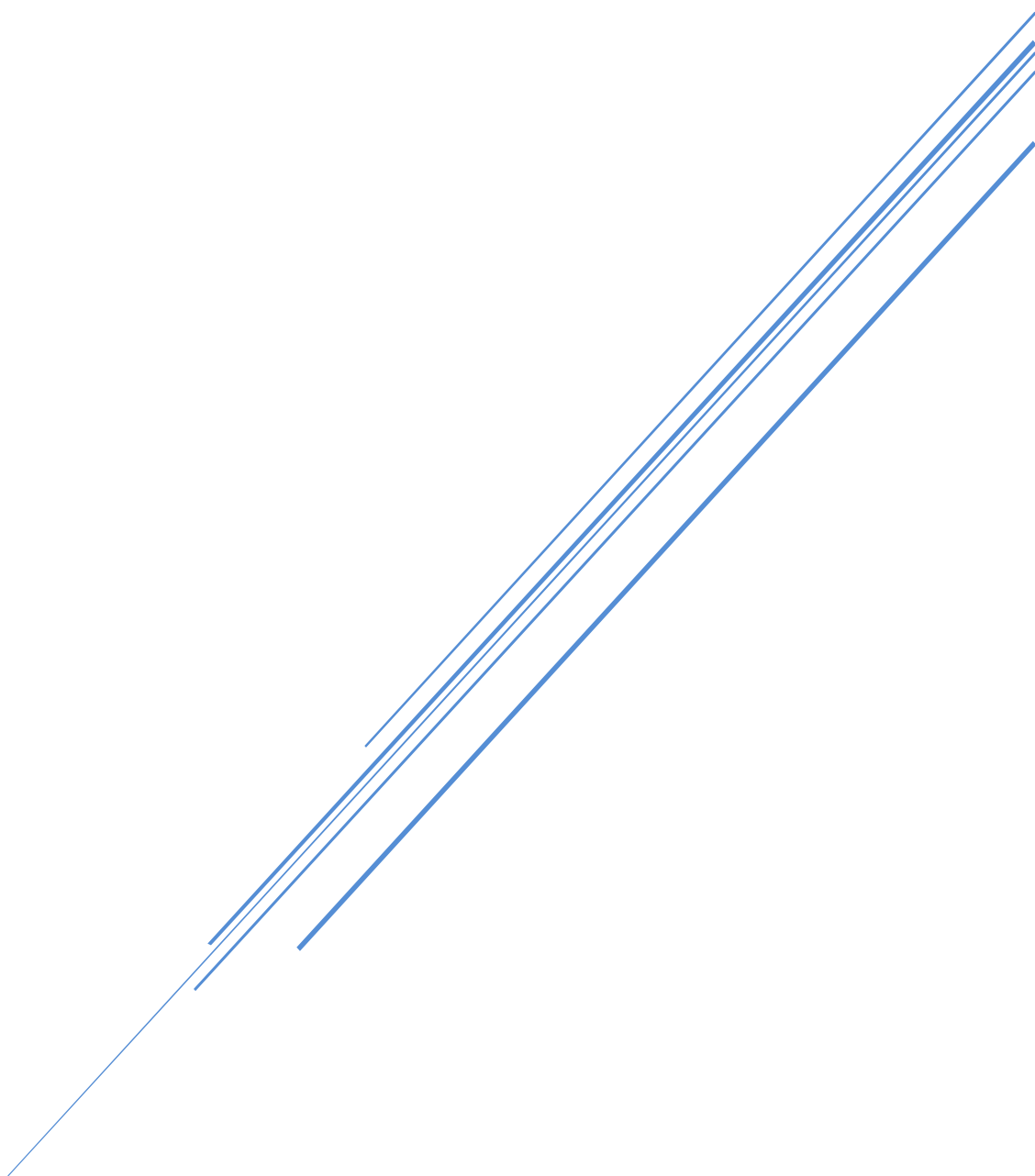


GENDER ANALYSIS

Gender Analysis



AFD
July 2022

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List of Acronyms and Definitions

‘a Subproject’ or ‘Subprojects’	Refers to the partnership between AFD and a Local Financial Partner, meaning a credit facility possibly combined with a technical assistance facility and/or guarantee scheme, to be financed in the framework of the Program, or a project implemented by GIZ within the policy facility component
‘Credit lines’ end-beneficiary projects’	Refers to the loans granted by a IE to local companies in the framework of the Program
‘the Program’	Refers to the whole AFD-GCF initiative ‘PEEB Cool’
AFD	<i>Agence Française de Développement</i> (French Agency for Development)
AFD Group	AFD Group gathers (i) AFD, French public financial institution, (ii) Proparco, Development Financial Institution promoting private investments
GCP	Gender country profile
E&S	Environmental and Social
ESDD	E&S Due Diligence
ESIA	Environmental and Social Impact Assessment

	Refers to an instrument to identify and assess the potential E&S impacts of a proposed subproject, evaluate alternatives, and design appropriate mitigation, management, and monitoring measures
ESMF	Environmental and Social Management Framework Refers to an instrument that examines the risks and impacts when a subproject consists of a program and/or series of subprojects, and the risks and impacts cannot be determined until the program or subproject details have been identified. The ESMF sets out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts. It contains measures and plans to reduce, mitigate and/or offset adverse risks and impacts, provisions for estimating and budgeting the costs of such measures, and information on the agency or agencies responsible for addressing subproject risks and impacts, including on its capacity to manage environmental and social risks and impacts. It includes adequate information on the area in which subprojects are expected to be sited, including any potential environmental and social vulnerabilities of the area; and on the potential impacts that may occur and mitigation measures that might be expected to be used
ESMP	Environmental and Social Management Plan Refers to an instrument that details (a) the measures to be taken during the implementation and operation of a subproject to eliminate or offset adverse E&S impacts, or to reduce them to acceptable levels; and (b) the actions needed to implement these measures
ESMS	Environmental and Social Management System Refers to the whole procedures, tools, processes and organizational arrangements and capacities set up by an organization to manage E&S issues and E&S risks in particular.
ESRM	Environmental and Social Risk Management
ESSR	Environmental and Social Screening Report
FI	Financial Intermediary/ies Refers to financial institutions such as banks, microfinance institutions, funds, etc., which are financed by AFD through credit facilities in the framework of financially intermediated subprojects
GCF	Green Climate Fund
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit

IE	Implementing entity: an opposite party in a contract or financial transaction set up in the framework of the Program. Subproject owners of eligible subprojects, financial institutions and partner countries
IFC	International Finance Corporation
ILO	International Labor Organization
NDC	National Determined Contributions
OECD	Organisation for Economic Co-operation and Development
Proparco	Proparco is a Development Financial Institution partly owned by the French Development Agency (AFD) and private shareholders from the developed countries and developing nations.
PS	Performance Standard(s)
SGT	Sectorial Gender Toolkit
TA(P)	Technical Assistance (Program)
TORs	Terms of Reference
UN	United Nations

I. AFDs Group and GIZ Gender Strategy

1. AFD Group approach to Gender Equality

1.1. AFD group strategical framework for operations

Since the adoption of its first Transversal Intervention Framework on equality between women and men (2014-2017), the AFD group¹ has been recognized as a committed player on issues of gender equality. Its first assessment², which covers the period 2014-2018, is illustrated by the completion of 542 projects (loan and grant) rated DAC³ 1 or DAC 2, representing almost **9 billion euros of DAC 1 projects and 753 million euros of DAC 2 projects**. Thereby, almost 50% (in number) of its financial operations (including loan and grant operations) integrated main or significative gender-sensitive objectives aiming at reducing gender inequalities or actively promoting equality between men and women (promoting women's economic empowerment opportunities, fighting violence against women, guarantying access to basic services, ensuring women's participation in decision-making and project governance).

The emergence of a promising internal culture and organization thanks to the mobilization of technical divisions and geographic departments, or even thanks to its proactive role and its historic investment in developing the practices of Civil Society Organizations, constitute solid achievements for the entire AFD Group. This first positive assessment allows it today to scale up, to expand its action and to increase its impact in terms of equality between women and men.

AFD's ambition on gender issues is consistent with the international mobilization on women's rights, reflected in the Sustainable Development Agenda by 2030, in the commitments of the European Union (Gender Action Plan II). This plan is backed by France's International Strategy on Equality between Men and Women (2018-2022), presented on March 8, 2018, by the Minister of Europe and Foreign Affairs on the occasion of the International Day of Women's Rights but also by the French Strategy on the challenges of population, sexual and reproductive rights and health (2016-2020).

As a continuation of the French international strategy, AFD Group adopted a new Equality between Women and Men Action Plan 2019-2022 aligned with the Sustainable Development Goal (SDG) N° 5, namely: "Achieve gender equality and empower all women and girls".

¹ AFD's gender commitments are periodically defined in relation with the Foreign Affairs Ministry, which is in charge of the international French Strategy on equality between men and women (the integration of a gender approach in the French Official Development Aid started in 2007).

² The evaluation of the transversal intervention framework on equality between women and men (2014-2017) is under process

³ <https://www.oecd.org/fr/cad/femmes-developpement/dac-gender-equality-marker.htm>

The AFD group also intends to intervene on these themes in the countries of intervention alongside the French diplomatic network. It will apply this action plan to all of its intervention geographies.

These last years, AFD's Group has also developed a Gender sensitive Human Resources Policy, which has been set up separately from its strategy for operations and as an employer under the French Law on gender equality at workplaces. AFD ordered in 2017 an audit on "professional gender equality and diversity at workplace" before to set up an action plan to follow up annually and discussed with union representatives. Furthermore, AFD also commit on an internal gender equality agreement including indicators of results to be follow up every two years.

a. Financial Commitments and Geographic priorities

To achieve the objectives of sustainable development and move towards gender equality and equality between women and men, the AFD has set itself ambitious financial objectives to be achieved by 2022, including:

- 50% of the volume of commitments (grants and loans) marked 1 or 2 according to the Gender marker of the OECD DAC;
- € 700 million per year in DAC 2 marker projects, by 2022.

AFD's commitments will be achieved through two financial instruments that are : i) direct loan and grants support to its regional and country-based partners (States, Local authorities, Bank, others ...) leaded by its Direction for Operation; and ii) indirect support to civil society through French NGOs leaded by its Department for Civil Society.

AFD Group is committed to target 85% of the State's financial effort in Africa and in the Middle East while prioritizing its grants operations on the African continent.

b. Priority sectors

AFD's first strategy framework was initially based on a gender mainstreaming approach without dedicated or specific sectors or areas to focus on. However, its new gender Action Plan for the period 2019-2022 set up specific priority areas, as below, in link with the France Strategy's priorities.

AFD Group aims to invest significantly in the social sectors, in particular health and education, to advance rights for women and girls, including sexual and reproductive rights, to promote the elimination of all the forms of violence against women and implementing the Women, Peace and Security agenda in crisis and post-crisis zones.

AFD Group is committed to promoting the economic independence of women, in particular through entrepreneurship on the African continent.

AFD Group is also committed to increasing its actions in new sectors such as the reduction of gender inequalities in the face of the challenges of global warming. It wishes to make Gender and Climate projects a strong marker of its action in the fight against gender inequalities.

1.2 AFD Operationalization of the strategic framework on gender

a. Operational priorities

In 2013, AFD launched its own strategy process through its 2014–2017 Transversal Integration Framework on gender and the reduction of inequalities between men and women. This gender policy aims to promote equal opportunities for men and women and to improve the efficiency and sustainability of operations financed by AFD, through three main operational priorities:

- Preventing gender inequalities in AFD operations linked with its environmental and social risks management's policy as regard of the principle of non-aggravation of existing gender inequalities;
- Promoting gender equality as one of the objectives of the interventions;
- Supporting the evolution of gender related social transformation in societies.

To promote AFD gender approach and to encourage better integration of gender in the project cycle, AFD gender strategy focuses on:

- 1) Developing a gender equality approach specific to AFD's intervention sectors and countries;
- 2) Systematically integrating gender issues throughout the project cycle;
- 3) Assessing and building knowledge on experiences;
- 4) Strengthening AFD's capacities on gender issues (trainings, methodological tools, sectorial tools, etc...);
- 5) Building capacities of AFD's partners on gender issues;
- 6) Participating in debates and discussions on gender and development issues.

The implementation of this strategy is based on a decentralized approach implemented within AFD teams, with a network of trained gender focal points in all AFD teams and particularly in local offices, supported by the Gender, Environmental & Social, and Sustainable Development Units, which bears the technical expertise on gender. Such organization allows the promotion of equality in access to and control of resources and income, in participation of men and women to all project components, and in capacity building and empowerment of project beneficiaries. This approach applies to all projects financed by AFD without discrimination.

b. Methodology

To support, monitor, and report on the integration of gender equality objectives in AFD-funded operations, specific method and indicators have been set up.

