



# SRMI FACILITY (Phase 2) GENDER ASSESSMENT AND ACTION PLAN May 2022

**SRMI** Sustainable Renewables  
Risk Mitigation Initiative

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## 1. INTRODUCTION

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**The Sustainable Renewables Risk Mitigation Initiative (SRMI) Facility aims to support developing countries in advancing sustainable solar and wind programs and attracting private investments.** The proposed Facility's objective is to enable nine countries to unlock GWs of solar and wind generation in the medium-term with financial support from the Green Climate Fund (GCF). Targeted countries are Ethiopia, Guinea-Bissau, Indonesia, Kyrgyzstan, Mongolia, Seychelles, Somalia, Tajikistan, and Tunisia. The SRMI Facility will deploy its support through three components, namely (i) Technical Assistance, (ii) Public Investments and (iii) Risk Mitigation Instruments.

**The present Gender Assessment and Action Plan provides an overview of issues affecting men and women related to the Facility's implementation in the nine countries.** It details the strategic approach that will be adopted by the SRMI Facility to effectively address these challenges and ensure the investment projects contribute to promoting female development, for instance through employment in the energy sector, while enhancing women and men's livelihoods in affected communities. Planned interventions under the present Gender Action Plan (GAP) are aligned with the GCF third policy objective to "contribute to reducing the gender gap of climate change-exacerbated social, economic, environmental vulnerabilities and exclusions through GCF climate investments that mainstream gender equality issues."

**The Facility's activities will also directly support the World Bank Group 2016-2023 Gender Strategy and its four pillars of action<sup>1</sup>.** Projects will include, to the extent possible and subject to funding availability, interventions to facilitate women's access to energy services which has the potential to enhance maternal outcomes and safety (Pillar I); promote proactive policies to increase female employment along the energy value chain (Pillar II); create income-generating opportunities through access to grants or access to micro-finance for women living in the areas of implementation of the Renewable Energy (RE) projects (Pillar III) promote women's engagement in stakeholders' consultations; and implement rigorous mechanisms to prevent and respond to gender-based violence (GBV) in project areas, thus enhancing women's voice and agency (Pillar IV).

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<sup>1</sup> The WBG Gender Strategy has four objectives: (i) Improving Human Endowments, (ii) Removing Constraints for More and Better jobs, (iii) Removing Barriers to Women's Ownership and Control of Assets and (iv) Enhancing Women's Voice and Agency and Engaging Men and Boys.

## 2. COUNTRY BACKGROUND

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**Despite varying economic and social development levels, the nine countries targeted by the SRMI Facility face similar gender gaps and energy challenges.** Some countries have improved significantly on women equality agenda such as Ethiopia. This country is ranked 82 out of 153 countries by the World Economic Forum (WEF) 2020 Global Gender Gap Ranking. According to the report, Ethiopia closed 70.5 percent of its gender gap and is among the top five most-improved countries in the overall index together with Spain, Mali, Albania, and Mexico.

**Some countries have even nearly closed the gender gap on education** such as Indonesia which has nearly closed the gender gap in education and women are over-represented at all levels. However, even in that case, the employment gap is particularly significant in the energy sector, where women are mostly confined to administration, sales, finance and catering jobs. Seychelles is another example: Boys and girls enrollment and completion rates in primary and secondary schools are close to 100 percent. Girls outperform boys academically, including in sciences, and are more represented in higher education. However, young Seychellois women are more likely to be unemployed. The country's labor market is also characterized by high occupational sex-segregation and a wage gap. In Tunisia, women's enrollment and completion rates in higher education increased rapidly, reversing the gender gap in favor of girls. In 2010, women represented 63 percent of graduates from higher education institution against 37 percent for men, while women accounted for more than 68 percent of graduates from public universities for the academic year 2018-19. However, despite increased access to education at higher levels, women's labor force participation and employment in Tunisia remain extremely low while employed women are more likely to be engaged in lower-paid, lower quality jobs. Similarly, Kyrgyzstan has achieved near parity in basic education attainment, but women predominate in higher studies: 46.7 percent of women are enrolled in tertiary education compared to only 36 percent of men. Despite higher education attainment, Kyrgyzstan's labor market is characterized by a substantial gender gap in labor force participation, income, and quality of employment. In 2019, women's labor force participation rate stood at 51.7 percent compared to 79.3 percent for men, a difference of nearly 28 percentage points.

**Among the nine countries covered under this SRMI facility and despite the variety of situations, gender gaps remain: in all cases women are facing similar challenges in terms of employment, in most cases lack of crucial infrastructures and services, exposure to gender-based violence and in some cases difficulty to access services as energy consumers.** These challenges have been aggravated by the Covid-19 crisis which has worsened women's health outcomes by further reducing their access to health services, due to restrictions in movement and lack of financial resources. The stay at home policies imposed during the pandemic disproportionately impact women who are mostly responsible for household and family responsibilities. In addition to increasing their burden, this situation also exposed many women and girls to gender-based violence, by confining them with their abusers and limiting their access to support services such as safe houses. All countries suffer from social norms that confine women to unpaid household and care work, often resulting in lower education, occupational sex-segregation and limited political participation.

**The gender gap assessments conducted have in particular showed that:**

- Legal framework on women's rights are often weak, poorly implemented and often contradicted by traditional and religious norms.
- Girls are more likely to drop-out of school due to household responsibilities, early marriage and childbearing as well as lack of infrastructure and gender-based violence.
- Women are under-represented in labor force participation and more often found in unpaid and vulnerable employment, facing significant barriers to accessing formal high-quality job and are often exposed to low wages and lack of legal protection in the informal sector.

- Women continue to have limited access to ownership and finance. Female entrepreneurs also face barriers that limit their access to financial institutions including due to lack of collateral as a consequence of the difficulty to own assets.
- Energy access is also hindering women's empowerment such as in Tajikistan where female entrepreneurs are particularly affected by the unreliability of electricity supply due to the fact that businesses where they predominate such as food production and tailoring are energy-consuming.
- Gender-based violence is pervasive and manifest itself in different forms, from domestic and intimate partner violence to female genital mutilation.
- Women's participation in politics remain extremely low and men continue to predominate within decision-making institutions.
- Lack of comprehensive gender disaggregated data for the energy sector remain a significant challenge for making baseline assessments and for monitoring progress on gender equality across SRMI countries.

**In low to middle income countries where access to energy is limited, women suffer most from insufficient access to electricity and clean cooking facilities as they are mostly responsible for household chores<sup>1</sup>.** In Sub-Saharan Africa electrification rate stands at less than 48 percent, leaving nearly 600 million people without access to electricity<sup>2</sup>. This issue negatively impacts female economic empowerment, agency, education, and health outcomes. For instance, every year, 4.3 million people – mainly women and children – die as a result of indoor air pollution<sup>3</sup>. Women can benefit greatly from increased electrification through productive use jobs. In South Africa the electrification of rural communities raised female employment by 9.5 percent<sup>4</sup>.

