enforcement. Female migrants make up about 20 per cent of the migrant cohort overall, working often as domestic helpers. These female workers are specifically excluded from the protections of the employment law<sup>55</sup>.

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<sup>47</sup> [The Edge markets](#)

<sup>48</sup> [Selangor Water Crisis](#)

<sup>49</sup> Thee Edge, ["Retain women in the workforce"](#)

<sup>50</sup> [South China Morning Post](#)

<sup>51</sup> [National Health and Morbidity Survey \(2019\)](#)

<sup>52</sup> [Beyond stereotypes, understand ethnic inequality malaysia](#)

<sup>53</sup> [Statement by UN Special Rapporteur on Extreme Poverty & Human Rights](#)

<sup>54</sup> Khor, et al "Do Not Neglect The Indigenous Peoples When Reporting Health and Nutrition Issues of the Socio-Economically Disadvantaged Populations in Malaysia" [British Medical Journal](#).

<sup>55</sup> [Statement by UN Special Rapporteur on Extreme Poverty & Human Rights](#)

## E. Philippines

40. Renewable energy: Renewable energy comprises 40.7 per cent of total energy consumption in the Philippines, with ambitious targets to increase this laid out in the National Renewable Energy Program (NREP)<sup>56</sup>. There is no reference to gender or women in the program.
41. Only 45 per cent of the population has access to clean cooking<sup>57</sup>, despite 93 per cent of the population having access to electricity<sup>58</sup>. This contributes to poor indoor air quality, and the health impacts are felt by women and children who spend more of their time indoors than men<sup>59</sup>.
42. Low Carbon urban transport systems: The majority of the Philippines's transport infrastructure is in Manila<sup>60</sup>, with the rest of the archipelago reliant on private transport. Women report sexual harassment in public spaces and around public transport hubs as a regular occurrence<sup>61</sup>.
43. Sustainable agriculture and natural resources: Agriculture remains a significant employment sector with 33 per cent of men and 17 per cent of women working across agriculture and natural resource management and harvesting<sup>62</sup>. Deterioration of soils and loss of biodiversity are attributed to over-cultivation, poor land management and industrialization<sup>63</sup>. An FAO study found women farmers did not equally benefit from agricultural investment or extension opportunities due to societal and cultural norms prevalent across the country that applied gender-neutral practices and approaches<sup>64</sup>. In addition, societal and cultural norms regarding the role of women and men limit women's roles in formal decision-making, for example, that the husband is the traditional head of the family, thereby having the first chance to apply for a land title<sup>65</sup>.
44. Green multi sector urban projects: Half of the Philippines population is urbanised with predictions this will increase to 84 per cent by 2050<sup>66</sup>. Only half the urban population have access to safely managed drinking water services and sanitation services<sup>67</sup>, and informal settlements are a feature of urban fringe areas, comprising around 1 per cent of the population<sup>68</sup>. Women in these settlements are more vulnerable to sexual and domestic violence<sup>69</sup>.
45. Similar to other Southeast Asian countries, growing volumes of waste due to increasing consumption and demand for pre-packaged goods, together with lack of recycling, are contributing to pollution and environmental degradation. Recycling or "picking" of waste occurs with women operating around 30 per cent of "junk" or recycling shops, dealing with goods at the lower end of the recycling value chain<sup>70</sup>.
46. Markers of gender equality and exclusion: The Philippines is the highest performing ASEAN country in the World Economic Forum's Gender Gap Report (the WEF Report), ranked 13th out of 149 countries. Principally due to its empowerment of women in politics, women are also represented in civil service decision making roles. Overall

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<sup>56</sup> [Renewable energy and energy security in the Philippines](#)

<sup>57</sup> IRENA Energy Profile: [Philippines](#)

<sup>58</sup> [ADB basic statistics](#)

<sup>59</sup> WHO 2017 [Household air pollution](#)

<sup>60</sup> ADB 2017 [Transport connectivity](#)

<sup>61</sup> [UNWomen Philippines](#)

<sup>62</sup> [FAO \(2018\) Country Gender Assessment of Agriculture](#)

<sup>63</sup> UN 2019 [Balancing Act for Philippine farmers](#)

<sup>64</sup> [FAO \(2018\) Country Gender Assessment of Agriculture](#)

<sup>65</sup> FAO (2018) above

<sup>66</sup> [UNHabitat](#)

<sup>67</sup> ADB [Basic Statistics 2020](#)

<sup>68</sup> [UNHabitat](#)

<sup>69</sup> World Bank [Philippines Urbanization Review](#)

<sup>70</sup> [Gender in Waste Management](#)

attitudes to women’s empowerment within the family are also consistently higher than elsewhere in the region<sup>71</sup> and 81 per cent of women aged 15-49 report making their own informed decisions regarding sexual relations and contraception<sup>72</sup>. However, the Philippines Commission for Women notes societal norms dictate that “men are the leaders, pursuers, providers, and take on dominant roles in society while women are nurturers, men’s companions and supporters, and take on subordinate roles in society”<sup>73</sup>.