AFD, as a bilateral cooperation agency, uses the OECD DAC⁴ marker on gender equality to screen and report on all projects as follows:

0: the project has no objective in terms of reduction of gender inequalities.

1: the project has a specific objective to reduce gender inequalities.

2: the project's main objective is to reduce gender inequalities.

OECD markers on gender equality are assigned during the ex-ante analysis of the project and its categorization. This scoring system tracks the progressive efforts allocated to this issue. Any project strengthening gender equality and women's empowerment or reducing gender discrimination and gender-based inequalities will be marked 1 or 2. It is important to note that these markers are chosen at the beginning of the investigation, and fixed at the time of granting.

In addition to that, AFD has elaborated a gender-related indicator within the framework of its Sustainable Development Opinion Mechanism⁵, which is consistent with the OECD DAC markers but allowing analysis that is more accurate. In order to avoid the use of two different classification methodologies for the same themes, an equivalence table between the ratings sustainable development and CAD markers as detailed in Table 1.

Table 1 AFD Sustainable Development Analysis on Gender Equality

AFD Sustainable Development Indicators	Contents	Equivalence with OECD DAC markers
-2	There is important risk of enhancing gender inequality through the project.	0
-1	There is an opportunity to reduce gender inequality through the project but no dialogue or specific measures have been considered to do so.	0
0	There is no specific gender issue to be addressed by the project.	0

⁴ Development Assistance committee

⁵ Out of the DAC Gender marker, AFD uses an internal scoring system in order to evaluate project's impact related to several dimensions of sustainable development, one of those dimensions is dedicated to gender issues. The Sustainable Development Opinion mechanism aims to facilitate the cross-sectoral inclusion of sustainable development concerns in AFD's financing operations

(<https://www.afd.fr/en/ressources/methodology-guide-sustainable-development-opinion-mechanism>)

+1	Needs and interests of men and women have been analyzed and discussed with the partner but no specific objective or measure have been designed.	0
+2	One of the project's objectives is to ensure effective access to women to the opportunities created by the project.	1
+3	Women empowerment and structural reduction of gender inequalities is part of the project's main objectives OR is a cross-cutting objective of the project.	2

As per the DAC marker screening, the sustainable development analysis is fully integrated to the project cycle from the project's identification phase to the final financing decision, and is validated by the sustainable development opinion, issued by a structure independent from AFD's Operations Department.

In order to ensure the proper implementation of gender analysis and integration of gender equality objectives to AFD-funded operations, quantitative and qualitative gender analyses are thus defined during the whole project appraisal, including:

- Pre-identification stage - understanding the gender disparities, the roles and responsibilities of men and women and different social groups in the project's background by making an inventory of gender-related available information regarding the sector/country, and developing and maintaining a regular dialogue with partners in the countries;
- Identification stage – conducting initial gender analysis and assessment, in order to identify project risks and opportunities in terms of gender equality;
- Feasibility studies/ex-ante evaluation stage - improving the analysis to ensure the communities' motivations are well understood (this analysis articulates with the overall feasibility studies of the project), identifying relevant indicators and precisely defining costs related to the implementation of a gender strategy for the Project;
- Approval stage - confirming that the studies conducted have addressed all gender issues;
- Execution stage - integrating gender issues into the contract documents and developing indicators to perform on-going monitoring and evaluation of these actions and their effectiveness.

c. Human Resources and responsibilities

As mentioned above, the implementation of AFD gender strategy is decentralized within the agency.

The responsibilities are organized as bellow:

- ***Gender Unit***

Created in 2019, the Gender Unit is in charge of the AFD gender strategy management and operationalization. The team consists in five Gender Experts. Two are in charge of the Strategic management and external partnerships. One is in charge of interfacing and facilitating missions such as the coordination of gender focal points network and internal trainings programs. Finally, two are devoted to operational support and mainly in charge of dedicated projects and initiatives. They provide support and guidance to the project teams and gender focal points. All the team organize and support internal training sessions on gender, both at headquarters and local offices level, and continuous capacity-building of AFD teams.

- ***E&S Unit***

The E&S Unit provides a specialized sectorial support for the integration of gender equality objectives in AFD projects. The E&S Unit supports the development of a gender analysis and action plan, for projects ranked as 0 and 1 for the OECD CAD markers. As part of the project team they provide recommendation for the mainstreaming of gender throughout the project cycle. At the stages of the identification and credit/grant committees⁶, the E&S experts recommend a score for the Gender Indicator of AFD's Sustainable Development Opinion Mechanism and the OECD DAC marker.

- ***Sustainable Development Analysis and Advice Unit***

The Sustainable Development Analysis and Advice Unit issue the Sustainable Development opinion and coordinates collective reflections on sustainable development issues. The opinion, composed of 6 dimensions, aims to facilitate the integration of sustainable development into projects funded by AFD. It is used to enlighten decision-making bodies on the contribution of AFD operations to sustainable development. The dimension 3 concerns Gender equality. It aims to promote dialogue with counterparts on the differentiated needs and interests of men and women, to better diagnose challenges (risks and opportunities) and to explicitly remove the barriers allowing effective access for women to the opportunities created within the framework of the project. It also invites to support counterparties in the structural changes towards better empowerment and a structural reduction in inequality between women and men.

- ***Sectorial and Geographic Focal Points***

Gender focal points are designated on a rolling basis within each AFD HQ units (especially in Technical divisions and Geographic departments) and local agencies. In collaboration with the Gender and E&S Units, their tasks is: to maintain and disseminate a comprehensive knowledge basis on gender perspectives in their area of work; to promote the internal capacity building

⁶ As described in the ESMF

and dynamic in this area ; and to support their unit to decline and implement AFD's Gender Strategy framework in their sectorial and geographical interventions

d. Tools and Supporting Mechanisms

AFD has developed tools and supporting Mechanisms to enhance the operationalization of the Gender strategy in its operation.

- ***Dedicated fund for Studies and Technical assistance***

Project teams can request budget support from the Gender Unit in order to realize gender analysis and design gender action plans in order to integrate a gender approach within the projects; and specially to build dedicated projects to gender equality and women's empowerment.

- ***Tools and toolkit***

AFD has developed a series of tools to support Gender mainstreaming throughout the project cycle:

- **The gender country profiles (GCP)** are developed by the local agencies and provide a comprehensive gender analysis of the situation of women and men in a country of intervention. The GCP provides data and analysis on differences between women and men in their assigned gender roles: in their socio-economic position, needs, participation rates, access to resources, control of assets, decision making powers, individual freedoms and human right conditions. They enable to identify key gender issues that need to be addressed and to assess a country legal and political context as related to Gender equality. GCP are meant to be used in the identification phase of a project in order to handle its context and background regarding gender issues.
- **Synthetic sheets on Gender issue ("Pause Genre")** provide short presentation of the main issues on Gender in Development and examples of good practices by sector. Those synthetic sheets to read quickly are particularly useful to train as a gender focal point and as part of awareness sessions in their units or local agency.
- **Sectoral gender toolkits (SGT)** promote a cross-cutting approach and provide guidelines and resources for technical experts and project leaders to integrate gender approach in every phases of project cycle (from the pre-identification to the post evaluation phase). The SGT are declined in the different area of intervention of AFD: Urban Development, Water & Sanitation, Education-Vocational trainings and Employment, Energy, Health, Agriculture & Rural development, Transport. The SGT are also made available for AFD partners and are published on AFD's website⁷.

⁷ <https://www.afd.fr/fr/page-thematique-axe/egalite-des-sexes> (only available in french language)

- **Gender and E&S diligences toolkit** provide relevant tools to AFD's E&S experts based in HQ or Regional offices for integrating gender issues through the environmental and social diligences conducted to manage risks and negative impacts of projects.
- **The Gender prospect toolkit** is dedicated to support operational teams involved in the project's instruction cycle and particularly the regional and local agencies, which are key players in the pre-identification phases and the dialogue with AFD's partners. It provides operating methods and tools to help regional and local teams to engage a proactive dynamic at their region/country levels focusing on how to integrate gender approach in the current AFD's interventions, and also how to build new areas of work with national parties to address gender inequalities.
- **Internal online community** dedicated to gender issues in AFD's operations encourages cross-cutting exchanges of knowledge and practices among operational units (supports units, technical divisions and geographical departments including regional and local agencies). It provides: large internal and external resources and relevant links, an interactive platform to share easily information and documentation, but also to ask questions or launch internal discussions.

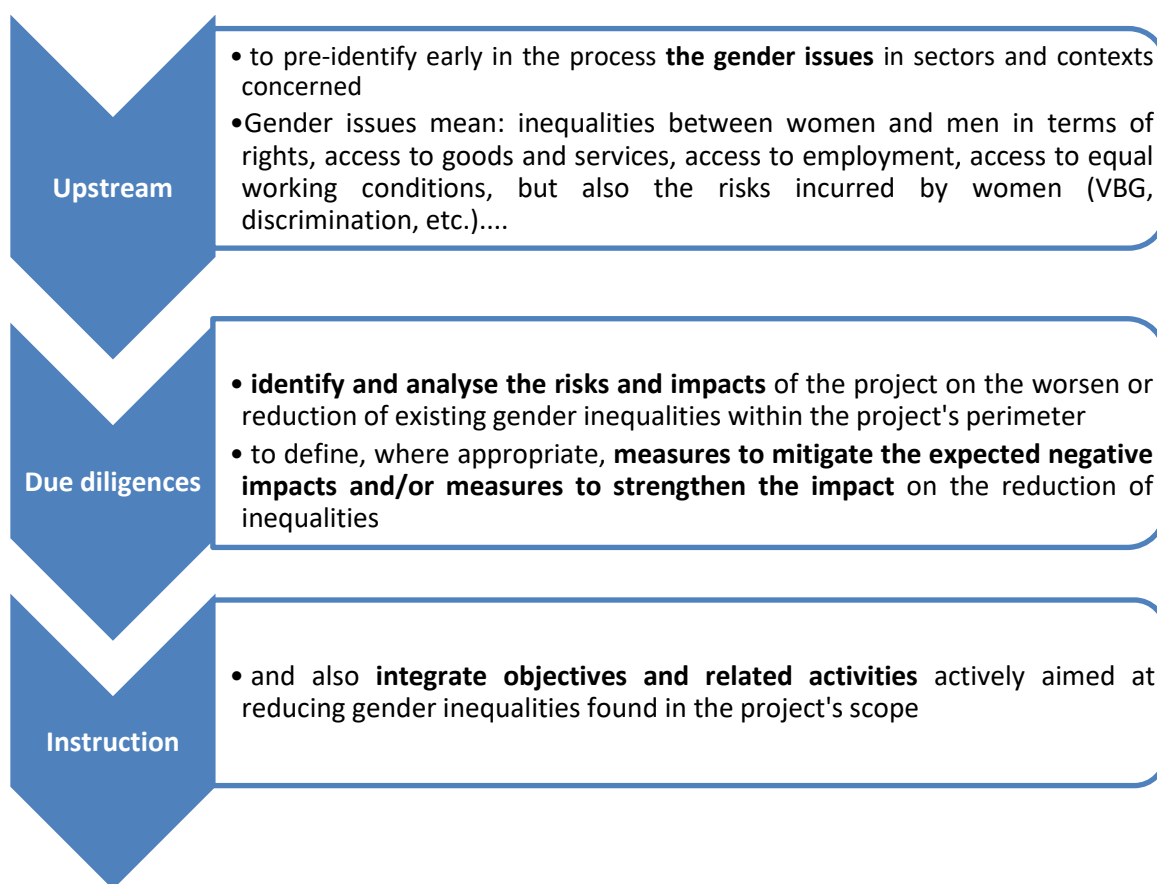
2. Proparco operationalization of the strategy

What is a "gender project" for PROPARCO?

Gender, definition: The gender approach concerns social relations between the sexes. This approach looks at social functions and roles, statuses, and the stereotypes attributed to women and men. The definition, representation and perception of the male or female and the values attached to them are social, historical, cultural and symbolic constructions. Being neither natural nor innate, these constructions are variable and evolutionary. In contrast to the anatomical and biological difference between the sexes, social relations between women and men fluctuate and change constantly. The representations of male and female can thus differ:

- between societies;
- within the same society according to the times and social groups;
- from one individual to another;
- depending on the circumstances and contexts.

A gender project for Proparco is a project that has been designed, implemented and evaluated using a "**gender-sensitive approach**" that will have:



A gender project takes into account gender based inequalities in all phases of the project from its conception and integrates objectives (at least secondary) that aim at acting on these women/men inequalities through specific measures responding to the specific/differentiated needs of women and men.