**Women have limited employment opportunities in the formal sector, including the energy sector, due to limited education, qualifications, and skills.** They are therefore more likely to occupy lower-paid, lower-quality jobs in family or home-based businesses, such as farming and handicrafts. Men predominate very often in Science, Technology, Engineering and Mathematics (STEM) fields and are disproportionately active in the construction and information technology industries. For instance, in Kyrgyzstan, men represent 90.5 percent of employees in the production of gas, electricity and water and 96.5 percent in the building industry. This educational and occupational gap is reflected in energy infrastructure projects where female employment is lower due to a lack of technical construction and professional engineering skills<sup>5</sup>. Worldwide, the RE industry employs only about 32 percent of women, while it is estimated that the number of available jobs in the sector will increase from 10.3 million in 2017 to 29 million in 2050<sup>6</sup>. Female access to new employment opportunities created by RE projects is further constrained by cultural norms that limit women's choice and access to non-traditional fields. Employment opportunities created by women in large-scale power projects are therefore usually in traditionally feminine sectors such as restauration and hospitality or administrative support<sup>7</sup>.

**Women's limited political agency and representation in political institutions translates into lower female access and participation in energy-related decision-making.** None of the targeted countries has more than 30 percent

<sup>1</sup> Resurrección and B.Boyland,M. 2017. Gender Equality in renewable energy in the Lower Mekong: assessment and opportunities – USAID clean power Asia.

<sup>2</sup> World Bank Data. 2018.

<sup>3</sup> The United Nations Development Programme (UNDP). 2016. Gender, Climate Change and Food Security.

<sup>4</sup> Dinkelman, Taryn. 2010. The Effects of Rural Electrification on Employment: New Evidence from South Africa, Princeton University.

<sup>5</sup> United States Agency for International Development (USAID). 2016. Engendering Utilities: Improving Gender Diversity in Power Sector Utilities.

<sup>6</sup> International Renewable Energy Agency (IRENA).2019. Renewable Energy: a gender perspective.

<sup>7</sup> The World Bank Group. Energy Sector Management Assistance Program (ESMAP). 2018. Getting to Gender Equality in Energy Infrastructure.

of female parliamentarians. In Mongolia, Kyrgyzstan, Indonesia and Guinea-Bissau, the rate of female in Parliament does not exceed 20 percent. Women's representation and participation in the energy sector, including the RE sector, is therefore limited because women are not thought of as key stakeholders.

**Although more data is needed to assess the prevalence of gender-based violence, studies indicate that women and girls routinely experience high levels of sexual harassment and intimate partner violence** in target countries. This phenomenon is reinforced by social norms normalizing violence against women. For instance, in Guinea-Bissau, more than 36 percent of women aged 15-49 years believe that a husband is justified in beating his wife in certain contexts while more than half of Mongolian women believe that women should be obedient to their husbands and that men should have more decision-making authority than their wives. The influx of migrant workers created during the realization of large-scale RE projects may increase GBV risks and should receive specific attention throughout the projects-cycle.

**Most countries are signatories of international and regional gender equality agreements** (e.g., the Convention on the Elimination of All Forms of Discrimination against Women or CEDAW, the Beijing Declaration and Platform for action) except for Somalia who has yet to ratify the CEDAW Convention. Most countries have also adopted national strategies and mechanisms to address inequality between men and women. During project implementation, national and international legal frameworks may therefore be used to strengthen stakeholders' commitments to promote women's economic empowerment and agency, as it is often aligned with governmental priorities.

**Significant data gaps persist for gender disaggregated information** across the energy sector in SRMI countries, for example on energy access and women's employment in utilities. Recent research found that only 11 of 76 utilities across 45 Sub-Saharan countries publish annual statistics that include gender data on employment<sup>1</sup>. ESMAP is however prioritizing to contribute to closing the gender data gap through own research and in engagement with external stakeholders and across the World Bank. This gender assessment for example benefits from new data developed for the forthcoming 2022 Regulatory Indicators for Sustainable Energy (RISE), which will be published by ESMAP.

## 2.1 Ethiopia Profile

**Ethiopia's economy experienced strong, broad-based growth in the past decade as one of the world's fastest-growing economies.** This period of robust growth of about 10 percent was driven by large-scale public investment in infrastructure and energy, which was made possible by favorable commodity prices and international debt-relief efforts in the mid-2000s. Extreme poverty declined from 55 percent in 2000 to 25 percent in 2018, one of the most impressive poverty reduction results recorded internationally. Primary enrollment rate quadrupled, child mortality rate halved, and the number of people with access to clean water more than doubled.

**However, Ethiopia remains within the 20 poorest countries in the world, with a per capita income of US\$772 (2018).** Vulnerability to return to poverty remains high, especially for those engaged in rural livelihoods depending on rain-fed small-scale agriculture. In addition, Ethiopia hosts more than 920,000 refugees, primarily from neighboring Somalia, Sudan, South Sudan, and Eritrea, and the number of internally displaced people (IDPs) has risen from 1.6 million to 2.8 million since the beginning of 2018. Access to education has increased, but only 57 percent of children starting first grade will complete ninth grade. The Global Gender Gap report of 2020 ranked Ethiopia 82 out of 153 countries, with an improvement of 35 positions compared to 2018. Nevertheless, significant

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1 Balabanyan, A., Y. Semikolenova, A. Singh, and M. A. Lee. 2021. Utility Performance and Behavior in Africa Today (UPBEAT): SUMMARY REPORT. ESMAP Papers. World Bank.

and deeply engrained disparities remain, and addressing gender inequalities in access to education, decision making, rights, unpaid labor, land, and productive resources remains a crucial ingredient for economic growth.

**Despite recent progress, legal gaps remain in Ethiopia with regards to women’s rights notably in the area of domestic violence.** Ethiopia is signatory of key women’s rights international and regional instruments, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1981) and the Protocol of the African Charter to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (signed in 2018). The Federal Constitution of Ethiopia (1995) prohibits discrimination on the basis of sex (Article 25) as well as “laws, customs, practices and stereotyped ideas that oppress women and adversely affect their physical and mental well-being” (Article 35). It also guarantees women’s right to access reproductive health services. Moreover, women’s right to acquire, administer, control, use, transfer and administer property is guaranteed by the Constitution (Article 35). The 2003 Land Registration Act further reinforced women’s equal access to inheritance and property rights, notably through facilitating land registration at lower cost.

**In 2000, the Family Code was revised to strengthen women’s rights and remove discriminatory provisions.** The age of marriage for both boys and girls were raised to 18 and women’s legal rights to assets was increased. Furthermore, the Penal Code was revised in 2005 to criminalize domestic and intimate partner violence, without providing a holistic definition of gender-based violence. Ethiopia has yet to adopt a comprehensive law on domestic violence.

**At the national level, Ethiopia implemented several national policies and actions plan to promote women’s empowerment starting in 1993 with the first National Policy on Women.** This policy was followed by a National Gender Equality Strategy and Action Plan for Gender Equality (2006-2010), the Ethiopian Women’s Development and Change Package, the National Strategy and Action Plan on Harmful Traditional Practices (2013), and the Sexual and Reproductive Health Strategy (2016-2015). In 2016, the GoE published its second Growth and Transformation Plan (GTP II), covering the period from 2016 to fiscal year 2019/20. The plan envisaged empowering women to ensure their active participation in the country’s political, social, and economic processes.