47. Gender norms operate as a barrier to workforce participation for women in the Philippines. The labour force participation rate for women aged 15+ is 46 per cent<sup>74</sup> and a Department of Labour and Employment survey reveals that 30 per cent of working women report that household or family duties prevent them participating in the labour market<sup>75</sup>. 55 percent of married women and girls aged 15-49 years report experiencing intimate partner violence in the preceding twelve months<sup>76</sup>. Nationwide it is estimated that only 30 per cent of such assaults are reported, with women in minority ethnic or religious groups even less likely to report such crimes<sup>77</sup>.

48. Intersectional dimensions of inequality and exclusion: Large pockets of inequality remain with around 25 per cent of the population living below the poverty line, including 10 million women, principally indigenous women and those living in conflict affected areas<sup>78</sup>. Child labour also affects children in poor families with up to 20 per cent of children aged 5-17 years working. Boys represent about 60 per cent of child labourers<sup>79</sup>. The Philippines is also regarded as a hub for child sexual exploitation including cyber exploitation with poverty and being out of school as risk factors<sup>80</sup>. Around half of people with a disability are recorded as being in work with men more likely to work than women<sup>81</sup>.

## F. In summary

49. The unique economic development and ethnic and cultural diversity of each country adds to the complexity of gender inequality and vulnerability assessments. Indonesia, Malaysia, and Philippines have the highest rates of GDP per capita, underpinned by high rates of urbanisation. The correlation between higher GDP and gender equality is reflected at the top line gender and social statistics; the higher GDP is associated with lower rates of maternal mortality and higher female education achievement and literacy. It is the deeper detail though where disparities emerge – for example contrast the increasing prevalence of obesity in the female population aged 18+ in Malaysia and the rates of stunting for children under 5 years (associated with lack of maternal/child nutrition) in Lao PDR.

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<sup>71</sup> World Bank Gender indicators

<sup>72</sup> World Bank [DataBank](#)

<sup>73</sup> OECD [Social institutions and gender index](#)

<sup>74</sup> World Bank [DataBank](#)

<sup>75</sup> [East Asia Forum](#)

<sup>76</sup> [UNWomen Violence against Women database Philippines](#)

<sup>77</sup> OECD [gender index](#)

<sup>78</sup> UNDP Philippines, [Country Information](#)

<sup>79</sup> [UNICEF](#)

<sup>80</sup> UNICEF above

<sup>81</sup> [Employment of Persons with Disability](#)

### III. INTEGRATING GENDER AND SOCIAL INCLUSION IN THE ACGF GRP

50. This section identifies gender and social inclusion entry points in the four priority areas for investment under the ACGF GRP.

#### Renewable energy

51. Large scale renewable energy projects provide opportunities for direct employment for women and for men. Quotas for female recruitment, together with gender sensitive workplaces including part time work, separate male and female toilets, and PPE designed for women's body shapes all contribute to a gender equality workplace and successful retention of staff.

52. Land acquisition processes and project design for large scale renewable energy projects are also opportunities to advance women's participation in consultation and decision-making. Preliminary decisions about projects, their location, related land acquisition transactions and operation of infrastructure are mostly the domain of men, as gender norms and cultural practices mean women may not hold formal title to land, authority to negotiate, or have decision-making roles within local authorities negotiating compensation. Yet women engage with land and access energy in ways different to men.

53. From a consumer perspective, energy access improves productivity. Routine domestic drudgery can be alleviated, and time taken to perform menial tasks reduced. The World Bank calculated that switching to an improved cookstove can save an average 4.7 hours per week in fuel collection and 25 minutes less to cook a meal<sup>82</sup>. This has significant health benefits for women and their children, particularly as it removes indoor air pollutants. Additionally, time efficient cooking appliances provide more time for income earning activities, study by the women/children or leisure. Pro poor, gender sensitive subsidies can remove barriers to electricity access<sup>83</sup>. Combined with low/no collateral credit programs to support the purchase of energy efficient appliances including televisions and smart phones, renewable energy projects can reduce the costs of energy access and use, also improve access to information for women and their families. Digital payment systems also support increased digital literacy and financial inclusion.