The gender approach in development projects is an approach based on the impacts and results of the project which responds to a triple objective:

1. **the identification and consideration of gender inequalities and the specific needs** of women and men in the design and implementation of projects;
2. Systematic prevention of the risks of aggravating existing inequalities within the project perimeter through the control of environmental and social risks. *This implies systematically analyzing the risks to worsen inequalities between women and men and defining actions to mitigate these risks in the ESAP if necessary.*

3. maximizing impacts: identifying opportunities that promote gender equality, women's empowerment and the transformation of gender relations. This maximization can be done at two levels depending on the strategies adopted upstream of the project:

- **The "mainstream" approach (G-1)⁸** when the project integrates one or more significant but secondary gender objectives. Gender equality is integrated in the

⁸ The G-1 and G-2 levels refer to the Gender marker developed by the OECD-DAC. This marker is currently collected in the GPR.

project but is not the main objective. The project would have started even if gender equality had not been mentioned among the objectives.

Example of G-1 project: AMRET - CAMBODIA (2019) With a loan of 10 million dollars, PROPARCO is supporting the development of the loan portfolio of AMRET, a Cambodian microfinance institution (MFI). AMRET is mainly based in rural areas where many Cambodian SMEs do not have access to basic financial products. AMRET participates in the financial inclusion of unbanked populations and 70% of its clients are women. To know more

- **The "dedicated" approach** (G-2) when gender is the main objective of the project. The empowerment of women and/or the structural reduction of inequalities between women and men is the purpose of the project.

Example of G-2 project: Capital Bank - PANAMA (2019) At the end of 2019, PROPARCO granted a USD 20 million loan to Capital Bank to support its SME financing activity and encourage women's entrepreneurship in Panama. 30% of the credit line will be dedicated to the financing of SMEs managed or owned by women in application of the 2X Challenge criteria. To know more <https://www.proparco.fr/fr/actualites/proparco-soutient-lengagement-de-capital-bank-aupres-des-pme-panameennes-et-de>

In a development financial institution such as PROPARCO, a gender project contributes to improving the living conditions of women in developing countries by promoting their economic empowerment, their financial inclusion and their participation in the formal and productive activities of SMEs but also their access to jobs of quality, resources, essential goods and services such as healthcare, education, energy etc.

During the G7 Summit in Canada in 2018, the G7 DFIs (FinDev Canada, CDC, OPIC, PROPARCO, DEG, JBIC/JICA, CDP) launched the "[2X Challenge](#)", a commitment to mobilize USD 3 billion by 2020 to invest in companies, financial institutions and private funds that contribute to reducing inequalities between women and men. Specifically, the "2X Challenge" encourages DFIs to support projects that aim at providing women in developing countries with better access to quality jobs, positions of responsibility, opportunities to strengthen their leadership, and more generally to products and services that improve their well-being and economic participation⁹.

A project qualified as a "2X Challenge" is a project that meets one or more of the 4 indicators based on the criteria of the "2X Challenge":

- **Entrepreneurship**: the supported business is majority owned by women OR was founded by a woman or a group of women who still have an active role in the business.

- **Leadership**: women hold a significant share (% depending on the sector) of management positions or on the board of directors or investment board.



⁹ In its new 2020-2022 strategy, PROPARCO has set itself the objective of gradually increasing the share of projects qualified as "2X Challenge" - which could represent around 25% of the projects signed by PROPARCO in 2022.

- **Employment:** the supported company employs a significant proportion of women (% according to sector) in its workforce AND has an HR policies that promotes gender equality beyond local regulations.

- **Consumption:** the supported company produces goods or services that target and benefit women in particular. Goods and services qualify when they : (i) meet the specific needs of women; (ii) offer solutions to problems that disproportionately impact women; (iii) are purchased by a majority of female customers (women); (iv) the end users are predominantly women.

A PROPARCO Gender project is a project qualified as a "2X Challenge" project by fulfilling at least one of the four 2X criteria listed above.

By correspondence, AFD refers to the OECD/DAC markers to classify its projects according to whether they integrate one or more significant secondary gender objectives (project ranked G-1), or where gender is the main objective (project ranked G-2).

2X Challenge Criteria		Qualification 2X Challenge: at least one criteria met	Gender Project 	
Directs	Entrepreneurship The supported company is majority owned by women OR was founded by a woman or a group of women who still have an active role in the business	51% of the supported company is owned by women OR the company was founded by a woman	Project ✓ qualified 2X Challenge	Project ✓ qualified 2X Challenge
	Leadership Women occupy a significant proportion of management or board or investment positions	20-30% (depending on the sector) of senior leadership positions are held by women OR 30% of the Board of Directors OR of the Investment Committee is made up of women	✓ OECD/DAC G-1 equivalent <i>Mainstream approach</i> The project integrates significant but secondary gender objective(s). Gender equality is integrated in the project but is not the main objective.	✓ OECD/DAC G-2 equivalent <i>Dedicated approach</i> Gender is the main objective of the project.
	Employment The supported company employs a significant proportion of women in its workforce AND proposes an HR policy promoting gender equality beyond local regulations.	30 to 50% of employees are women (depending on the sector) AND the company meets another quality indicator beyond local compliance.		
	Consumption The supported enterprise produces products or services that specifically or disproportionately target women.	Products and services qualify when they: • meet the specific needs of women • offer solutions to problems that disproportionately impact women • are purchased by a majority of clients (women) the majority of end-users are women		
Indirects	Investments through Financial intermediaries	Investment through financial intermediaries: 30% of the profits of the loans or companies in the portfolio comply with at least one of the 2X Challenge direct criteria	 With what tools? The project has the primary or secondary objective of positively influencing one or more of these criteria. Several tools are: <ul style="list-style-type: none"> ✓ criteria for allocating funds ✓ impact bonus scheme ✓ specific actions in ESAP ✓ Dedicated TA etc. 	

3. GIZ Gender Strategy and operationalization

Gender equality is one of the key values of GIZ and the work it does. It is a prerequisite for and driver of sustainable development and a viable future of society, both at national and international level. At GIZ, gender-sensitive and, wherever needed, a gender-differentiated approach and consistent action are taken to eliminate existing gender-based discrimination and to foster equal rights and opportunities for everyone, regardless of their gender, sexual orientation and gender identity.

Gender equality is enshrined in Article 3 of the Basic Law of the Federal Republic of Germany, to which GIZ is deeply committed.

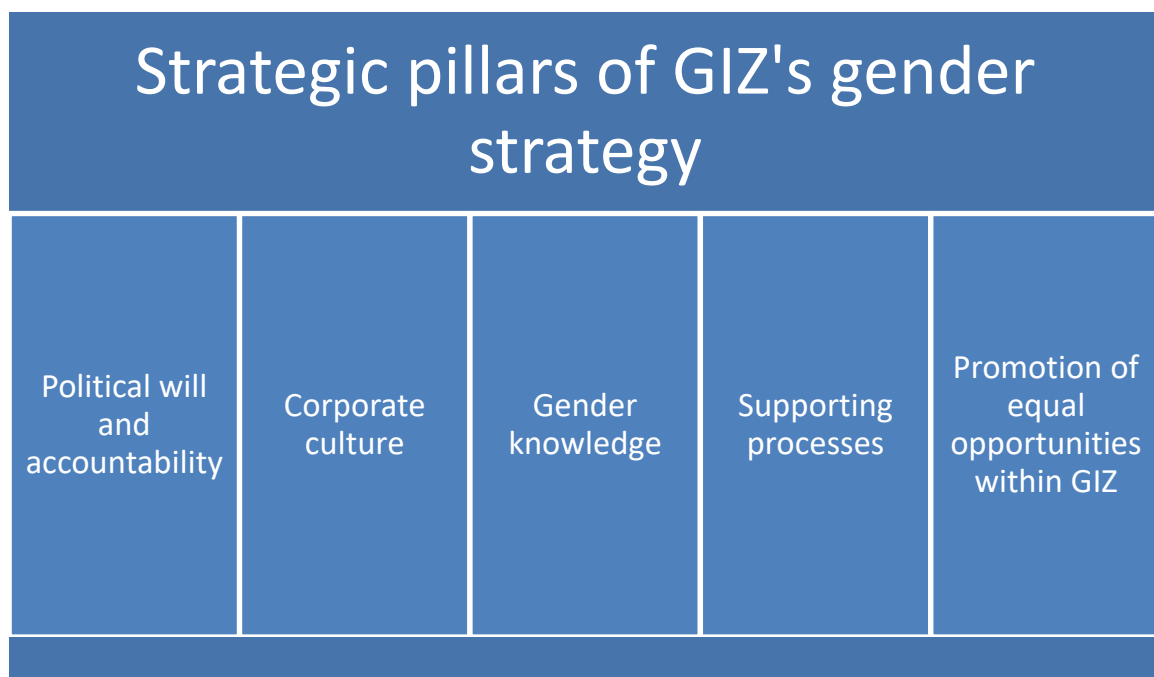
Article 3 of the Basic Law of the Federal Republic of Germany:

(1) All persons shall be equal before the law.

(2) Men and women have equal rights. The state promotes the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist.

(3) No person shall be favoured or disadvantaged because of sex, parentage, ethnicity, language, homeland and origin, faith, or religious or political opinions. No person shall be disfavoured because of disability.

GIZ gender current gender strategy was conceived in 2016. Its implementation is organized around five strategic pillars: political will and accountability, corporate culture, gender knowledge, supporting processes and the promotion of equal opportunities within GIZ.



GIZ's Gender Strategy is a binding framework for all GIZ managers, employees and workforce members. They bring the strategy to life and translate it into specific action. An extensive internal network including more than 300 gender focal points in Germany and abroad is instrumental in implementing the Gender Strategy.

The Gender Strategy includes a clear presentation of the gender architecture in the company and GIZ's position on gender diversity and gender justice. It is binding for subcontractors, too, and it is a source of information and guidance for commissioning parties and partners.

Objectives

Effectiveness	<ul style="list-style-type: none"> • Consistent action to eliminate existing gender-based discrimination and to achieve equal rights and opportunities for everyone Both within the company and in connection with our commissions • Both within the company and in connection with our commissions
Business development	<ul style="list-style-type: none"> • Effective contributions to the gender equality objectives of international, European and German agreements. • Advise for commissioning parties and clients on how to increase the number and quality of measures that focus on gender-defined area of action in their objectives.
Skills and alliances	<ul style="list-style-type: none"> • Continuous expansion of sector-specific and crosssectoral gender competence. • Harnessing of the potentials and opportunities of gender-diverse teams for creative and high-quality performance and service delivery.
Economic efficiency	<ul style="list-style-type: none"> • Compliance with gender requirements of our commissioning parties and clients by applying our gender knowledge and competence efficiently • Standardising of existing approaches and processes to the greatest extent possible.

Organisation

The strategic framework of the gender strategy is binding for all organizational units and everyone who works for GIZ. Taking five strategic elements as the starting point, the strategy is implemented at decentralised level in a manner suited to the mandates, fields and forms of work of the individual organisational units. An internal guidance document provides clear guidelines for its operationalisation.

In order to achieve the objectives of the gender strategy, the individual organizational units, including the HR Department for equal opportunity within the company, define, adopt and document their own specific action documents, measures and, where necessary or appropriate, key figures/indicators. They are supported in this by the gender focal points they appoint. The action documents, measures and key figures/indicators are used for steering and annual reporting. For transparency and accountability within GIZ they are available on the GIZ Intranet, in the Document Management System (DMS) and/or on the Integrated Digital Applications (IDA).

Managers at all levels are responsible for the implementation of this policy. Key bodies and office holders are named and briefly described in the gender architecture below.