To narrow gender gaps in the energy sector, the GoE included tangible gender priorities in Ethiopia’s “National Electrification Program (NEP) launched in 2017 and revised in 2019, notably through policy reforms and skills development. The World Bank Group provided US\$375 million to support implementation of the government’s broader sectoral reform program with a unique focus on promoting gender equality as part of a broader, portfolio-wide engagement in the energy sector. The supported activities required close collaboration with key government stakeholders, including senior leaders at Ethiopia Electric Utility Company (EEU) and the Ministry of Finance and Economic Cooperation. EEU has dedicated sizable human resources of its own to implement its Women’s Affairs Policy and Procedures, and related activities. In 2014 they established the Women, Children and Youth Affairs Directorate (WCYAD) to promote gender equality, institutionalize gender mainstreaming, and advocate for the rights of women employees (see results in the case study below).

**Box. 1: Mobilizing Resources to Enhance Gender Equality in the Ethiopian Energy sector**

**Assessment of Gender Equality and Inclusion**

The World Bank Group’s Energy Sector Management Assistance Program (ESMAP) provided technical support to explore the drivers of gender gaps in the energy sector. The gaps identified centered on employment and leadership in technical fields; access to financing for adopting clean technologies; and agricultural productivity-related activities. Extensive in-country engagement by the World Bank Group with EEU led to the identification of key institutional priorities and policy gaps, as well as an examination of the state of gender equality and inclusion in the EEU workplace.

### **Engaging partners to promote gender equality**

Along with the data collection efforts, the project team began an in-depth engagement with client organizations to support the government's commitment to deepening understanding of what it will take to reach gender equality at the utility. These engagements included a Gender and Citizen Engagement Workshop, a STEM Dean's roundtable to strengthen links between energy institutions and universities and EEU Women and Youth Forums and Staff Discussions.

### **Building capacity to implement women's affairs policy and procedures**

Once an initial institutional mapping and stakeholder engagement was completed, structures were put into place at EEU to ensure that core commitments made under the World Bank Group program would be supported. With these institutional structures and support in place, strategies are being rolled out across EEU to institutionalize gender equality, including the increased recruitment, retention, and promotion of female employees:

- A partnership between EEU, the Ministry of Science and Higher Education (MoSHE), and 12 Ethiopian universities has been established in order to increase women's employment in the energy sector
- EEU senior management has approved a new HR policy mandating that 50 percent of new hires over the next three years should be female, in order for the utility to meet its 30 percent overall target by 2023
- Establishment of a women's mentorship program
- Strengthened institutional response to sexual harassment in the workplace, increased protection for women's rights (e.g. Maternity leave) and provision of childcare services
- Measurement of progress made in EEU gender and citizen engagement program

## **2.2 Guinea-Bissau Profile**

**Guinea-Bissau is a small country in West Africa with a surface area of 36,000 km<sup>2</sup> and a population of about 1.8 million.** It is one of the most fragile countries in Sub-Saharan Africa, plagued by political turmoil and coup d'états since independence in 1974. Between 2000 and the present, the country has had sixteen prime ministers appointed to lead different governments. The internal instability, often associated with problems in the political and military structure of the country, has prevented the formation of stable and accountable institutions and had a crippling effect on the economy.

**The incidence of poverty is high, with over 67.1 percent of the population living below the poverty line (2011 PPP at US\$1.90 per person per day), making it one of the poorest countries in the world<sup>1</sup>.** Average real GDP growth, although modest, improved from 0.3 percent per year in 2013 to 6 percent per year in 2017<sup>2</sup>, mainly driven by increased global demand for cashew nuts. Per capita GDP is now estimated at US\$780, although the Gini coefficient is high (sharply increasing from 0.35 in 2002 to 0.5 in 2010), pointing to high levels of inequality- with economic growth mostly benefiting the top income group. The country ranks 178th out of 189 countries on the 2019 United Nations Development Program (UNDP) Human Development Index, and thus falls under the low human development category. Only 29 percent<sup>3</sup> of Guinea-Bissau's population – around 60 percent in the capital – has access to electricity.

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<sup>1</sup> UNDP. 2020. The Next Frontier: Human Development and the Anthropocene Briefing note for countries on the 2020 Human Development Report Guinea-Bissau, [http://hdr.undp.org/sites/all/themes/hdr\\_theme/country-notes/GNB.pdf](http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/GNB.pdf).

<sup>2</sup> Declined to 3.8 percent in 2018 due to a sharp drop in cashew production and somewhat lower international cashew prices.

<sup>3</sup> Global Tracking Framework, 2018: <https://trackingsdg7.esmap.org/country/guinea-bissau>.



**Guinea-Bissau is one of the countries that are most vulnerable to climate change.** Recent climate scenarios portend significant changes in the climate of Guinea-Bissau. Irregular precipitation and frequent flooding in coastal and island regions threaten the economy and the population, especially the large proportion of poor and vulnerable households with limited alternative livelihoods. Consequences of climate change constitute an important source of additional pressure for the need of climate-resilient energy infrastructures.

**Guinea-Bissau's legal framework on women's rights is weak, poorly implemented and often contradicted by traditional and religious norms.** In Guinea-Bissau, customary and traditional norms continue to be implemented across the country often instead of state policies and laws, affecting women's ability to exercise their rights. Guinea-Bissau is signatory of key international and regional agreements on gender equality, including the Convention on the Elimination of All Forms of Discrimination Against women (CEDAW, signed in 1980) and the additional protocol to the African Charter on Human and Peoples' Rights concerning the Rights of Women (Maputo protocol, ratified in 2008). Moreover, Guinea-Bissau ratified ILO's main conventions for the protection of women's rights in the workplace, and adopted a Labor Law in 1986 prohibiting gender-based discrimination. However, women are not allowed to perform heavy work or to work during the night.

**The Constitution of Guinea-Bissau (1996) guarantees equality before the law of men and women in all aspects of political, economic, social and cultural life (Article 25).** Moreover, Article 24 prohibits all forms of discrimination on the grounds of sex, race or religion. Gender-based violence is not specifically addressed in the text of the Constitution. Article 37 states that the "moral and physical integrity of citizens cannot be violated" and that "no one shall be submitted to torture or to cruel, inhuman or degrading treatment", without specific mention of women.

**Although the Constitution explicitly guarantees equality between men and women, discriminatory provisions remain in the Civil Code.** Men are described as the unique head of the family with the right to represent their wives and make decisions on behalf of the household (Article 1674). Wives are not allowed to do business without their husband's consent unless appointed administrator of all assets (Article 1674), and gendered roles are attributed to fathers and mothers in the household (Article 1881). Furthermore, women's land rights are restricted by the Civil Code which states that couple's assets belong to the husband. Although many provisions of the Civil Code have been contradicted by new laws, it is unclear to what extent they are revoked in the country's current legal practice (UNDP, 2021). Indeed, while women's access to property is guaranteed by State Land Law (2018), many women are excluded from inheriting lands and assets by customary and traditional practices.