54. Employment in renewable energy infrastructure construction extends beyond construction to operations and maintenance. With gender sensitive PPE and workplace facilities, supportive management can lead changes to traditional gender norms on appropriate work roles for women. Traineeships help construction companies develop their pool of skilled workers, useful beyond the initial construction project the worker is trained in. Scholarships, in partnership with the private sector and local universities, combined with paid internships or alternatively traineeships during project construction work, offer pathways for economic empowerment for individual women. Internationally, the employment of women in the renewable energy workforce has already accelerated past the traditional oil and gas workforce<sup>84</sup> and gender sensitive recruitment and employment policies will propel the sector in Southeast Asia to gender parity in employment.

55. Opportunities for women's entrepreneurship activities related to renewable energy abound. Sale of solar panels or energy efficient appliances are one example where financial barriers to market entry can be removed or

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<sup>82</sup> World Bank [Databank](#)

<sup>83</sup> Gender and Renewable Energy [Entry Points](#)

<sup>84</sup> [Renewable Energy, A Gender Perspective](#)

smoothed to encourage female entrepreneurship. Business skills training for women and disadvantaged groups is also an entry points for economic empowerment of women and poverty alleviation. Other entry points such as education for construction workforces on sexual health, gender equality and people trafficking.

### Low Carbon urban transport systems

56. Transport systems provide a pathway to empowerment for women and girls, where the transport meets the timing of their need for mobility and is safe and accessible. Separately mapping men's and women's existing movements and speculative future movements in proposed new modalities, gives an insight into the different ways women and men, and people with disability, currently engage with public transport and identify how they may want to use public transport in the future. Women tend to use public transport during off peak times, when there are fewer services available, they may make "chained" trips with multiple purposes for example in one trip taking children to school, attending work and shopping for food. Considering these aspects provides critical data to inform gender sensitive and inclusive service design, as well as pricing policy, leading to improved efficiency and sustainability.

57. Participatory methods in consultation (such as female specific consultation and quotas for overall female participation in consultation) inform designers and operators of the different user needs for accessibility, affordability, safety and appropriate timetabling and enhance sustainability of the design. Built infrastructure such as ramps, rest benches and secure lighting to enhance security, and ticketing systems that provide low-cost multiple short trips, as well as women only carriages and female staff can all address the urban travel needs of women and other vulnerable groups.

58. Entrepreneurship opportunities can be created by reserving a percentage of high traffic vendor spaces in urban transport infrastructure for entrepreneurship or community activities for women and disadvantaged groups.

### Sustainable agriculture and natural resources

59. The use of natural resources is determined by who can access them and who can manage them. Across Southeast Asia women have less access to formal management of land and natural resources.

60. Supporting women's improved land tenure security and resource access – through participation in resource management committees or local governance regimes, as well as access to processing and marketing opportunities encourages women and men to remain with family and networks and reduces the vulnerability across the region to migration and its related threats.

61. Ensuring equal access to training on cultivation of resources improves the ecosystem and can provide a buffer for food security challenges (e.g. planting mangroves encourages more fish) as well as identify new income sources. Additional value can be captured, through providing opportunities to understand and connect to ecotourism initiatives, value chains or logistic supply chains.

62. Targets and quotas for female participation in institutional natural resource management or technical roles offer an entry point. Their successful implementation in the Philippines Forestry Department has changed stereotypes about appropriate roles for women<sup>85</sup>.

### Green Multi Sector Urban Projects

63. Access to safe water and modern hygiene and sanitation infrastructure is limited for the urban poor. Up to 100 million people in in urban and rural South East Asia are without sanitation, with the largest cohorts in Lao PDR and

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<sup>85</sup> FAO, [Gender Assessment of Agriculture & Rural Sector Philippines](#)

Cambodia. Improving access to safely managed water and sanitation will have an immediate benefit in improving health outcomes, including for women who need it in ways different to men (pregnancy and menstruation).

64. Even in cities with well-established urban infrastructure increasing urbanisation is stretching capacity and leading to a resurgence in public health issues from water-related diseases such as dengue and leptospirosis<sup>86</sup>. Improved water management and sanitation will improve health outcomes and alleviate women's time poverty reducing the burden to care for ill family members.