Actor	Roles and Responsibilities
Management Board	<ul style="list-style-type: none"> - Puts the gender strategy into effect and sets the corporate-policy orientation for its implementation; the Managing Director responsible for the Human Resources Department is responsible for equal opportunity policies within the Company - Appoints a Gender Ambassador among the members of the Strategy Committee
Strategy Committee	<ul style="list-style-type: none"> - Advises the Management Board on fundamental corporate-policy issues with regard to gender equality - Annual debate concerning gender
Management Committee	<ul style="list-style-type: none"> - Steers and ensures the implementation of the Management Board's corporate policy instructions on gender in operational business - Advises and makes decisions on topic related and procedural issues
Gender Ambassador	<ul style="list-style-type: none"> - Actively promotes GIZ's Gender Strategy and gender equality as such and acts as an interface between specialist and executive management levels - Acts as line manager for the GIZ Gender Commissioner and arranges for the Strategy Committee's annual debate on gender
GIZ Gender Commissioner	<ul style="list-style-type: none"> - Coordinator and GIZ spokesperson for gender
Human Resources Department	<ul style="list-style-type: none"> - Draws up strategies on equal opportunities and gender equality within the company - Plans and implements measures to promote equal opportunities and gender equality within the company - Supports managers in implementing the GIZ Internal Plan for Equal Opportunities
Sectoral Division – Gender	<ul style="list-style-type: none"> - Ensures excellence in sectoral expertise on gender as well as the ability to deliver sector-specific services - Takes responsibility for setting up and further developing specialised gender know-how and sectoral/methodological knowledge management - Promotes the integration of gender into commission management and develops interdisciplinary service packages in cooperation with other departments
Safeguards+Gender Desk	<ul style="list-style-type: none"> - The Safeguards+Gender Desk of the Internal Customer Services Division (PIC) of the Sectoral Department provides advice on gender-related procedural questions in connection with the Safeguards+Gender Management System

	<ul style="list-style-type: none"> - Checks the plausibility of preliminary (Safeguards+Gender checklist, possibly gender scan, provisional gender analysis) and in-depth gender analysis
Gender coordination group	<ul style="list-style-type: none"> - Consists of the Gender Ambassador, the GIZ Gender Commissioner, the gender focal points of the departments and corporate units including the GIZ representative offices in Brussels and Berlin, the Equal Opportunity Commissioner at company level, one representative of the responsible sectoral division and the sector programme - Supports and monitors decentralised implementation of the gender strategy within the organisational units - Compiles the results achieved in the different organisational units and identifies joint areas of action on that basis - Supports the GIZ Gender Commissioner in compiling the report on implementing the gender strategy and documents to be submitted to the Strategy Committee - Appoints members for working groups established by the GIZ Gender Commissioner
Gender network	<ul style="list-style-type: none"> - Consists of all Head Office and field structure gender focal points - Communicates the gender strategy inside the company - Encourages the discussion of innovative topics, issues and challenges that are important from a corporate policy stance - Ensures a supra-regional and cross-sectoral exchange on digital networking formats and at least one Gender Network Meeting each year
Thematic forum on gender	<ul style="list-style-type: none"> - Consists of planning officers and gender focal points from the Sectoral Department (FMB) and the Sector and Global Programmes Department (GloBe) - Is coordinated by the two departmental gender focal points of FMB and GloBe - Draws up joint sectoral documents on specific themes - Contributes to knowledge management on gender in commission management processes and in sectors - Organises joint events with internal and external discussion partners
Equal Opportunity Commissioner	<ul style="list-style-type: none"> - Promote and monitor the implementation of the GIZ employer/staff council agreement on equal opportunities and compliance with the principles of the German General Equal Treatment Act (AGG) with regard to protection against gender-based discrimination and sexual harassment within the company. - The Equal Opportunity Commissioner at corporate level is the employer's contact for all overarching issues related to equal opportunities and gender equality within the company and measures that relate to or affect the company as a whole, a number of units within the company, or cross-departmental workforce groups.

Resources

GIZ's company management provides an annual budget to facilitate company-wide measures to implement the gender strategy. This applies to costs, for instance, of the Gender Competition, the implementation of the Gender Week and company-wide GIZ gender network meetings, the digital gender platform and all costs of the GIZ Gender Commissioner (the coordinator and GIZ spokesperson for gender).

To ensure the successful implementation of the Gender Strategy at all levels, managers secure the required human resources, time and financial resources in their respective organisational units. They also support the gender focal points in performing their duties and promote their capacity development so that they can discharge their responsibilities in a professional manner.

The Human Resources Department plans, establishes and provides the resources for equal opportunity measures within the company and for the gender focal point in the Human Resources Department. The Equal Opportunity Commissioners are released from their other duties.

Monitoring

In line with GIZ's internal Guidelines for Operationalization and the specific action documents, measures and key figures/indicators, managers in the departments and corporate units are responsible for implementing, monitoring and reporting on the current implementation status of the gender strategy in their area of responsibility.

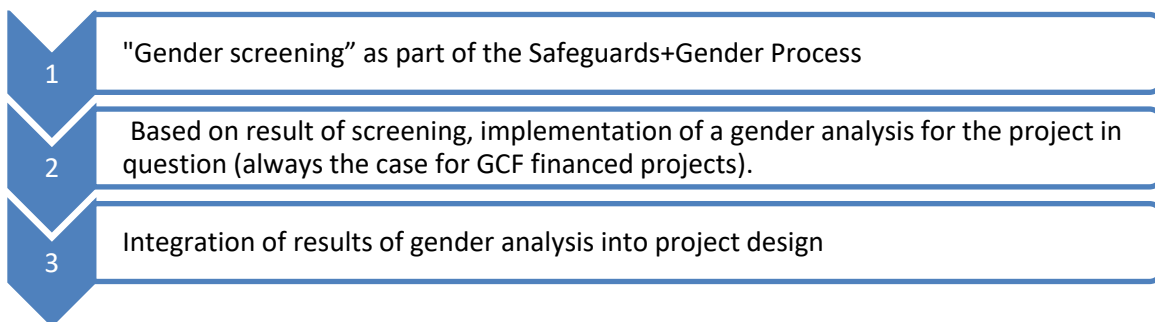
The implementation of GIZ's Gender Strategy is reflected in the corporate annual objectives. The GIZ Gender Commissioner examines the implementation status of the Gender Strategy and is responsible for the budget provisions by corporate management. In cooperation with the gender focal points of the individual organisational units the Gender Commissioner collates a consolidated company-wide implementation report (including recommendations) and submits it to GIZ's Management Committee and Strategy Committee on an annual basis. The key results are incorporated into the Integrated Company Report and into other reports and declarations (e.g. UN Global Compact, German Sustainability Code). The annual reports from the organisational units are complemented by the results of an online survey among the gender focal points.

Monitoring and any recommendations for action on equal opportunities within the company fall under the responsibility of the Human Resources Department. The GIZ Internal Plan for Equal Opportunities is reviewed every two years. The Equal Opportunity commissioners continuously monitor compliance with the relevant legal and HR policy requirements, which are set out in employer/staff council agreements, for example, and call on the Human

Resources Department or the Managing Director responsible for the Human Resources Department to ensure they are put into practice. The Management Board reports to the Supervisory Board once a year on the status of equal opportunities and gender equality within GIZ. The key results are incorporated into the report on the implementation of the GIZ Gender Strategy.

Project implementation

To illustrate the application of the GIZ gender strategy at project level, the figure below shows the different steps taken before implementation of a project may happen in a country. In fact, the gender analysis is included in the mandatory Safeguards+Gender process within GIZ.



The mandatory gender analysis covers the following aspects:

- An evaluation of the status quo of gender equality in the country, the sector and the partner organizations. The analysis needs to draw conclusions related to and relevant for the context of the project;
- A needs assessment on the basis of interviews with project partners and, where applicable, other relevant stakeholders and/or representatives of the target group;
- A needs assessment regarding gender equality within the project team;
- An inventory of existing national, regional and international strategies, policies, institutions and laws related to the promotion of gender equality in the country/region in general as well as of the gender dimensions in the specific sector/field in which the project operates;
- An inventory of the activities of other donors and other national, international and regional actors (this may include the private sector) working in this particular field and of how they take gender aspects into consideration in their work. Recommendations on how the project can benefit from these experiences and how it can coordinate with the identified actors.
- Recommendations for the project: how should the project be designed in order to be more gender sensitive? How can the project respond to the specific needs of women and men? What are drivers of change and the gender dynamics in order to achieve the project's adaptation and mitigation goals? How can the project integrate gender issues into its project management, project activities, the results-based monitoring system, etc.?

- Recommendations for the formulation of gender-sensitive indicators in the specific context of the country/sector and – if possible – concrete suggestions for gender-sensitive indicators at the output, outcomes and impact levels.

The gender analyses are conducted according to the following standards:

Technical	Methodological	Formal
<ul style="list-style-type: none"> - Highlighting complexity and interrelationships - Taking multiple discrimination into account - Identifying potentials and possible unintended negative impacts - Identifying opportunities for gender-responsive and gender-transformative approaches 	<ul style="list-style-type: none"> - Insights for the project as a benchmark - Choosing the appropriate methodology - Deriving concrete measures for project implementation 	<ul style="list-style-type: none"> - Using understandable and gender-sensitive language/presentation - As short as possible, as extensive as necessary

II. Gender approach for the Program

1. Program description

1.1. Rationale

The construction and operation of buildings is responsible for 40% of all energy-related carbon dioxide emissions. A rapid decarbonization of the building sector is therefore needed to reach the 2 degree target set out in the Paris Agreement.

While progress towards more energy efficiency in buildings is being made in most countries, improvements are not keeping up with the growing sector and rising demand for energy services. The life of buildings range between 30-80 years and thus their energy consumption is locked in for decades.

Due to population growth, rapid urbanization and economic development, final energy demand from buildings is predicted to increase 50% by 2050 compared with 2015 levels under business as usual scenarios. Global demand for cooling alone is expected to triple by 2050. This growth will mostly take place in hot and emerging countries where air conditioning is set to soar.

If comprehensive energy efficiency policies for new and existing buildings as well as appliances are put in place, global building space could increase by 60% by 2040 without resulting in any additional energy use.

Therefore action is needed. Buildings that are built now and in future need to follow the highest energy efficiency standard. They will exist for decades with energy consumption and CO2 emissions locked in.

To face this challenge and improve the energy efficiency of the building sector Germany and France initiated the Program for Energy Efficiency in Buildings (PEEB).

Catalysed by the Global Alliance for Buildings and Construction (GlobalABC), PEEB supports the global efforts on embedding the building sector into the climate agenda and strengthen the NDC implementation in buildings.

PEEB supports countries in transforming their building sector. Beginning of 2018 it started operations with 5 partner countries: Mexico, Morocco, Tunisia, Senegal and Vietnam and other countries already expressed interest to get PEEBs support.

PEEB provides to the partner countries support for policy implementation, trainings and knowledge sharing as well as financial assistance to implement large scale building project in high energy efficiency standard.

PEEB has experienced great demand for support from further countries (Nigeria, Jordan, Ecuador, Indonesia etc.) and strives to expand its outreach. Countries see the importance of

improving the policy framework for more energy efficiency in buildings while at the same time setting up financial incentive Programs for EE buildings.

Current PEEB budget for policy level activities is earmarked for the first 5 PEEB partner countries. However, PEEB has started supporting and financing large scale building construction and renovation projects outside its first 5 partner countries. The program has already started providing support and financing to 16 large-scale building construction and renovation projects and programs in 11 countries amounting to a total investment of around 900MEUR.

After the demonstration of its efficiency, the program will be scaled up to match the current pipeline of identified large-scale building construction and renovation subprojects amounting to EUR 1.6 billion in over 20 countries (EUR 1 billion of which in PEEB Cool countries) and to implement the needed policy level and technical activities to bring about a transformation of the buildings sector in those target countries. Moreover, AFD wishes to scale up the experience on the PEEB program to go beyond and build further on this initiative by diversifying towards energy efficient cooling systems, and expanding the geographical scope to help shifting the paradigm towards low carbon and resilient building systems.

1.2. Program Objectives

The objectives of the Program are to:

- Significantly transform the buildings sector by promoting sustainable building design and construction;
- Lower the energy demand in buildings in a cost-effective manner as well as reducing to a minimum level and avoiding as much as possible greenhouse gas emissions;
- Leverage untapped social, ecological and economic benefits;
- Promote clean cooling systems

1.3. Program contents

1.3.1. Program contents and implementation scheme

The Program is composed of two complementary components:

1. **Financing facility** to public and private actors with adapted financial incentives to foster the best green building investments. This flexibility will be allowed by the variety of financing instruments used in this component. Those can be loans, concessional loans, or investment grants, The financing facility will carry out the following activities
 - a. Identification of feasible financing subprojects
 - b. Setting up of financing arrangements for identified subprojects
 - c. Monitoring and technical support of financed subprojects
2. **Policy facility** to help transforming the building sector at national level composed of
 - a. The development of (NDC) roadmaps in the buildings sector

- b. The elaboration of policy proposals for the buildings sector
- c. The implementation of capacity building measures for buildings sector professionals

1.3.2. Eligible entities

Eligible entities are listed for each component carried out by the Program:

- Financing facility: all subproject owners (i) within AFD's or PROPARCO's pipeline, (ii) in one of PEEB Cool's implementation countries, (iii) whose subproject involves energy efficiency potential. Eligible entity can be a private sector company, a ministry, a public institution, a public financial institution.
- Policy facility: any public body (public institution, ministries, regulatory entity, etc.) from one of PEEB Cool's implementation countries that is an actor of the national buildings sector.

1.3.3. Eligible investments

- Financing facility: all subprojects (i) within AFD's or PROPARCO's pipeline, (ii) in one of PEEB Cool's implementation countries, (iii) involving building(s) construction/refurbishment or industry energy efficiency improvement, and (iv) that are not rated A by AFD Group's E&S classification.