**Guinea-Bissau banned Human Trafficking in 2010, Female-Genital Mutilation (FGM) in 2011 and adopted a Domestic Violence Bill to prevent physical, psychological, economic and sexual violence in 2013. Rape is criminalized under Article 133 of the Criminal Code, including marital rape.** The Republic of Guinea-Bissau adopted the Act of Reproductive Health in 2011, raising the minimum age of marriage to 18 for both girls and boys, from 14 and 16 respectively. However, Article 1649 of the Civil Code allows for exceptions with consent from a parent, guardian or court authority. Moreover, many marriage are not registered legally and the law does not seem to be implemented across the country, resulting in a high number of early and forced marriage (UNDP, 2021).

**At the national level, the Government of Guinea-Bissau has adopted several framework documents in the past decade that include a gender perspective,** such as the National Action Plan for the Implementation of the Women, Peace and Security Agenda (NAP, 2010), the Second Poverty Reduction Strategy (DENARP II, 2011) as well as the National Policy for Gender Equity and Equality PNIEG (Política Nacional para a Promoção da Igualdade e Equidade de Género, 2012/2017). The institutional machinery for the promotion of women's rights includes the Institute for Women and Children, IMC (Instituto da Mulher e Criança).

## 2.3 Indonesia Profile

**Indonesia is the largest archipelago in the world and the largest economy in Southeast Asia. With more than 260 million inhabitants, the country is ethnically and culturally diverse and home to 300 different language groups.** Indonesia reached upper middle-income status in 2019, following years of steady economic growth. Its economy is mostly reliant on commodities namely coal, natural gas, non-ferrous metals, palm oil, pulp, paper, timber and rubber. Indonesia experienced rapid poverty reduction in the past decades: the poverty rate declined from 19.1 percent in 2000 to 9.4 percent in 2019. However, inequality remains high and 40 percent of the population is still at risk of falling into poverty.

**Poverty is concentrated in rural areas, where about 45 percent of the country's population lives and is compounded by uneven delivery of public services and a lack of infrastructure.** The eastern islands of Indonesia, namely Kalimantan, Sulawesi, Papua, Maluku, West Nusa Tenggara (NTB) and East Nusa Tenggara (NTT) provinces (Eastern Islands) - targeted by the project - host around half of the 25 million people living below the poverty line. While 98.5 percent of the population has access to electricity, the majority of the 6 million people who lack electricity access live in the Eastern Islands.

**Due to its geographical location and the over-exploitation of its resources, Indonesia is extremely vulnerable to climate change.** The country is exposed to increasingly frequent natural disasters such as earthquakes and tsunamis and its islands are threatened by rising sea level. The impact of climate change may disproportionately affect women who are more likely to rely on agriculture for food security (FAO, 2019).

**Indonesian women are not fully protected by the Indonesian legal system due to legislative gaps, conflicting regional regulations, and weak enforcement of existing laws.** The Indonesian normative framework includes a combination of civil, customary, and religious laws that may contradict each other, with a direct impact on women's rights. For instance, while non-Muslims are governed by the Civil code for land inheritance, Muslim citizens must refer to the Islamic Law. Furthermore, the country's legal system lacks provisions to protect women from discrimination in the workplace such as sexual harassment.

**The Government of Indonesia has ratified key international conventions on gender equality,** including the United Nations Convention on the Political Rights of Women ratified by Law 68/1958, the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) ratified by Law number 7/1984, and the Optional Protocol to the CEDAW which was signed by the Government in 2000.

**Key achievements in the field of women's rights include:**

- The 1945 Constitution stating that "every citizen enjoys equal status before the law and government and is obliged to uphold this status without exception" (Paragraph 1, Article 27);
- The Indonesian Law No. 80/1957 stating that employers should provide equal payment for equal work;
- The Agrarian Law No. 5/1960 recognizing individual land ownership and that women and men have equal rights to land ownership;
- The Presidential Instruction No. 9/2000 on Gender Mainstreaming in National Development instructing all government bodies to mainstream gender in their policies;
- The Labour Act No.13/2003 providing menstrual leave (two days per month), maternal leave (3 months), leave for miscarriage (1.5 months), and provision of time for breastfeeding;
- The Law 23/2004 on the Elimination of Domestic Violence;
- The 21/2007 anti-trafficking Law criminalizing all forms of labor trafficking and sex trafficking of adults;
- The Law 3/2009 on the Protection of Women and Anti Gender-Based Violence;
- The Law No. 8/2012 on General Elections requiring a 30 percent quota of women candidates to be elected to the House of Representatives, People's Representative Council, and Regional House of Representatives.

This law also requires political parties to put at least one woman among its top three ranked candidates. There are, however, no specific sanctions for non-compliance;

- Article 82 of the Labor Law of 2003 ensures access to parental leave for the electricity utility workforce<sup>1</sup>

**At the institutional level,** The Government of Indonesia established the State's Ministry for Women's Empowerment in 1978 to ensure proper implementation of gender equality and women's empowerment related laws and policies.

## 2.4 Kyrgyzstan Profile

**The Kyrgyz Republic remains one of the poorest countries in the ECA region and is one of only two IDA countries there (Tajikistan being the other).** Its population 6.4 million, living in largely mountainous terrain, the country's GDP was \$8.5bn in 2019<sup>2</sup>. The economy is dominated by extraction and export of mineral such as gold (9 percent of GDP), agriculture, and reliance on remittances from overseas workers (27 percent of GDP), which makes it vulnerable to external shocks. Real GDP contracted by 5.9 percent in the January – August period of 2020 owing to the COVID-19 outbreak. Shock to the health, economic, and social aspects such as lower labor earnings, reduced remittances, job losses, and higher food prices have driven poverty up, poverty rate predicted to increase by 5.9 percentage points in 2020 compared to 2019 levels.

**Kyrgyzstan has adopted several landmark laws in recent years to strengthen women's rights and promote gender equality.** The Kyrgyz Republic has ratified most key international instruments on women's rights, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, ratified in 1997) and its optional protocol. The Constitution of the Kyrgyz Republic amended in 2010 guarantees equality between men and women in its Article 16, but without prohibiting sex-based discrimination.

**Kyrgyzstan improved its regulatory and legal framework on women's rights in recent years.** The Election Code was revised in 2007 and 2011 to include a binding 30 percent quota of women in civil service and party candidates lists. Moreover, the Kyrgyz Republic adopted a new law in 2019 to extend the 30 percent quota of women to country's local councils. In the area of gender-based violence, Kyrgyzstan adopted a Law on the Prevention and Protection Against Family Violence in 2017, which includes a recognition of the different forms of domestic violence and allows any person to report domestic violence incidents. While the country's Family Code prohibits marriage under the age of 18 (Article 14) and the abduction of girls (Article 154 and 155), research indicates that many women are married before they turn 18 and that bride kidnapping is pervasive.