65. The ADB operational plan for accelerating gender equality also identifies sectoral gender entry points<sup>87</sup>.

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<sup>86</sup> [Institute Pasteur Rise in disease](#)

<sup>87</sup> [Accelerating Gender Equality Operational Plan](#)

## IV. ACGF GRP GENDER AND SOCIAL INCLUSION ACTION PLAN

### A. ADB's policy framework on gender equality and social inclusion

66. As an ADB-managed program, the ACGF GRP GESIAP builds on existing ADB systems to integrate gender mainstreaming and social inclusion into sovereign projects.

67. Accelerating progress in gender equality in Asia and the Pacific is one of seven operational priorities for ADB under its Strategy 2030. ADB recognizes that gender equality is critical in its own right, and to help realize socioeconomic development. Strategy 2030 holds that, to achieve a prosperous, inclusive, resilient, and sustainable region, it is imperative that ADB contributes to the efforts of accelerating gender equality outcomes in the region in five areas: economic empowerment, human development, decision making and leadership, time poverty reduction, and resilience to external shocks. ADB is committed to support gender equality through gender-inclusive project designs in at least 75% of its sovereign and non-sovereign operations by 2030.

68. A Gender and Development Framework Policy<sup>88</sup>, is supported by a four-tier gender mainstreaming categorization framework with associated targets applying to both sovereign and non-sovereign operations. It is supported by a formal monitoring and evaluation framework. Under the ADB gender categorisation framework, a project is classified as one of the following<sup>89</sup>:

- a. **Gender Equity Theme ('GEN')** where the project explicitly includes gender equality outcomes or empowerment outcomes. A project is assigned GEN if (i) the project outcome directly addresses gender equality and/or women's empowerment by narrowing gender disparities through access to social services (e.g. education, health, and water supply/sanitation); and/or economic and financial resources and opportunities (e.g. employment opportunities, financial services, land, and markets), and/or basic rural and urban infrastructure (e.g. rural electrification, rural roads, pro-poor energy distribution, and urban services for the poor); and/or enhancing voices and rights (e.g. decision making processes and structures, political empowerment, and grievance mechanisms);
- b. **Effective Gender Mainstreaming (EGM):** A project is assigned EGM if the project outcome is not gender equality or women's empowerment, but project outputs are designed to directly improve women's access to social services, and/or economic and financial resources and opportunities, and/or basic rural and urban infrastructure, and/or enhancing voices and rights, which contribute to gender equality and women's empowerment.
- c. **Some Gender Elements (SGE):** A project is assigned SGE if by its nature it is likely to directly improve women's access to social services; and/or economic and financial resources and opportunities, and/or basic rural and urban infrastructure, and/or enhance their voices and rights, but that included little, if any gender analysis and few or no specific design features; or is unlikely to directly improve women's access to social, economic or financial resources or opportunities, but significant efforts were made during project preparation to identify potential positive and negative impacts on women.
- d. **No Gender Elements (NGE):** the project is assigned NGE if it is not expected to provide direct/tangible benefits to women, although there may be indirect benefits for women.

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<sup>88</sup> ADB [Gender and Development](#)

<sup>89</sup> ADB [Gender mainstreaming guidelines](#)



69. Targets for ADB operations require that at least 71% of projects must have gender elements in the project concept/design (classified as SGE/GEN or EGM by ADB “at entry”) by 2024 and at least 50% are categorised under ADB’s gender mainstreaming categories directly addressing gender equality (GEN or EGM).

70. Projects that are categorized are supported by gender assessments, and where the potential for positive impacts for women are identified, are monitored through the project design and monitoring framework. Projects that are categorized as EGM and GEN require a gender action plan at approval. Project quarterly and annual review reports incorporate progress and achievements under the gender action plan. Monitoring and tracking of progress and support is conducted by resident missions and ADB headquarters, together with the project administration unit. An overall assessment of the design, implementation and performance of individual projects is completed at project end.

71. ADB due diligence processes prior to project approval require a poverty and social analysis identifying gender and inclusion issues. The poverty and social analysis must identify the gender and inclusion issues to be addressed by the project (with indicators and targets included in the project design and monitoring framework and in the gender action plan) and those issues to be addressed by other actors. International and national gender advisors support projects classified as GEN and EGM and as necessary may also be engaged to support SGE projects.