1.5. Sector Eligible to the program

The PEEB Cool Program targets a variety of sectors. AFD has developed **Sectoral gender toolkits (SGT)** which promote a cross-cutting approach and provide a resource for technical experts and project leader. These toolkits tackles gender related issues in all the sectors targeted by the program and provide sensitive, responsive and transformative measures examples to integrate in the subproject activities.

a. Transportation sector

Examples of subprojects: Greenfield of brownfield project of energy efficiency in train station, bus station.

Summary of the main Gender issues

- Transport sector policies are often seen as socially neutral. However, they have different effects for men and women because of the technical choices that underlie them.
- Inequalities in access to transport by gender are played out on two levels: women are over-represented among poor people do not have access to motorized vehicles, and, for an equal standard of living, they do not have priority in access to the fastest modes, or even are symbolically kept away.
- Due to existing gender inequalities, women often participate to a limited extent or are excluded from processes decision-making concerning transport at all levels (households, local communities, sectoral policies).

- The transport needs of women differ in fact from those of men (timetables and travel loops differentiated). Due to the difference in participation in decision-making processes, this difference is rarely taken into account. The local displacement scale, for example, is never considered a priority with regard to regional scales, national or international.
- Women are also more vulnerable than men in terms of security, whether within spaces public transport or around major infrastructures, and are more frequently pedestrian than conductive. They are more affected than men by negative external effects (gender-based harassment, sexual violence, road safety, pollution, cut-off effects, etc.) without withdrawing the benefits.
- Women have more difficult access than men to finance and training to learn a trade in the transport sector or developing economic activities there.

Good Practices for Gender Integration

- Differentiate the needs and practices of men and women in terms of displacement, whether in terms of mode, route, time and travel scale.
- Collect sex-disaggregated data on demand and travel practices.
- Identify the material and symbolic constraints which weigh differently on men and women at all levels (households, local communities, sectoral policies).
- Ensure the participation of men and women in all stages of subprojects, by adapting the methods of participation awareness of the social, material and cultural constraints of each group. Consider gender differences intersectionally, that is, taking into account the fact that a man or a woman represents its class or ethnicity as much as its gender.
- Consider from the design of the subproject, especially for urban public transport, taking into account the differences. M / F in the travel loops as well as a tariff evolution according to schedules.
- Support the fight against gender-based harassment and sexual violence (data collection, security personnel, M / F, differentiated awareness campaigns M / F, spatial planning etc.).
- Sensitize and support sectoral actors on gender issues.
- Support the development of training, employment and entrepreneurship for women in the transport sector.
- Integrate women in technical training activities in the transport trades.
- Strengthen security around infrastructure and limit the cut-off effect for non-motorized modes.

b. Health

Examples of subprojects: Construction or extension of health center or hospital, Refurbishment of health center or extension.

Summary of the main Gender issues

- unbalanced power relations between men and women (weighing on spending decisions in health, in particular);
- social norms that reduce their access to education, gainful employment and resources economic;
- limited access to general health and reproductive health in particular
- a vision of women centered exclusively on her procreative role;
- physical, sexual and emotional abuse;
- eating habits (malnutrition) and use cooking fuels (poisoning).

It should also be noted that, if poverty represents a major barrier to improving health men and women, however, it tends to place an even greater burden on health women and girls

Good Practices for Gender Integration

- capacity building at national level and sub-national for gender analysis of policies and human resources planning / management;
- a reflection on taking gender into account in national health human resource development budgets;
- promoting the use of gender-specific data in monitoring and evaluating activities for all levels;
- developing accountability frameworks. In addition, other actions can be developed in terms of human resources:
 - training of caregivers on gender issues and new gender-sensitive practices;
 - career management: access to training and promotion of women in positions of responsibility;
 - incentives to promote geo-mobility graph of women (assignment and maintenance of positions in semi-urban and / or rural areas);
 - pay attention to working conditions / measures to take to improve them (remuneration, capacity accommodation including with the family, ...);
 - Prevention on harassment.

c. Education

Examples of subprojects: Construction of schools, universities, classrooms in rural areas, science complex, etc., Refurbishment of training center, Extension of university

Summary of the main Gender issues

There are multiple access barriers linked to supply and demand. They hinder entry into a cycle of education, the transition in a cycle of education superior as well as maintenance throughout a cycle given. Restraints may be different for boys and for girls. Their weight varies according to age and situation students.

Good Practices for Gender Integration

- The establishment of school transport or vouchers transport helps solve the question of distance home school.

- Distribution of school kits, uniforms and textbooks partially responds to the indirect costs of education.
- School canteens, in direct support of well-being boys and girls facilitate learning and school attendance throughout the day
- Resource transfers to households, the good school, back-to-school loans are particularly highly effective for schooling and maintenance when they are conditional and targeted (by age, class or cycle)
- Scholarships allow to target certain groups disadvantaged and to include conditions: impacts positive were noted for girls, particularly in secondary school and when scholarships are combined with interventions targeting life skills and empowerment
- The abolition of tuition fees allows expansion of supply and the reduction of demand barriers but without necessarily resolving equity issues between boys and girls.
- Improvement of the school environment (health, hygiene, water) has a positive effect on girls in particular in middle and high school.
- Adapting the building design with dedicated changing rooms and toilets for girls, in a sufficient numbers to ensure the equal representation.
- The establishment of boarding schools and hostels can allow students, especially girls, to continue their high school especially in areas rural.
- Distribution of sanitary napkins reduces girls' absences linked to their menstrual cycle
- Recruitment of female teachers had a positive impact on girls' access in certain countries (e.g. Yemen, Afghanistan, Pakistan).
- Gender audits of programs and review of curricula / textbooks allow the elimination of stereotypes of gender and promoting equality
- Teacher training for pedagogy gender sensitive can have a positive impact on the reduction in girls' dropout rate and academic results.
- Improvement of school legislation / regulations on the education of pregnant and married girls or mothers allow daughters-mothers / daughters-wives to complete their studies
- Additional classes and tutoring, when free, help strengthen students' self-confidence and provide support punctual before exams or promotion / transition in a different education cycle, especially for the girls.
- Single-sex classes, if they have demonstrated results positive results on boys' educational outcomes like girls in some countries hamper learning diversity and reinforce gender divisions in fact this strategy is only used in cases very specific.

d. Social Housing and housing improvement

Examples of subproject: Greenfield construction of housing facilities, Renovation of existing housing (e.g. energy efficiency in housing projects).

Summary of the main Gender issues

- Increased vulnerability of women in access to decent housing
- Limited rights of women to own, control or inherit the land and property

- Restriction to access to rental housing
- Access to housing: economic issues for women
- Access to housing for women: the issue of access to credits
- Spatial design and programming of housing: differentiated gender impacts
- Housing and security

Good Practices for Gender Integration

- Consult women and men upstream for define their residential needs and strategies.
- Do not isolate women heads of households from their social fabrics and poles of activities and opportunities of employment.
- Housing is not a simple shelter isolated from rest, it's important to take into account the relationships that the inhabitants maintain with private spaces, public and intermediary, neighborhood relations, adjustments according to the needs and the evolution of the family, residential mobility strategies, as well as the involvement of residents in public life and neighborhood management. This notion is important for women who remain mostly on the streets close to their habitat (problem of access to transports, etc.), or even who need to be able to keep an eye on the house and the children.
- Rethinking eligibility criteria for access to social housing taking into account the situation women and especially women Head of household.
- Ensuring tenure security and decent housing for women and men in vulnerable situation; Examples of initiatives: cooperatives of housing, cutting lots, assistance with self-construction, etc.
- Involve women in the construction sector, by integrating women at all stages: investment, design, construction, layout public spaces, etc.
- Take into account gender equality objectives and women for the design of spaces the habitat and layout of common areas, semi-private and intermediate spaces.
- Take into account income-generating activities which are carried out within the accommodation.
- Although their work is invisible, many women contribute to household income in addition to perform domestic tasks

e. Industry

Examples of subprojects: Improvement of energy consumption or water consumption in industrial processes (agribusiness, cement plant, etc.).

Good Practices for Gender Integration

- analyze the ecosystem with disaggregated data-genders by sex; study the profiles of groups of entrepreneurs: repartition of female and male entrepreneurs in the different business sectors or their activities, their specific constraints; analyze different strategies to free up time (and energy) allocated by women to the expenses of

domestic and family work, with criteria of economic growth, entrepreneurship, equality of chances, etc. :

- creation of public or private day-care centers;
- creation of collective, private or public enterprises decentralized energy services allowing women to pound, fetch water, etc.
- Contribute to change attitudes and perceptions women employed in companies, but also within their female and male entourage. This can be done in various complementary ways:
 - organize communication campaigns laughing at good experiences, the champions of gender mainstreaming and managed businesses by women;
 - use different types of channels, taking into account gender, possible rural / urban differences, etc. : information days, group meetings specific, TV and radio, inter-company visits, etc. ;
 - involve potential allies in the communication campaigns;
 - disseminate specific tools to reduce prejudice and negative attitudes in business
- disseminate tools to integrate the gender approach within companies and ensure follow-up; propose gender training; prevent gender based violence;
- disseminate tools to facilitate recruitment of women in business (working hours, daycare children, gender neutral recruitment, etc.) and gender diversity professional

f. Public building and other building sector

Examples of subprojects: Energy efficiency measures in public buildings, in administrative center, Energy efficiency in market, shopping mall, offices, etc.

Good Practices for Gender Integration,

- Involve women in the construction sector, by integrating women at all stages: investment, design, construction, layout public spaces, etc.
- Take into account gender equality objectives and women for the design of spaces the habitat and layout of common areas, semi-private and intermediate spaces.

1.5. Gender integration within AFD's intervention to sectors eligible to the program

By 2022, 50% of the volume of AFD commitments are to be gender-responsive and rated 1 or 2 according to the rating criteria of the OECD Development Assistance Committee (DAC) PEEB Cool will be representative of this commitment, by assisting projects in sectors which have high gender considerations such as:

- Transportation (more than 55% of total commitments marked DAC 1 or 2 since 2017, 65% in 2021)
- Health (more than 75% of total commitments marked DAC 1 or 2 since 2017, 85% in 2021)
- Education (more than 90% of total commitments marked DAC 1 or 2 since 2017, 99% in 2021)

- Urban development (more than 55% of total commitments marked DAC 1 or 2 since 2017, 50% in 2021)
- Financial systems and credit lines (more than 50% of total commitments marked DAC 1 or 2 since 2017, 46% in 2021).

2. Gender Scheme to the Program

The approach to gender mainstreaming and gender assessment for the Program will be submitted to AFD GROUP, GIZ's Gender strategies and operational guidelines following GCF gender policy¹⁰ and its requirements.

As every context is different and specific, the gender measures taken in one country could be non-relevant in one other. Even most of the examples could be implemented everywhere, we are trying to focus on specificities of the background/context of every subproject 2.1. Gender related activities

The Gender Approach for the Program is Subproject-specific. Specific indicators and activities are therefore defined on a case-by-case basis according to the framework established in the Gender Action Plan.

Considering the objectives and sectors targeted by the Program, gender-related activities can be addressed through:

- i. **Cross-cutting approaches to gender equality:** Subprojects can be analyzed and include cross-cutting approaches to gender equality, through
 - **Gender-based analysis of climate change exposure:** since all subprojects to be part of this Program intend to fight against climate change, the possible differentiated impacts of climate change on men and women can be analyzed on all subprojects. Particular attention must be put on the possible increased vulnerability of women to climate change, but also on the role women can play in fighting against climate change and developing adaptation strategies and activities. Whenever possible, specific activities will be integrated to subprojects in order to reduce vulnerability of women and increase women's role in climate change adaptation and mitigation.
 - **Capacity-building of project partners (IEs and end beneficiaries) on gender related topics:** technical assistance will be available to support the capacity building of IEs and project partners in gender related issues.
- ii. **Specific thematic approaches:** in line with the objectives of the Program, gender equality objectives will be also considered looking at the following specific issues¹¹:
 - **Women economic participation:**

¹⁰ <https://www.greenclimate.fund/document/gender-policy>

¹¹ For an extensive analysis on the following issues, please refer to AFD report "BOÎTE À OUTILS GENRE Appui au secteur privé, entrepreneuriat et inclusion financière", <https://www.afd.fr/fr/ressources/boite-outils-appui-au-secteur-privé-entrepreneuriat-et-inclusion-financiere>

Women generally not only take care of domestic and family tasks, but are usually also in charge of them. These responsibilities and burdens have a cost in time, energy and availability during the day. These elements limit their allocation of time and energy within the economic market, their opportunity for training, experience and ultimately, the sector and type of economic activity. They also explain women's greater preference for self-employment, which is more flexible. This division of labour is influenced by social norms, but also by traditions and habits.