**In 2008, the government of Kyrgyzstan adopted the Law "On State Guarantees of Equal Rights and Equal Opportunities for Men and Women" which put the principle of gender equality above traditional practices.** This Law also sets out mechanisms for its effective implementation by public agencies. At the policy level, the Kyrgyz Republic enacted its first National Gender Strategy (NGS) in 2012, followed by the adoption of several national gender action plans on equality. The national machinery for the promotion of gender equality includes the Gender Policy Department of the Ministry of Labor and Social Development who is responsible for the implementation of the National Gender Strategy, as well as the National Council for Gender Development. In the energy sector the utility workforce has guaranteed access to childcare facilities under Article 127 of the Labor Code. Kyrgyzstan has also developed policies to improve gender balance of the utility workforce<sup>3</sup>.

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<sup>1</sup> RISE—Regulatory Indicators for Sustainable Energy 2022 (forthcoming), Energy Sector Management Assistance Program, World Bank

<sup>2</sup> Population and GDP both for 2019. Source: Europe and Central Asia Economic Update, Fall 2020, World Bank Group

<sup>3</sup> RISE—Regulatory Indicators for Sustainable Energy 2022 (forthcoming), Energy Sector Management Assistance Program, World Bank

## 2.5 Mongolia Profile

**Mongolia is a landlocked country in Central Asia bordered by China and Russia.** It is among the least densely populated countries in the world, with a population of 3.2 million for a land area of 1.5 million sq.km. Approximately 30 percent of the population are nomadic herders. Mongolia is endowed with large agriculture, livestock and mineral resources including coal, copper, and gold.

**Mongolia transitioned to a market economy and a multiparty democracy following its independence from the Soviet Union, allowing it to reach low-middle income country status.** However, Mongolia's economic reliance on the extraction and export of natural resources make it dependent on fluctuating commodity prices. In 2018, close to one-third of the population (28.4 percent) lived under the poverty line. Poverty is increasingly concentrated in urban areas. In Ulaanbaatar where half of the population lives, approximately 16 percent of households live below the poverty line.

**Mongolia's climate is extreme and characterized by a wide range of temperature.** The capital city Ulaanbaatar is one of the coldest capitals in the world with long winters and temperatures regularly below 30 Celsius degrees. Energy services are therefore essential, while electricity needs have increased due to population growth and migration. While more than 90 percent of the population has access to electricity, the quality of services is often unreliable due to insufficient supplies and poor condition of the distribution networks.

**In the past decade, Mongolia has strengthened its legal and policy framework to improve women's rights protection.** The government of Mongolia is a signatory of the main international instruments for the promotion of gender equality, and was among the first countries worldwide to ratify the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1981.

**The Constitution of Mongolia recognizes the principle of equality between men and women (Article 16) "in the political, economic, social, and cultural life and family relations" and prohibits sex-based discrimination in its Article 14.** In addition, the Constitution guarantees equal access to land and assets and the Civil Code (Article 520) protects women's equal right to inheritance. The Family Law of 1999 prohibits marriage under the age of 18 for both boys and girls while allowing for derogations in some cases. In the workplace, women are protected from gender-based discrimination by the Labor Law of 1999 which recognizes specific needs of pregnant and nursing women.

**Mongolia adopted several landmark laws in the past decade to improve women's rights protection and promote gender equality.** In 2011, the Government enacted the Health Law recognizing the right to maternal and child care and adopted the Law on the Promotion of Gender Equality (LPGE). The LPGE makes the government and public agencies responsible for the promotion of gender equality. In addition, the Law on Parliament Election adopted in 2011 establishes a quota of 25 percent female representation in central and local political bodies, and 20 percent in candidate list for national and local elections.

**In the area of gender-based violence, Mongolia's Criminal Code provides a definition of trafficking aligned with international commitments and prohibits rape in its Article 126.** In addition, Mongolia's Parliament adopted a Law on Combating Trafficking in Persons in 2012, further strengthening the protection of victims of trafficking. In 2017, Mongolia adopted its first comprehensive Law to Combat Domestic Violence (LCDV) after more than a decade of public commitments and civil society advocacy. The recently voted law includes a comprehensive definition of domestic violence and recognizes it as a criminal offense.

**Mongolia's institutional machinery for the promotion of gender equality at the national level includes** the National Committee for Gender Equality, the main agency responsible for monitoring the implementation of the Law on Gender Equality. Key policies for women's empowerment include the National Programme on Gender Equality (NPGE) regularly revised since 1996, the National Programme on Fighting Against Domestic Violence (2007) as well as the third Reproductive Health Program (2007). In the energy sector the female utility workforce

has mentorship opportunities available for professional advancement and access to parental leave, and utilities have established written procedures for workers who experience sexual harassment. For the female workforce in the off-grid sector there are also training and skills development programmes available<sup>1</sup>.

## 2.6 Seychelles Profile

**The Republic of Seychelles lies in the Somali Sea segment of the Indian Ocean, about 1,600 km east of Kenya.** Its population of nearly 100,000, about three quarters of whom live on the island of Mahé, places it as the smallest population of any sovereign African country. Since gaining its independence in 1976, its nominal GDP grew by 700% until 2015. In part, due to this growth, the Seychelles has the highest nominal per-capita GDP in Africa and the second highest HDI in Africa behind Mauritius.

**The economic and social shock from COVID-19 on the Seychellois economy has been severe.** Economic growth declined significantly in 2020 to -13.5% from 3.9% in 2019 due to the significant disruptions in economic activities in Seychelles, driven by lower tourism activities which accounts for approximately 30 percent of GDP and declined by more than 60%.<sup>2</sup> In the fisheries sector, around 50 percent of the domestic artisanal catches of demersal species are sold locally to resorts and restaurants for tourists. With the closure of all resorts in Seychelles after the start of the pandemic and the uncertainty surrounding its recovery, the fisheries sector was vulnerable to the effects of Covid-19 restrictions.

**As a small country composed of 115 tropical islands, Seychelles is highly vulnerable to the effects of climate change.** Its primary concerns arise from the economic costs of temperature rise (coral bleaching and losses to fisheries and tourism); extreme rainfall (crop and fish losses, flooding); and sea-level rise (coastal erosion and salinization, and consequent losses to tourism and food and water security). In particular, the main islands of Mahé, Praslin and La Digue, on which most of the country's population resides, have geographic locations with high exposure to hazards including storms, flooding, landslides, and destruction of coastal property and livelihoods make them particularly vulnerable to climate change.

**Currently, the Seychelles depends on imports of fossil fuels for its energy generation, with 97.5% of demand being met from fossil fuels and only 2.5% coming from renewable sources.**<sup>3</sup> To address this issue, the Government of Seychelles (GoS) has submitted Nationally Determined Contribution (NDC) targets as part of the Paris Agreement. As part of this agreement, the Seychelles has committed to reduce its GHG emissions by 29.0% by 2030. In the long term, the national Energy Policy (proposed in 2010) pursues a target of 100% of energy supply to be provided by renewable energy sources by 2050, with a target of 15% to be reached by 2030.

**While the Government of Seychelles has adopted most women's rights international norms and despite recent progress, significant legal gaps remain.** In 1992, Seychelles ratified the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) without any reservations. However, civil society organizations highlighted in their 2012 CEDAW Shadow report that knowledge of the treaty was low among society and legal practitioners and that the CEDAW had never been cited in legal cases. The island nation also adopted the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa in 2006 and has committed to the Southern African Development Community (SADC) Protocol on Gender and Development in 2008.