72. A project performance management system supports implementation, with annual implementation monitoring reports assessing progress against indicators and targets. Annual monitoring reports during implementation provide opportunities to identify mitigation activities and remedial action where required. Regular ADB review missions support the monitoring process and assist in mitigating risks. Gender advisors participate in these missions.

## B. Principles underpinning the ACGF GRP GESIAP

73. The ACGF GRP GESIAP is a portfolio or program GESIAP, articulating gender related activities and high-level gender indicators and targets in recognition of the diversity of sub-projects that could be funded by the ACGF GRP.

74. The ACGF GRP will support gender equality and social inclusion across the four priority project areas through a focus on

- Green jobs in construction, operation, and maintenance of infrastructure with opportunities for skills training, upskilling and certification for women. Green construction jobs across the four low carbon investment modalities provide an opportunity to shift traditional norms around “appropriate work” for women and girls, men and boys while providing entry points to engage male workers on gender equality, violence against women and diversity.
- Participatory and gender sensitive consultation processes for infrastructure design, construction and service planning and delivery builds community support for infrastructure investment and improves sustainability. Participatory processes help development partners understand the full range of issues associated with infrastructure investments. Effective participatory processes not only empower women and improve social inclusion, they operate as important risk management tools for investors to ensure a comprehensive assessment of benefits and impacts are identified.
- Leading by example on gender equality and social inclusion with ACGF learning and knowledge sharing events building capability in gender analysis and social inclusion in the finance and green infrastructure sector. Gender mainstreaming in green infrastructure financing and green infrastructure delivers a double sustainability dividend – not only reducing emissions but improving gender equality and social inclusion. ACGF GRP’s ambition to provide a new generation of high performing, low emissions projects to support



Covid-19 recovery will not only empower women through equal participation as presenters and participants in knowledge sharing but encourage participating governments and investment partners to strengthen their own gender equality and social inclusion efforts.



## C. ACGF GRP Gender and Social Inclusion Action Plan (GESIAP)

**Impact:** ASEAN countries' post-COVID recovery supports low-emission, climate-resilient infrastructure development

**Outcomes:**

- Financing provided to improve bankability of low-emissions investments
- COVID-19 recovery supported through the creation of green jobs
- Capital mobilized from a range of sources for replicable low-emissions investments
- Bankable projects identified and structured, including PPPs
- Enabling environment for low-emissions investment improved due to strengthened capacity and policies.

**Program level gender outcome and target:** Strengthened gender analysis capacity, responsiveness, monitoring and evaluation.

- By close of facility, 80% of ACGF GRP projects directly advance gender equality<sup>90</sup> and social inclusion in infrastructure through economic empowerment activities, increased access to services, and enhanced participation in decision making processes or institutions.

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
<b>Component 1: De-risking funds for low-emissions projects</b>				
<b>1.1 ACGF GRP loans to low-emissions projects</b>				
1. ACGF GRP sub-projects prepare and implement a gender equality and social inclusion action plan (GESIAP) informed by a gender and social assessment <sup>91</sup>	<ul style="list-style-type: none"> <li>• Number of GESIAPs prepared</li> <li>• Target 80% of projects, Baseline – 64%</li> <li>• Interim target 45%</li> </ul>	Interim: by Q4/2027; By 2039, monitored annually	Facility manager monitors gender performance across portfolio  Sub-project gender advisor carries out assessment as part of ADB sub-project processing team	Included in AE fee

<sup>90</sup> This would include projects classified as SGE, EGM or GEN according to ADB's Gender and Development Framework Policy