- **Possible strategies and actions**

For all subprojects, whether they aim to reduce constraints to the growth of existing enterprises or to reduce barriers to entry, gender mainstreaming involves systematically :

- analyze the ecosystem with sex-disaggregated data;
- study profiles of entrepreneurial groups: distribution of female and male entrepreneurs in different sectors or activities, their specific constraints;
- analyze different strategies to free up women's time (and energy) for domestic and family workloads, with criteria of economic growth, entrepreneurship, equal opportunities, etc.;
- analyze different strategies to free up women's time (and energy) for domestic and family workloads, with criteria of economic growth, entrepreneurship, equal opportunities, etc (creation of collective, private or public daycare center, decentralized energy service enterprises enabling women to pound, collect water, etc.)
- promotion of gender equality at work within IEs and their clients,
- women empowerment and economic participation on credit lines' end-beneficiary projects

- **Access, control over resources and securing property** rights are often different for women and men. This is particularly true in countries where there is an overlap between formal and customary law, for example for land. The status of married women in both SMEs and farms is often unregulated. Women are neither (co-)owners nor wage earners, even though they contribute to them (e.g. bookkeeping, field work).

- **Possible strategies and actions**

They are currently two main models for reducing gender inequality in access to financial products by women entrepreneurs: i) specific credit lines for women's businesses and ii) programmes for women entrepreneurs, including training and specific products.

- **Equal access to services:** access to subproject benefits

2.1. Methodology

Subproject Cycle Step	ESRM actions	Role and responsibilities
<i>Identification</i>	Gender Country Profile	AFD GROUP Local Offices
	<ul style="list-style-type: none"> - Gender screening - Gender ranking : AFD Initial Sustainable Development Indicator on Gender (-2,-1,0,1,2,3) and OECD DAC Markers (0,1,2) - Gender Diligence to be conducted during subproject appraisal 	<ul style="list-style-type: none"> - GIZ Safeguards and Gender Desk - AFD GROUP Gender and E&S Expert (HQ level)
<i>Instruction (Feasibility and Appraisal)</i>	<ul style="list-style-type: none"> - Implementation of a gender analysis and integration of its results into subproject design - Gender diligence adapted to the - nature and scope of the subproject 	<ul style="list-style-type: none"> - GIZ Gender experts and focal points, Gender consultant feasibility consultant - AFD GROUP Gender and E&S Expert, Gender consultant, feasibility study consultant
	<ul style="list-style-type: none"> - Drafting of Gender commitments 	GIZ, AFD GROUP Gender and E&S Expert
<i>Commitment</i>	<ul style="list-style-type: none"> - Finalization of Gender commitments and integration to the financing agreement 	GIZ, AFD GROUP gender and E&S Expert and Project Manager
<i>Supervision</i>	<ul style="list-style-type: none"> - Monitoring of the implementation of the Gender Action Plan integrated in the Environmental and Social monitoring report 	GIZ, AFD GROUP Gender and E&S Expert and Project Manager
<i>Evaluation</i>	<ul style="list-style-type: none"> - Gender ex-post evaluation (whenever relevant) 	GIZ, AFD GROUP or external consultants

The following diagram sums up gender associated activities, costs and human resources allocated to the subprojects during their lifetime:

<u>Project lifetime</u>	<u>Activities</u>	<u>Frequency</u>	<u>Allocation</u>
Project identification	Internal assessment of gender issues to be addressed	100% of subprojects	Responsible: E&S expert within AFD, Proparco or GIZ HR / Costs: Appr. 2 days – EUR 3,000 (included in AE fees)
	Identification of gender issues and gender targets in appraisal documentation		
Project appraisal	Integration of gender issues and targets in Feasibility study	100% of subprojects	Responsible: Technical assistance / external gender expertise HR / Costs: Average of 10% of total project TA costs (included in Project preparation budget including GCF TA budget) – depending on the gender opportunities assessed during identification
	Justification of gender objectives. Elaboration of GAP (costs and resources) based on objectives.		
	AFD, Proparco or GIZ Board approval of the project content		
Project implementation	<ul style="list-style-type: none"> GAP is included in Financing Agreement Integration of gender in Project design GAP implementation 	100% of subprojects with identified gender activities	Responsible: Project owner and contractors HR / Costs: Up to 20% of the project costs (included in Project budget + GCF budget) - depending on the gender opportunities assessed in the feasibility study

More detail is provided below:

- 100% of subprojects will benefit from gender expertise during identification and appraisal process in order to assess the opportunities to include gender activities in the subproject. All subprojects will be eligible to benefit from gender activities during subproject implementation as soon as those gender activities are identified during identification and appraisal process.
- Gender activities are included in PEEB Cool eligibility criteria for financing. For a matter of simplicity in this Funding Proposal, expenses for gender activities are split in pari-passu between GCF financing and AFD group. However the split between GCF and AFD financings for covering gender activities costs will be decided subproject by subproject.
- Budget allocation to gender activities is mentioned in Annex 4 – Budget Plan and Annex 12 – AE fees
- Monitoring and follow-up of the implementation of gender activities according to the agreed GAP will be made by the project manager or gender expert within AFD, and by steering committees (see 2.2.5 below)

The estimated budget secured for gender activities, according to the above assumptions and a number of subprojects estimated at 14, would be the following:

- Around EUR 42,000 dedicated to the financing of internal experts within AFD, Proparco or GIZ, included in AE fees

- Around 4,65 M€ dedicated to technical assistance covering gender issues and targets, financed by GCF grant (10% of MEUR 46,5)
- Up to 257M€ dedicated to gender activities within the scope of the program (up to 20% of MEUR 1,287).

2.2.1. Minimal Requirements

In line with AFD GROUP, GIZ and GCF's gender approaches, each subproject is expected to develop and to comply at least with the following requirements:

- **gender assessment** integrating a context's analysis and sociocultural factors underlying climate change_exacerbated gender inequality and optimize the potential contributions of women and _men of all ages to build both individual and collective resilience to climate change. This gender analysis will tackles the roles of men and women in the sectors targeted by the subproject are assessed (e.g. through the feasibility study) and the findings of gender analysis clearly appear in subproject appraisal documentation. The gender analysis will also take in account gender equality in relation/interaction with others inequalities (race, religion, age, location, disabilities etc...).**subproject- level gender action plan** including a gender-related baseline, indicators and targets;
- **sex-disaggregated data:** quantitative indicators for the Subproject are sex-disaggregated where relevant;
- **work place policy reviews** of institutions where women are expected to be employed in. This could include reviewing the existing gender equality policies, presence (or lack) of conducive working conditions, absence of policies on equal pay for equal work, promotion, trainings, harassment.

Such basic assessment is conducted by AFD GROUP Gender Experts and E&S Experts during Subproject Appraisal, with the support of AFD GROUP project Managers and local offices.

Within Component 2 (Enabling Facility) of PEEB Cool, GIZ will conduct an analysis addressing the development and integration of a more gender sensitive and inclusive approach in the buildings activities, for each country, before starting the implementation of PEEB Cool Component 2. Based on the analysis, GIZ will develop a strategy to address gender issues in the building sector and to integrate gender issues systematically into policy proposals and capacity building measures.

2.2.2. Definition of gender objectives

On the basis of the initial gender analysis and in line with AFD GROUP methodology as described above, specific or general objectives are designed to promote gender equality through the subproject. Such objectives can be formulated at the level of the IE (e.g. gender action plans to strengthen gender equality at work, to train personnel on gender-related

issues), at the level of IE Subprojects and end-beneficiary projects, in line with the targeted sector, or both. These objectives are based on the initial assessment and are discussed and agreed with IEs, with AFD GROUP overall coordination. Specific baseline studies are conducted in order to identify gender equality stakes in the country, sector, and possibly within the IE, and to define gender-specific indicators for the Subproject.

- **Examples of Subprojects with gender general objectives:**

- o A subproject that supports gender equality at work within the IE and its clients as an eligibility criteria to a credit facility;
- o A subproject aiming at supporting women entrepreneurs through training, and target beneficiaries;
- o A subproject supporting energy efficiency in social housing with focus on single-headed families.

- **Examples of Subprojects with gender specific objectives:**

- o A subproject in which the IE conducts a gender assessment and designs and implements a gender action plan to enhance gender equality within its internal organization;
- o A subproject that includes a specific study on the role of women in designing and participating to climate change adaptation activities in agriculture;
- o A subproject that includes specific awareness and training sessions to promote gender equality in the management of community social housing infrastructures.

2.2.3. Implementation of gender activities

Technical Assistance Programs are crucial in implementing activities that promote gender equality within the Program. Since awareness and training are key to the development of gender equality, specific expertise in that field is to be considered in the TA recruitment. Thanks to the support of gender experts in a punctual or continuous basis – depending on a Subproject's gender objective – TA activities are designed and implemented, as for instance:

- Support to the design and implementation of gender action plans for IEs and end beneficiaries;
- Support to gender analysis within E&S due diligence;
- Design and conduction of awareness campaigns for end beneficiaries;
- Design and conduction of a capacity-building program including tools and training sessions for IE staff;
- Conduction of gender specific studies, e.g. on the roles of men and women in the sector targeted by the Subproject;
- Organization of knowledge-sharing events between stakeholders involved in gender-related topics;
- Design of awareness and communication tools to support the promotion of gender equality;
- Knowledge management activities with gender focus;
- Support to the inclusion of gender data in monitoring and evaluation systems.

Synergies have to be looked at between Subprojects, not only to ensure consistency within the Program, but also to encourage learning between peers. Activities such as seminars or workshops between IEs with specific focus on gender are encouraged.

2.2.5. Gender Action Plans

Based on the objectives adopted for each Subproject, a Gender Action Plan must be defined with the IE and other relevant Subproject stakeholders during Subproject appraisal. This Gender Action Plan will follow the GCF template as per Annex 2 – Gender Action Plan template for Subprojects and its definition will fully involve AFD GROUP and GIZ's Gender and E&S experts. The AE will ensure that sufficient resources are dedicated to the implementation of subproject level GAP activities. This will be done via the following:

- The project management specialist/s in project management or implementation units will guide overall GAP implementation, while subproject gender focal points at district, town, or village level in the subproject area will assist with GAP implementation. The subproject steering committee comprising AE staff and gender focal points, will provide oversight for GAP implementation.

2.2 Grievance Redress mechanism

A Grievance Redress mechanism is an out-of-court recourse mechanism that allows any person or group of persons affected by the impacts of a subproject to submit a complaint. Purpose of such mechanisms, as per GCF Policy is to provide room for grievance and redress, and facilitate resolution of grievances about the impacts of the activities.

The Program approach to grievance and redress relies on AFD GROUP and GCF's grievance procedures, the IE's approach to grievance and potential grievance mechanisms -when existing-, and grievance mechanisms set up in the framework of Subprojects. As a result, the recourse to GCF Independent Redress Mechanism and to AFD's Complaints Mechanism is made possible for all levels of the Program.

At Subproject and end-beneficiary project level, grievance mechanisms must be designed to receive and facilitate concern or conflict resolution as the case may be, in relation with environmental, social and gender risks and impacts of the project. The need or relevance of designing such mechanisms shall be assessed during subproject appraisal phase and gender analysis. Grievance mechanisms must be tailored to the level of subproject risks and impacts, with the purpose of resolving concerns or conflicts through an understandable and transparent consultative process consistent with subproject and/or local context. The mechanism shall be free, and shall not impede access to judicial or administrative remedies. Project owners must communicate on the existence of such mechanisms and inform project stakeholders accordingly. Grievance mechanisms at Subproject and credit line's end-beneficiary project level are developed firstly in order to allow amicable resolution of a dispute or complaint. If not possible, then the complaint has to be solved through a formal legal

process. The mechanism is designed to address affected people's concerns and complaints promptly, using an understandable and transparent process that is gender sensitive, culturally appropriate and readily accessible to all affected people. The grievance mechanism includes provisions to protect complainants from retaliation and to remain anonymous, if requested.

At subproject and credit line's end-beneficiary project level, grievance mechanisms can cover a range of aspects of the project, including general aspects such as planning, construction, and operation, E&S due diligence process, and their impact, and specific issues such as resettlement processes, related compensation and sexual harassment or gender based violence.

As defined by IFC Performance Standards that must apply at least on high-risk subproject and credit line's end-beneficiary project funded under the Program, specific Grievance Redress mechanisms must be set up at Subproject level where necessary, as follows:

- For the whole scope of the subproject, with the above described approach, to facilitate early indication of, and prompt remediation for those who believe they have been harmed by a project or its related activities (PS1);
- For subprojects where PS2 is applicable, grievance mechanism for workers to raise workplace concerns, applying to direct workers, contracted workers, and/or supply chain workers;
- For subprojects where PS4 is applicable, grievance mechanism for affected communities to express concerns about security arrangements and acts of security personnel including sexual harassment and gender based violence;
- For subprojects where PS5 is applicable, grievance mechanism must be established as early as possible in the subproject development phase, in order to allow the resolution of disputes related to the compensation and/or relocation in an impartial manner.