**The Constitution of Seychelles does not explicitly acknowledge the principle of equality between men and women and does not prohibit gender-based discrimination.** Article 30 of the Constitution protects the right of

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1 RISE—Regulatory Indicators for Sustainable Energy 2022 (forthcoming), Energy Sector Management Assistance Program, World Bank

<sup>2</sup> World Bank: [Seychelles Country Overview](#)

<sup>3</sup> Seychelles Investment Board: [Renewable Energy](#)

working mothers and recognises their “unique status and natural maternal functions”. The 1995 Employment Act guarantees 10 days of paid paternity leave for working father, 112 days for mothers. Seychelles has made recent progress towards strengthening legal protection for women victims of violence. The country adopted a National Domestic Violence Bill in May 2020, which provides legal definition for different forms of violence while setting up institutional mechanisms to prevent and respond to gender-based violence. Furthermore, the Prohibition of Trafficking in Persons Act enacted in 2014 criminalizes all forms of trafficking of adults and children.

**At the institutional level, gender-related initiatives are managed by the Gender Secretariat within the Ministry of Family Affairs.** Seychelles has adopted its first National Gender Policy in 2016. However, in its 2019 report, the UN Committee on Elimination of Discrimination Against Women pointed out that the Gender Secretariat only operated with one full-time officer and that allocation of resources was insufficient.

## 2.7 Somalia Profile

**Somalia bears the development burden of two and a half decades of conflict, fragility and state fragmentation** following the collapse of the Siad Barre government in January 1991 and ethnic and border disputes in the Horn of Africa. The conflict led to the collapse of rule of law, institutions, basic public services, and the social contract, resulting in the impoverishment of millions. Somalia’s current political structure broadly consists of three self-administered and self-governed regions: Somaliland, Puntland, and Southern Somalia. Somaliland is an autonomous region with a separate government which declared its independence in 1991.

**Somalia is on a trajectory towards poverty reduction and inclusive growth including political stabilization and reconstruction.** In 2012, a provisional constitution was adopted, establishing a new Federal Government (FGS) and seat of government in the city of Mogadishu. Following this political transition, the international community agreed to the Somali Compact with the FGS, based on the New Deal, a guiding set of principles for peacebuilding and state building. The second elections were peacefully held in 2017 to establish the current administration.

**Somalia has a population of about 15 million, of which roughly 60 percent are nomadic and semi-nomadic pastoralists, and 60 percent live in rural areas.** Nearly 70 percent of the population lives below the poverty line, and another 10 percent live close to the poverty line. About 6.2 million Somalis face acute food insecurity and 2 million are internally displaced primarily as a result of drought and flooding.

**Before the COVID-19 pandemic, Somalia’s economy was on an upward trajectory, recovering from the 2016/17 drought and the economy grew at an estimated rate of 2.9 percent in 2019,** on par with population growth, and was projected to grow at 3.2 percent in 2020. However, due to the combined impacts of the COVID-19 pandemic together with devastating flooding and a new infestation of desert locust the economy is expected to contract by 2.5 percent in 2020. Somalia’s population also remains highly vulnerable to natural disasters and climatic changes - expected to increase in both frequency and severity - which in turn could strongly impact on-going conflicts.

**Somalia recently adopted its ninth National Development Plan (NDP9) for the period 2020-2024, which outlines the country’s priorities for programs to reduce poverty and boost inclusive growth in the medium term.** In March 2020, Somalia qualified for debt relief through Heavily Indebted Poor Countries (HIPC) Initiative, a major milestone that allows resource flows from International Financial Institutions (IFIs). This milestone reopens access to regular concessional resources from IDA and other IFIs, together with investment of private capital from the International Finance Corporation.

**The conflict destroyed the public physical and institutional electricity sector infrastructure of the former single public utility ENEE.** Today, private players are the main electricity service providers (ESPs) in Somalia with isolated diesel-powered mini grids. Limited infrastructure footprint and high cost of supply prevent access to electricity.

The electricity access rate is estimated at 33 percent<sup>1</sup>, with 10 million Somalis living in the dark. A disparity remains between access rates in urban areas (approximately 70 percent), rural areas (19 percent).

**Somali Government sector institutions are in the formative stage with no effective institutional and legal framework resulting in a highly fragmented and inefficient sector.** In the Federal Government of Somalia (FGS), the Ministry of Energy and Water Resources (MoEWR) has the mandate to oversee operations in the electricity sector, whereas in Somaliland, the Ministry of Energy and Minerals (MoEM) has the mandate over the energy sector. At the federal level, there are Ministers responsible for Electricity though most of these are yet to be fully functional. Key sector decisions are made by the MoEWR in the FGS and MoEM in Somaliland respectively. Due to the absence of regulations and standards codes of practice, there is no mechanism to vet and enforce electricity services quality, health, and safety standards.

**Somalia submitted its first NDC in November 2015 and is in the process of preparing updated NDCs.** remains committed to achieve the targets despite its challenges and national circumstances. Through the updated NDC, Somalia has set a target of 30% emissions reductions against a Business As Usual (BAU) scenario by 2030. To achieve this target, Somalia will have to reduce its GHG emissions by about 60MtCO<sub>2</sub>e relative to the BAU scenario by 2030. The targeted emission reductions from the energy sector amount to 15.3 MtCO<sub>2</sub>e. Priority mitigation action in the energy sector include (i) increased use of clean and energy efficient Cookstoves (at least 3 million new cookstoves by 2030); (ii) replacement of kerosene lamps by renewable lamps (30% renewable lamps by 2030); (iii) introduction of energy efficient light bulbs (40% lower consumption by 2030); (iv) development of renewable electricity resources (at least 60 MW new RE by 2030 and 30% RE based electricity generation by 2030); and (vi) reduce transmission losses by to 10% by 2030 (currently 40%). The estimated required investment to meet the pledged NDCs for the energy sector stands at US\$ 350 million.

**Somalia's legal framework on women's rights is weak and poorly enforced across the country.** At the international level, the Federal Government of Somalia is among a few countries globally that have not yet ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Furthermore, Somalia has not yet signed or ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (The Maputo Protocol).

Somalia is governed by a plural system combining secular law, customary law known as xeer and Islamic laws. These laws sometimes contradict themselves, to the detriment of women's rights. For instance, although Somalia's Family Law guarantees equal access to inheritance, inheritance rights are governed by Sharia Law which disadvantage Somali women. Furthermore, customary practices often prevent women from getting any inheritance. Although the 2012 Provisional Constitution and the constitutions of Somaliland and Puntland have provided some progress with regards to women's rights protection, implementation is lacking. Despite an amendment to the Somali Constitution in 2012 prohibiting marriage under the age of 18, child marriage continue to be widespread in the country. In addition, women and girls living in IDP camps are often excluded from access to justice due to lack of clan-based support and insufficient availability of legal services.