<sup>91</sup> In accordance with ADB Gender Mainstreaming Guidelines

2. ACGF GRP sub-projects include green jobs for women and vulnerable groups, applying core labour standards including pay equity and flexible working conditions, as well as female friendly worksites and sex-suitable PPE	<ul style="list-style-type: none"> <li>Number of green jobs for women and vulnerable groups across the program Target: 30% green jobs for women and vulnerable groups Interim target: 9% Baseline:0</li> </ul>	Annually, measured at ADB sub-project approval and completion <sup>92</sup> Interim by 2027	Government counterpart and sub-project gender advisor	These will be included in project budget
3. Equitable participation of females and males, including from vulnerable groups, in green technology technical and vocational training activities and certification	<p>Women, (including 10% from indigenous/minority ethnic groups) represent half of trainees in projects incorporating traineeships (with certification or professional accreditation) Target 50%; Baseline:0 Interim target: 15%</p>	By 2039, measured at ADB sub-project approval and completion Interim by 2027	Government counterpart and sub-project gender advisor	These will be included in project budgets
4. Support for women's economic empowerment in ACGF GRP sub-projects through (where applicable) business skills training and access to financial inclusion programs	<ul style="list-style-type: none"> <li>Number of low emissions projects that deliver financial inclusion programs for women and business skills programs for women-owned enterprises Target: 30% of projects Interim target: 20% Baseline: 0</li> </ul>	By 2039, reported annually Interim By 2027	Sub-project Gender Advisor	
5. Programs implemented through financial intermediaries deliver tangible benefits to women and vulnerable groups through improving their access to decision making in financial management and leadership roles.	<ul style="list-style-type: none"> <li>Number of financial intermediaries implementing ACGF GRP finance activities that develop and implement workforce gender equality strategies Baseline 0 Target 2</li> <li>Percentage of women in financial management and leadership roles in financial intermediaries implementing ACGF GRP financed activities Baseline: 0 to 5% of roles across board and senior management Target: At least 10% of roles across board and senior management</li> </ul>	By end of sub-project loan implementation period, reported annually	FI counterpart	These will be included in project budget
<b>Component 3: Policy, knowledge and capacity building support</b>				

<sup>92</sup> Project completion reports record overall target achievement

6. ACGF grant funded policy, knowledge and capacity building events advance gender equality and social inclusion	<ul style="list-style-type: none"> <li>Female participation in ACGF GRP events including women as speakers/facilitators Baseline: 30%<sup>93</sup>; Target: 50% of events</li> <li>Gender &amp; social inclusion analysis incorporated in national/local green finance strategy development Baseline:0; Target 1</li> <li>Female participation in ACGF 6 Champions program (demonstrating increased understanding<sup>94</sup> of green finance) Baseline: 0; Target:30%</li> <li>No. of sub-projects supported with gender-related capacity building activities (such as technical &amp; vocational training to foster women's and girl's participation in implementation of green technologies, either as standalone activity or mainstreamed within broader activity) Baseline:0; Target: 4</li> </ul>	Annually	Facility manager monitors gender performance across portfolio	Included in ACGF GRP costs
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#### D. Implementation, Monitoring and Reporting on the GESIAP

75. The ACGF GRP GESIAP will be implemented by ADB as GCF AE as well as Executing Entity (EE) for the ACGF GRP.

76. **Program-level GESIAP.** At a program level, ADB will monitor the implementation of the GESIAP, based on monitoring by ADB sub-project teams. This role will be included in the functional responsibilities under the team managing the ACGF GRP in ADB Southeast Asia Department. In this role, ADB staff managing the ACGF GRP will work closely with gender specialists that monitor gender and social inclusion across ADB's overall portfolio in Southeast Asia as well as sub-project specific gender experts.

77. Annual Performance Reports from ADB to GCF and the ACGF Annual Report will capture progress under this program-level GESIAP, including on advancing gender equality through specific sub-projects.

78. The program-level GESIAP will be reviewed and updated during the mid-term review in 2027 to reflect more information available on the sub-projects to be included under the portfolio.

79. **Project-level gender assessments and action plans.** As per usual ADB project preparation processes, a gender specialist will be recruited for all EGM and GEN investments to develop individual gender equality and

<sup>93</sup> Activities to date - ACGF GRP Annual Report

<sup>94</sup> This will be measured through follow-up surveys with participants.

social inclusion action plans and deliver capacity building activities. For SGE investments, the project team will work with ADB gender specialists at HQ and in the resident missions/country offices to implement and monitor gender-related project commitments. Where needed, a Gender/Gender and Social Specialist will be engaged by each sub-project early in project design and implementation.

80. ADB project teams will routinely collect sex disaggregated data as part of project monitoring systems.

#### **E. Costs associated with implementation of the GESIAP**

81. Costs of implementing the GESIAP include a) costs at the program / portfolio level and b) costs at the sub-project level.

82. At (a) portfolio level, the costs of monitoring gender performance of the program level and integrating program gender targets into sub-projects is estimated at around 15% of overall program management costs to be covered by the GCF Accredited Entity fees (approximately USD800,000 to USD 900,000 across the 20-year lifetime of the program). For (b), at the sub-project level, the costs of undertaking the gender assessments and developing the GESIAP will be covered by project level budgets for preparation and implementation.

83. In addition to (a) and (b), the program includes a specific budget to support capacity building and preparation of knowledge products on gender and social inclusion for ACGF GRP sub-project, under Activity 3.2, estimated at USD 800,000 (see Annex 4).