Annex 1: Guideline for collecting sex-disaggregated data

Conducting gender analyses and collecting sex-disaggregated data is increasingly recognized as a critical component of program design and evaluation. The information below is intended to serve as guidelines for collecting sex-disaggregated data.

Before collecting sex-disaggregated data, project developers/researchers/consultants must clearly identify the research questions. This allows the targeting of data collection to the key issues tackled by the subproject and the gender action plan. It is also necessary to carefully budget for additional costs. These costs will vary widely, depending on the data collection method. For example, adding additional questions to a survey is less expensive than collecting information from additional respondents or increasing the number of focus groups. Researchers must consider the tradeoffs of these different methods and employ those which will most effectively address their research question(s). In some cases, it may be possible to collect sex-disaggregated data with little if any additional cost.

Unit of analysis

Identifying the appropriate unit of analysis is essential for good research and key to identifying where to incorporate sex-disaggregated data. For agricultural research, these often include:

Individual: A farmer or a worker along a value chain are examples where an individual is the unit of analysis. Understanding individual choices, preferences, or decisions requires interviewing the individual.

Household: Agricultural households are both producers and consumers. To consider all of these activities, the household may be the appropriate unit of analysis. Important information about the household may include the sex and age composition of its members.

Intrahousehold: To understand what happens within the household, the focus may be on intrahousehold analysis. This does not treat the household as a single unit, but seeks to understand how multiple individuals within the household interact and affect outcomes.

Community: Communities may be the focus of policies or interventions.

Regional or national: For cross-country comparisons, including those of trade or policies, national or regional analysis is appropriate.

Land area: Spatial analyses of how various policies affect land use may use land areas as the appropriate unit of analysis. Land parcels may be the unit of analysis for analyses of agricultural production.

Resource unit: A forest, watershed, or lake may be the appropriate unit of analysis for questions about natural resource management.

Formal or informal organizations: These may be farmer cooperatives, extension service providers, credit banks, water user groups, micro-finance groups, self-help groups, etc.

Who should provide information?

For gender analysis, it is indispensable to interview both men and women. This does not necessarily mean interviewing twice as many people or that men and women in the same household must be interviewed. For some research questions, it may be preferable to interview one person per household and randomly choose whether it is a man or woman. An important consideration in collecting data for gender analysis is who should serve as the respondent in individual interviews, focus groups, and other data collection methods. The answer depends on both the research questions and the unit of analysis. The respondent must be able to provide complete and correct information. If questions ask about individuals --their preferences, willingness to pay, empowerment, etc. --one person may not be able to answer for another. Even within a household, husbands may not know their wives' preferences, income, or assets (and vice versa).

Regardless of the method used to collect information, whether it is a structured interview, a focus group, a participatory evaluation, or a transect walk, choosing appropriate respondents (both male and female) is necessary for valid gender analysis. All methods must make sure that both women's and men's perspectives are represented and identified. Participant selection should also ensure the representation of other relevant categories and social groupings, such as socioeconomic status, ethnicity, migrant status, or age. For all methods of data collection, researcher(s) must be cognizant of how gender and other social norms might inform a response.

Consider the context

The data collected should be driven not only by the research questions but also by the context. Given the heterogeneity of gender relations, research on gender cannot follow a one-size-fits-all approach. Questions must be adapted to the context and those collecting and analyzing the data need to understand gender roles as well as other dimensions of identity such as religion, race, class, ethnicity, age, caste, remoteness, disability, or sexual orientation. Acquiring background knowledge of this nature is good practice for any data collection effort. It will allow researchers to develop questions that are culturally sensitive, ensure that the questions are relevant, and that the researchers, enumerators, facilitators, and respondents all have the same understanding of the terms included in each question. The specific context for the interview is important. It may --or may not --be necessary for enumerators or facilitators to be the same sex as the respondents. Depending on the questions and the context, it may --or may not --be appropriate to conduct the interview in private. Understanding local gender relations and social dynamics can also guide the settings for interviews or focus groups. If it is not appropriate for women to speak up when men are present, it is necessary to collect information from women separately. However, if women can and do assert themselves with men present, it can be informative to listen to them discuss the issues among themselves.

Annex 2: Country level gender analysis related to the programme

Albania

In Albania, there is an enabling policy environment to promote gender equality and women's empowerment through a comprehensive set of laws to promote, enforce, and monitor non-discrimination on the basis of sex and gender identity. The Constitution, as the fundamental law of Albania, provides for the principle of equality for all citizens as guaranteed by law (Article 18.)

Further, the new National Strategy for Sustainable Development and Integration¹², as well as the new National Strategy for Gender Equality¹³ and other sectorial strategies currently under review provide a unique opportunity to identify key actions to promote full gender equality.

No data is available on the effects of climate change on gender in the energy and construction sector in Albania. According to UN Women¹⁴, it is very likely that energy supply, use and consumption affect men and women differently, and intersects with factors such as location, age and financial status.

Limited information is available on the labour force and disaggregated gender aspects in economic activity in Albania in the energy and residential energy efficiency sector.¹⁵ It could however be concluded based on local expertise and experience in the sector that:

- There is gender differentiation in the building / renovation professions wherein it is a male-dominated profession.
- A similar male domination of technical fields (engineering, etc.) exists.
- There is also a domination of men in the profession of housing management companies (from the local public authorities).

New infrastructure projects typically see an increase in demand for labour and skills, thereby creating new employment opportunities in the construction sector. Several infrastructure projects currently being implemented in Albania provide an opportunity to boost participation of women in a largely male-dominated sector. According to the World Bank, the construction sector in Albania generates 7% of total employment and is male dominated; just a small fraction of employees - 5.6% - are women.¹⁶ Construction is the sector with the smallest share of women employed. While men are employed in a wide range of roles across Albania's construction sector, women are mostly employed in the areas of engineering or accountancy. More than half of women in the construction sector are aged 25 to 39, and almost 40% are aged 40 and above. Overall, the gender pay gap in the sector is 14%.

A new [Gender Assessment](#)¹⁷, funded by the State and Peacebuilding Fund, and carried out with support from the Albanian Development Fund, explores women's participation in road construction, rehabilitation, and maintenance in Albania. The assessment shows that females comprise just one-third of graduates of tertiary-level engineering, manufacturing and construction courses. Very few young women enrol in vocational education, which largely determines labour outcomes in the construction sector. One of the main reasons for this is the prevailing stereotype around what are considered "jobs for women" and "jobs for men".

¹² The third National Strategy for Development and Integration (2021-2026) is under preparation with interim nationalized SDG indicators and targets

¹³ The Government of Albania (2021). National Strategy for Gender Equality 2021-2030.

¹⁴ UN Women & UNDP (2016). Gender Brief Albania 2016. Prepared by Monika Kocaqi, Ani Plaku and Dolly Wittberger. UN Women, Albania.

¹⁶ <http://www.instat.gov.al/en/themes/labour-market-and-education/employment-and-unemployment-from-lfs/#tab2>

¹⁷ World Bank (2019). Gender Assessment, Recommendations and Action Plan. Enhancing women's labor force participation in road construction, rehabilitation and maintenance in Albania. World Bank Group.

Albania has much to gain from addressing gender gaps in its construction industry, not least the macroeconomic benefits of higher female labour force participation. And, given the current skills shortages in the sector, improving the gender balance in the workforce can help companies better meet their staffing needs.

There is a range of initiatives that could potentially boost women's access to employment in the construction sector. These ideas included addressing gender stereotypes (which have a strong influence on the education choices women and men make), improving workplace health and safety issues, and increasing the capacity of the Albanian Development Fund to systematically reflect gender considerations in the development of their infrastructure projects.

Argentina

In Argentina, [there is enabling policy environment to promote gender equality and women's empowerment](#). The Argentine Constitution contains a number of specific provisions that recognise and seek to advance gender equality. Legislation, policy debates, and reforms often reflect the constitutional commitment to gender equality and are likely to obligate the state to act and fulfil constitutional guarantees. Further, Argentina has a number of legal frameworks that promote, enforce and monitor gender equality.

According to Argentina's construction workers union, the number of women in the industry increased by 131 percent from 2003 to 2010 and they now make up five percent of the workforce.¹⁸ Compared to other Latin American countries like Mexico (0.4 percent), this number is significant. There is also an increasing number of women construction groups operating in Argentina.

In 2020, the government of Argentina introduced new policies addressed to public works with a gender perspective, including labour rights equality and the financing of projects that focus on the rights of women, girls, boys, and adolescents.¹⁹

The governmental plan is to promote the construction of the first two Territorial Centres for Gender and Diversity Policies in the municipality of Quilmes, Buenos Aires, and Santa Rosa city in La Pampa province. The investments amount to 90 million pesos (\$1.23 million).

The initiative encourages the participation of women in the construction sector as it is a predominantly male industry. The initiative takes place within the framework of the Hace Plan, by which the Argentinian government aspires to create 20.000 new jobs in all provinces.

There is no data on the participation of women in the energy efficiency sector.

Costa Rica

Costa Rica has historically placed large emphasis on promoting [gender equality](#), with the constitution pledging equal rights. The National Policy for Effective Equality between Women and Men 2018-2030 is the main national strategy aimed at complying with fifth SDG – gender equality.²⁰ Being one of the

¹⁸ <https://www.france24.com/en/live-news/20210707-female-argentine-builders-breaking-down-barriers>

¹⁹ <https://www.telesurenglish.net/news/Argentina-Launches-Public-Works-With-a-Gender-Perspective-20200810-0021.html>

²⁰ La Política Nacional para la Igualdad Efectiva entre Mujeres y Hombres en Costa Rica 2018-2030 – PIEG

countries with the highest level of gender equality in Central America, Costa Rica provides [enabling policy environment to promote gender equality and women's empowerment](#).

Costa Rica is one of the most urbanized and electrified countries in Latin America. Despite some of the advancements that have been made in the energy sector, the country is still struggling to achieve balanced labour participation between men and women. To counteract these trends, the Government of Costa Rica has taken steps over the past two decades to improve gender equity in the workplace. These include prioritizing gender equality when crafting national policies, collecting gender-disaggregated data from different sectors, establishing quotas to ensure that women are represented in the legislature, and strengthening workplace protections for women.²¹

In Costa Rica, the energy ministries, regulatory commission, and national utility have all taken steps to create opportunities for women to influence and participate in the energy sector. This includes implementing a variety of interventions focused on hiring and recruitment, and integrating gender into organizational policies.

As a key next step, Costa Rica's energy regulator has started to look at its influence externally on outcomes for all populations or users. To do this, the regulator is studying gender-differentiated impacts in consumer studies. The authority plans to begin incorporating this information to create mechanisms to better serve their consumers. As part of this work, the regulator has held focus groups to understand its market segments. In 2017, it conducted an assessment with women's groups to understand more about the energy needs of women and how changes in tariffs impacts their economic situation. To increase accessibility and response to the surveys, the type of language used in the assessments was tailored for each target group so the surveys could be easily understood by each target group. The regulator has also conducted studies on poverty, recognizing that single female-headed households are disproportionately impacted by changes in tariff structures relative to other households. The goal of these studies is to develop tariff subsidies for minorities, especially single women heads of household.

Official statistics indicate limited involvement of women in formal construction. For example, Costa Rica's ENAHO survey indicates women make up less than 7% of construction employment²², so key questions in these formal jobs could include what processes select for men and exclude women, and potentially what consequences for *men* flow from the construction of masculinity in this work. In addition, ILO statistics suggest that women's involvement is much higher in *informal* construction. Women's employment patterns in the sector suggest that they are heavily concentrated in clerical jobs, with a few employers and professionals.²³

In September 2020, Costa Rica launched the 'Gender Parity Initiative' to reduce the wage gap and increase female participation in the labour market.

Djibouti

Djibouti's constitution states that all people are equal under the law regardless of sex, language, origin, race or religion. Further, according to the Labour Code and Penal Code, all people are protected from discrimination when seeking employment. The efforts of the Ministry of Women and

²¹ USAID (2018). Practical Guide to Women in Energy Regulation. The Cadmus Group.

²² INEC (2014)

²³ Minor Mora Salas (2015). Precarious work in Construction in Guatemala and Costa Rica. Solidarity Centre.

Family and the more recent structural and legal protections seek to address the existing inequalities by providing enabling policy environment to promote gender equality and women's empowerment. This is especially important, considering that in Djibouti, 60.5% of women are illiterate, and gender inequality remains substantial. Low literacy rates and educational attainment depress women labour force participation - only 19% of women are employed as compared to 81% of men.²⁴

No official or unofficial data are available on the involvement of women in the energy efficiency and construction sectors in Djibouti.