Somalia's labor legislation provides four months of paid maternity leave for both private sector and government female employees. However, according to a survey conducted by OCHA and Save Somalia in 2020, most companies do not enforce the law and the majority of employed women get less than 4 months of leave. At the policy level, a National Gender Policy was drafted in 2008 and came into effect in 2014. That same year, the GoS adopted a National Action Plan on Ending Sexual Violence in Conflict.

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<sup>1</sup> There is no accurate baseline for electricity access in the country and current estimates are not reliable. The Bank will conduct the first Multi-Tier Framework (MTF) survey in 2021 to establish it for the first time.



## 2.8 Tajikistan Profile

**Tajikistan, a former member of the USSR, is a landlocked and mountainous country in Central Asia with a population of about 9.3 million, almost three-quarters of whom live in rural areas.** Mountains cover more than 90 percent of the country's surface areas, with only a small portion suitable for cultivation. The country is endowed with rich hydropower potential and mining resources such as gold, coal and uranium. Tajiks form the main ethnic group with more than 80 percent of the population, followed by the Uzbeks and other small minorities such as the Kyrgyz and the Russians. Islam is the predominant religion throughout the country with more than 96 percent of the population identifying as Muslim.

**Following the country's cessation from the Soviet Union in 1992, a devastating 5 years civil war took place resulting in the death of more than 60,000 people and the displacement of 600,000 people.** An estimated 26,000 women were widowed during the war, many of them becoming female head of households. Research indicates that women were specifically targeted during the war, experiencing forced marriage, sex trafficking as well as rape and other forms of sexual violence. Furthermore, at the same period and following the end of the Soviet era, traditional patriarchal values have been reinforced in Tajik society.

**Despite declining poverty rates, Tajikistan underperforms with regards to quality and accessibility of public goods and services.** Tajikistan enjoyed rapid decline in poverty rates over the past two decades, allowing the country to reach lower middle-income status. The poverty rate - using Tajikistan's official poverty line - fell to 27.4 percent in 2018, reflecting acceleration of economic growth and recovery in inflows of remittance. The rural poverty rate declined markedly from 36.1 percent in 2014 to 30.2 in 2018, reflecting rising household consumption. Rural areas are on average poorer than urban areas with 80 percent of the poor living in rural areas. Transport and communication are limited by the country's mountainous topography affecting the satisfactory provision of electricity, water, heating and roads services.

**Tajikistan's population is mostly young and is rapidly increasing, further affecting the availability of productive employment, public goods and services as well as food supply.** According to the 2017 Demographic and Health Survey (DHS), 38 percent of the population is under age 15. More than 30 percent of the population is under 30 years old. Despite poverty reduction, undernourishment and stunting remain common, particularly affecting children of female-headed households who are poorer on average and may have limited access to clean water, sanitation and to nutritious food. According to the DHS, twenty-one percent of households are headed by women.

**Although women's rights are acknowledged and protected by the country's national laws and policies, gender experts often point out the lack of clear implementation processes as well as the lack of knowledge of gender-related domestic and international legal norms among law practitioners.** Tajikistan has ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) as well as its protocol. The country also adopted a national action plan to comply with the UN Security Council resolutions on women, peace, and security (1325 and 2122).

**Article 17 of the Constitution of the Republic of Tajikistan prohibits all forms of discrimination, including gender-based discrimination.** Anti-discrimination principles are embedded in the country's national laws and regulations including the Family Code, Criminal Code and Labor Code. In 2010, the government of Tajikistan adopted a National Strategy for the Empowerment of Women 2011-2020 with several actions to promote gender equality in education, employment, entrepreneurship and in politics. A national action plan was adopted in 2015, as part of the national strategy on promoting the role of women in the Republic of Tajikistan for the period 2015–2020. The main institutional mechanism for women's empowerment is the Committee on Women and Family Affairs which was established in 1991.

**The Law on State Guarantees of Equal Rights and Opportunities for Men and Women adopted by Tajikistan in 2005 promotes gender equality without setting up any enforcement mechanism.** This law was often criticised by experts for its declaratory nature. Other laws promoting women's rights include the 2006 Law on the protection



of breastfeeding and the 2008 Law on Human Trafficking. In 2010, the GoT reformed the Family Code to raise the legal age of marriage to 18 years and enacted the Law on the Prevention of Domestic Violence a law in 2013.

**Although women's right to work is protected by national laws, the Labor Code restricts women's access to certain male-dominated economic sectors perceived as unsafe.** Women are prohibited from night work in hazardous industries such as construction, mining and metalwork. In addition, legal provisions requiring that women retire at age 58, 5 years earlier than men, are an added barrier to women's access to better employment as it may slow down their career development. In the energy sector women in the utility workforce have access to childcare facilities and parental leave and there are labor standards in place to ensure women's on-the-job health and safety. The government has also established policies to improve gender balance in the utility sector<sup>1</sup>.

## 2.9 Tunisia Profile

**Tunisia's ambitious reform program was hampered by the democratic transition since the 2011 revolution.**

Tunisia is a lower-middle-income country, with a population of 11.6 million and a gross domestic product (GDP) of US\$39.6 billion, or GDP per capita of US\$3,323 (2020). Often hailed as the only success story of the Arab Spring, the country has made great strides toward establishing the fundamentals of democracy, including the formation of the National Dialogue Quartet in 2013 and the introduction of a new constitution in 2014. The Government of Tunisia (GoT) has also embarked on an ambitious reform agenda, aimed at boosting civil society and democratic freedom as well as stimulating private sector driven growth and job creation. In 2016, the GoT adopted the Five-Year Development Plan 2016–2020 (FYDP), followed by the Economic and Social Roadmap 2018–2020, aimed at accelerating the implementation of reforms focused on macroeconomic and fiscal stabilization; the modernization of social safety nets; and the enhancement of private investment, competitiveness, and productivity. Despite the effort provided by the various governments, the country failed to move forward in the implementation of reforms due to the frequent changes of governments and decision-makers. An ongoing debate with various stakeholders has been initiated by the GoT to negotiate the government's economic reform plan to address critical economic and social challenges.

**The Covid-19 pandemic has further undermined Tunisia's weak macroeconomic performance and budgetary constraints, leading to limited fiscal capacity to respond to future shocks.** The economy is heading towards its deepest recession since the 1960s after a long period of low economic and employment growth, low productivity, and declining competitiveness. GDP is projected to decline by 8.8 percent in 2020 before recovering by 3.8 percent in 2021.<sup>2</sup> Export-oriented sectors (e.g., light manufacturing in electrical products, textiles, etc.), tourism and other services, which account for a large share of employment and foreign currencies, have been severely affected by border closures and confinement measures. Despite a US\$1 billion package to support vulnerable households and firms to cope with the COVID-19 crisis, the macroeconomic situation, which was already fragile, is under further strain due to limited fiscal and current account buffers, substantial financing needs, and high public and external debt. Almost 4 billion Euros of external financing is required to finance the 2021 budget; given the limited fiscal space and low savings rate, external financing is one of the few ways to ensure the budget is funded.<sup>3</sup> Unless a safe and effective COVID-19 vaccine is deployed to a large share of the population, the economy, particularly the tourism sector, will not be able to reopen, constraining economic growth.