Indonesia

The Government of Indonesia ratified the UN Covenant on Civil and Political Rights and committed to the Beijing Platform of Action, both of which provide guidance on removing barriers preventing women from fully participating in public life. Indonesia also signed the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights (ICCPR) in 2006.

The National Gender Mainstreaming Policy enacted in 2000 (through The Presidential Decree in) guides the National Long-term Development Plan (RPJPN) 2005- 2025 which confirms the Indonesian government's commitment to gender equality with specific laws in place and aligning the National Development Agenda with 17 Sustainable Development Goal (SDG) #5 Gender Equality. Through the variety of recently introduced laws and regulations, for example, the Law on the Protection of Women and Anti Gender- based Violence in 2009, Indonesia is aiming to provide enabling policy environment to promote gender equality and women's empowerment.

There is little data available about the representation of women in the energy efficiency industry, at various levels of the market. However, in a focus group discussion held by Institute for Essential Services Reform with Ministry of Women's Empowerment and Child Protection on gender mainstreaming in Indonesia's renewable energy sector, several gender gaps were identified²⁵ that can be applied to the wider energy sector in general. Access to information related to energy is limited to women, given the male-dominated industry, which in turn limits women's participation and contribution to shaping policy.

This emphasizes that women are underrepresented at the decision-making level in public and private spaces resulting in poor understanding of gender implications of policy.

Women's involvement in the Indonesian construction industry is considerably low accounting for less than 3% of the total workers, with 6.4% of these women having a formal academic background.²⁶ On the other hand, the industry is experiencing a worker shortage causing it to innovatively attract construction workers by increasing women's participation in the industry. Several barriers preventing wider involvement of women in the construction sector in Indonesia have been identified including

²⁴ <https://www.usaid.gov/djibouti/our-work/gender-equality-and-womens-empowerment>

²⁵ UNDP (2020). Advancing Indonesia's Lighting Market to High Efficient Technologies (ADLIGHT). Annex N. Gender Analysis and Action Plan. UNDP.

²⁶ <https://www.ijcscm.com/issue/22/paper/44063>

limited personal development, gender discrimination, stereotyping the industry and uncomfortable working environment.²⁷

Mexico

Mexico had amended the first article of the Constitution to prohibit all forms of discrimination, including on the grounds of gender, and had created the National Women's Institute (INMUJERES) with a mandate to foster, in society and its institutions, a culture of gender equity. Mexico has made significant progress in the achievement of women's rights and gender equality, especially in key areas at federal level: strengthening of national laws to ensure women and men equality; strong gender institutionalism and increased public resources earmarked for gender equality.

The first National Development Plan (2013 – 2018)²⁸ for the first time mainstreamed gender equality and women's empowerment in all its areas, and the National Gender Equality Policy (2013 – 2018) focused on advancing substantive equality. All above contributes to the creation of enabling policy environment to promote gender equality and women's empowerment.

The Ministry of Energy (SENER) and the National Commission for the Efficient Use of Energy (CONUEE) with the support from the International Energy Agency (IEA) developed a Roadmap for Building Energy Codes and Standards for Mexico.

Based on the transition scenario set in the Transition Strategy to Promote the use of Cleaner Technologies and Fuels, electricity consumption is expected to decrease by 53.4% in the residential building sector and by 78.7% in the commercial building sector by 2050. To achieve these targets, an ambitious effort is needed from all stakeholders. This is particularly relevant as Mexico housing stock is projected to rise by 50% from 2005 to 2030 with an additional 53 million people expected to be living in urban areas by 2050.²⁹

In Mexico, city governments are faced with numerous challenges; from poor air quality to sanitation to vulnerability of health and infrastructure to heat waves. Given the local nature of cooling, city governments are well-suited to address these challenges, though national initiatives have also been instrumental in improving Mexico's preparedness for future cooling requirements. These include the Ministry of Energy's [Roadmap for Building Energy Codes and Standards](#); Mexico's [Sustainable Energy Fund](#) (FSE), a \$10 million research initiative on Buildings Energy Efficiency; and [EcoCasa, a sustainable housing initiative](#) that provides low-interest loans to developers to build affordable homes that cut CO2 emissions by at least 20%.³⁰ There is no gender disaggregated data, however, for the residential energy efficiency sector.

Participation of women in the construction sector in Mexico is low, just under 4%.³¹ However, efforts are currently being made in the Women Entrepreneurs of the Mexican Chamber of the Construction Industry (CMIC) to promote the opening and inclusion of the female gender in the industry, so in recent years the number of members in this body rose from 4% to 14%.³² Currently the participation

²⁷ <https://www.ijcscm.com/issue/22>

²⁸ Followed by the second National Development Plan 2019-2024

²⁹ <https://www.iea.org/policies/2474-roadmap-for-building-energy-codes-and-standards-for-mexico>

³⁰ <https://www.e3g.org/news/mexico-city-a-case-for-cooling-action/>

³¹ International Bank for Reconstruction and Development (2019). Mexico Gender Assessment. World Bank.

³² <https://www.cmic.org/>

of women is not only limited to the architecture or engineering areas but also covers other specialties within the construction field such as public accounting, business administration, which also have to do with the industry.

Morocco

In Morocco, the 2011 Constitution guarantees equal protection and enjoyment of its laws for both men and women. The country's progressive Family Law ([Moudawana](#)) secured important rights for Moroccan women, including the right to self-guardianship, the right to divorce, and the right to child custody. Further, Morocco is the first country in the Middle East and North Africa (MENA) region to adopt a new law on public limited companies to promote balanced representation of women and men in corporate governance bodies. Overall, the country strives to provide enabling policy environment to promote gender equality and women's empowerment.

Despite the above, data from the Morocco National Employment Surveys reveals that the women's participation rate in 2019 was around 22%, compared to 71% for men.³³ There has been a downward trend in employment for both men and women, but the reduction has been strongest for women.

Women in Morocco are over-represented in agriculture and in the industrial sector but are under-represented in the service and construction sectors. Women represent around one out of four workers in the industrial sector but are under-represented in service sector jobs, and are largely unrepresented in the construction sector.³⁴

No gender-disaggregated data is available on the involvement of women in the energy efficiency sector in the country.

Nigeria

The Nigerian Constitution provides for gender equality and nondiscrimination, and the country is a signatory to several international treaties that guarantee the protection of women's rights and gender equality. Gender equality is also one of the Sustainable Development Goals which Nigeria has pledged to. However, the existing gender inequalities and setbacks associated with the introduction of new progressive laws on gender equality mean that, in Nigeria, there is a long road [to achieving enabling policy environment to promote gender equality and women's empowerment](#).

In Nigeria, women make up only 16.3% of the construction profession.³⁵ 50% of these women are employed as labourers, 37.5% as administrative staff, 10% as management staff and only 2.5% represents women with skill.³⁶ Research on this is scarce but one 2006 study of the informal housing delivery sector found that women's participation was extremely low. This was presumed to be due to certain cultural ethics and values in Nigeria. Gender discrimination and dominance of male culture

³³ <https://www.wider.unu.edu/publication/economic-gains-reducing-employment-gender-gap-morocco#:~:text=Data%20from%20the%20Morocco%20National,compared%20to%2071%25%20for%20men.&text=There%20has%20been%20a%20downward,has%20been%20strongest%20for%20women>.

³⁴ IFAD (2016). Morocco. Young women's employment and empowerment in the rural economy. Country Brief. IFAD.

³⁵ <https://theconversation.com/how-women-are-locked-out-of-nigerias-construction-industry-157643>

³⁶ <https://www.semanticscholar.org/paper/Women-professionals%E2%80%99-participation-in-the-nigerian-Jimoh-Oyewobi/90b855c449a3d6a8e73070f1312035a7959030f4>

were found to be among the top constraints to the wider involvement of women in the construction sector.

In 2020, IFC introduced EDGE - green building certification system that empowers the Nigerian real estate market to build sustainably.³⁷ Taking into account a severe housing deficit, and a fact that Nigeria's population is expected to increase by more than 100 percent by 2050, which will make it the third most populous country in the world, encouraging female participation in the labour force in green construction is very important.

North Macedonia

The Republic of North Macedonia has made significant commitments to advance gender equality. The country has ratified the Convention on Elimination of all Forms of Discrimination Against Women (CEDAW) and the Optional Protocol in 1994. The draft law on Gender Equality is currently in review and will “*regulate the establishment, improvement and promotion of measures to accomplish gender equality in all areas of social living...*”.³⁸ In 2019, the country published its own gender equality index to monitor the progress in gender equality. Overall, [there is enabling policy environment to promote gender equality and women's empowerment in North Macedonia](#).

Based on the USAID Gender Analysis Report published in 2019, there is a 27% gap in labour-force participation between women (51%) and men (78%). Based on Macedonia Gender and Climate Change Indicators Report³⁹, the following sectoral level information is relevant:

- Manufacturing: women: 45.4%
- Construction: women: 6.6%
- Electricity, gas, steam and air conditioning supply: women: 14.5%

It is also noteworthy that the data on women and men taking advantage of governmental energy programmes and subsidies is disaggregated in the report with the following key aspects:

- Subsidies for purchasing pellet stoves 2018-2020: women 26% versus 74% men
- Subsidies for purchased and installed PVC or aluminum windows in households in 2019 – 2020 – 27% women versus 73% men
- Subsidies for solar panels in 2019 – 19% women and 81% men

This is potentially linked to a male-oriented “head of household” in terms of financial decision-making.

It is estimated that 6,200 jobs will be created by 2035 by implementing energy efficient measures in the building sector.⁴⁰

³⁷ <https://edgebuildings.com/certify/nigeria/?lang=pt-pt>

³⁸ European Commission for Democracy through Law (2021). North Macedonia Draft Law on Gender Equality. [https://www.venice.coe.int/webforms/documents/?pdf=CDL-REF\(2021\)044-e](https://www.venice.coe.int/webforms/documents/?pdf=CDL-REF(2021)044-e)

³⁹ Apostolova (2020) Macedonian Gender and Climate Change Indicators

⁴⁰ United Nations North Macedonia (2020). Sustainable Development Goals. Voluntary National Review. United Nations.

Sri Lanka

The Sri Lankan Government is currently in the process of drafting a new Constitution, aiming to include women's rights in the Fundamental Rights Chapter. Since the adoption of the Beijing Platform for Action, Sri Lanka's steps to achieve gender equality have comprised reforms to domestic laws and the integration of gender-related priorities into government action plans. It is currently updating a national action plan on women and has a dedicated ministry on women's matters. The introduction of the proposed reforms would provide *enabling policy environment to promote gender equality and women's empowerment*.

The construction sector in Sri Lanka is heavily dominated by male workers and faces acute labour shortages which are being increasingly addressed by recruiting migrant workers.⁴¹ Based on the data from the Ministry of National Policies and Economic Affairs Report (2015)⁴², women comprise approximately 4.5% of the Sri Lankan construction industry workforce.

There is no gender-disaggregated data on the participation of women in the energy efficiency sector. The recent assessment of the gender disparities and labour market challenges in Sri Lanka⁴³ excludes both the construction and the energy efficiency sectors, the latter specifically for being male-dominated.

Tunisia

Tunisia is home to one of the most progressive gender parity laws in the world. This law requires political parties to alternate the members of their candidate lists between men and women, and to have half of their lists headed by a woman. These measures are a natural progression from the 2014 Tunisian Constitution, which declares that men and women "*have equal rights and duties and are equal before the law without any discrimination*."⁴⁴ Being one of the most progressive countries in the Arab world in terms of gender equality, the country is well placed to *promote gender equality and women's empowerment*.

The labour market in Tunisia exhibits large horizontal and vertical segregation with women largely concentrated in services and agriculture.⁴⁵ Only 28.2% of women participate in the labour force.⁴⁶ There is no gender-disaggregated data available on the participation of women in the construction or energy efficiency industries.

⁴¹ UN Women (2022). Gender Disparities and Labour Market Challenges. The Demand for Women Workers in Sri Lanka. UN Women.

⁴²

Vijayaragunathan, Srivishagan and Rasanthi, Thalpage (2019). An Insight to Women in Construction for Fostering Female Careers in Sri Lankan Construction Industry. Journal of International Women's Studies, 20(3), 168-173. Available at: <https://vc.bridgew.edu/jiws/vol20/iss3/14>

⁴³ UN Women (2022)

⁴⁴ Constitution of Tunisia (2014). https://www.constituteproject.org/constitution/Tunisia_2014.pdf

⁴⁵ Morsey, H., Kamar, B. & Selim, R. (2018). Tunisia Diagnostic paper: Assessing Progress and Challenges in Unlocking the Private Sector's Potential and Developing a Sustainable Market Economy. EBRD

⁴⁶ <https://www.statista.com/statistics/1257823/quarterly-labor-force-participation-rate-in-tunisia-by-gender/>