**Structural reforms are most needed to face the critical economic and social challenges.** The country's macro fiscal challenges may set back hard-earned social and economic development gains. While most of public resources have so far been absorbed by the impending needs of the post-revolution context, going forward,

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<sup>1</sup> RISE—Regulatory Indicators for Sustainable Energy 2022 (forthcoming), Energy Sector Management Assistance Program, World Bank.

<sup>2</sup> IMF WEO

<sup>3</sup> <https://www.jeuneafrique.com/1096959/economie/tribune-en-2021-le-mur-de-la-dette-en-tunisie/>

Tunisia needs to focus on broad-based and sustainable growth. This entails concrete actions to consolidate the country's macroeconomic and fiscal situation and boost private investment, trade, and entrepreneurship. Equally important is to strengthen governance and provide equal opportunities to all.

**While Tunisia has adopted a comprehensive legal framework to promote women's rights in recent years, significant gaps remain especially with regards to access to inheritance.** Tunisia was among the first countries in the region to ratify the Convention on the Elimination of All forms of Discrimination against Women (CEDAW) in 1985 and lifted all reservations to the Convention in 2014. However, the GoT maintained a general statement declaring that the country would not take any regulatory or legislative decision incompatible with Article 1 of the Constitution which states that Tunisia's official religion is Islam (Amara, Khallouli and Zidi, 2018). At the regional level, Tunisia is not party to the Protocol of the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol).

**Article 21 of Tunisia's Constitution acknowledges equality between men and women.** This Constitution was adopted in January 2014, after months of intense debate initiated by conservative forces who wished to include a mention describing men and women as complementary instead of equals. Article 46 of the Constitution guarantees equal opportunities for men and women to access "all levels of responsibility in all fields" and Article 34 seeks to promote women's representation in elected bodies.

**In the area of gender-based violence, the 2016 Law on Preventing and Combating Trafficking in Persons provides protection measures against trafficking.** In 2017, the GoT adopted a comprehensive Law on Eliminating Violence against Women including the creation of several mechanisms to protect women and girls from gender-based violence. However, no specific mention of marital rape is made in the law. Article 226 of the Penal Code prohibits sexual harassment and Article 227 of the Penal Code criminalizes rape. In 2017, Tunisia removed a "marry-your-rapist" provision in the Penal Code that exonerated a rapist if he married his victim.

**Personal Status rights are quite progressive compared to other countries in the region, although women continue to be discriminated against under inheritance laws.** The legal age of marriage for each spouse is 18 years and polygamy are prohibited by the Personal Status Law. Sexual and Reproductive rights are acknowledged and protected by the State. Abortion is permitted under Article 214 of the Penal Code, during the first three months of pregnancy. However, inheritance rules are governed by the Sharia principles. While women are entitled to inheritance, they are significantly disadvantaged compared to men. Under the Personal Status Law, daughters are only provided half the share sons receive. Furthermore, although men and women have the same rights to pass on their nationality to their children, this is not the case with respect to passing citizenship to a foreign spouse.

**Women's right to work is guaranteed by the Labor Code although women are prohibited from undertaking night work as well as mining and scrap metal work.** Furthermore, Article 64 of the Labor Code states that women are only entitled to 30 days of maternity leave which is below the 14 weeks recommended by ILO's standards on maternity protection.

### 3. KEY GENDER GAPS

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**The following section identifies key issues that may impact projects under the SRMI Facility.** Preliminary gender assessments for each of the nine countries under the SRMI facility highlighted the following gaps and their potential mitigation actions which will be explored during project design.

#### 3.1 Ethiopia Gender Gap

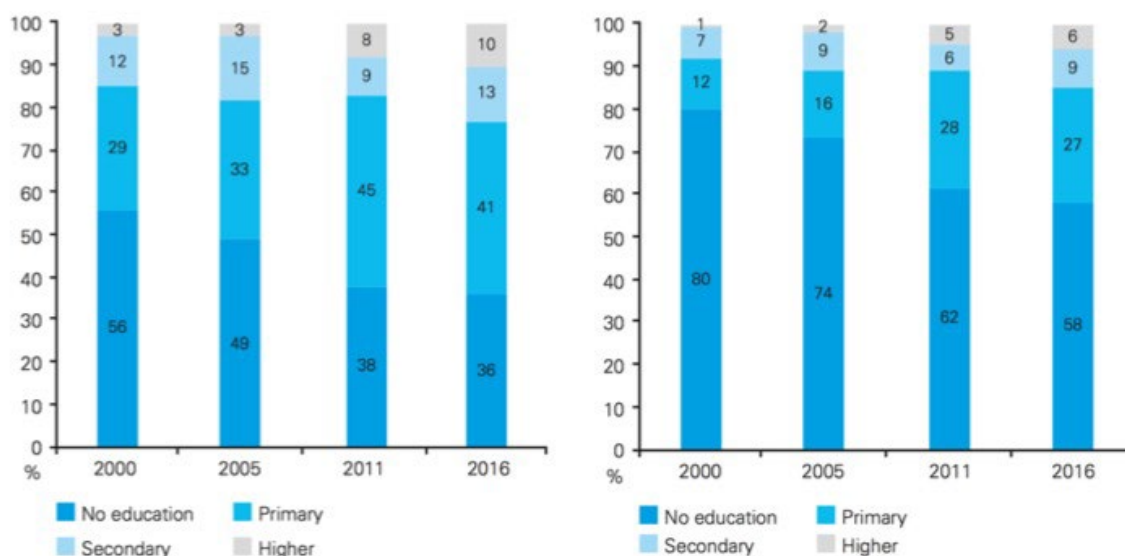
**Despite substantial progress over the past two decades on several aspects of gender equality, significant gender gaps remain with regards to women's access to education, health, and economic opportunities.** Ethiopia is ranked 82 out of 153 countries by the World Economic Forum (WEF) 2020 Global Gender Gap Ranking. According to the report, Ethiopia closed 70.5 percent of its gender gap and is among the top five most-improved countries in the overall index together with Spain, Mali, Albania, and Mexico. In 2010, UNDP'S Human Development Report introduced the Gender Inequality Index (GII), to reflect gender-based inequalities in three dimensions : reproductive health, empowerment, and economic activity. Ethiopia is ranked 125 out of 162 countries for its GII in the 2019 index, between Rwanda (ranked 92) and Uganda (ranked 131).

##### **1. Gender gaps in educational outcomes**

**While Ethiopia has nearly closed its gender gap in primary school enrollment and increased school attendance at primary and secondary levels, inequalities remain in educational attainment.** Girls are more likely to drop-out of school due to household responsibilities, early marriage and childbearing as well as lack of infrastructure and gender-based violence. Ethiopia significantly increased educational outcomes for boys and girls, due to the elimination of school fees in primary school in the mid-1990s. According to Ethiopia's latest Demographic and Health Survey (SDHS, 2016), the proportion of women who did not receive an education decreased from 77 percent in 2000 to 49 percent in 2016. Men are on average more likely to have received an education. The number of men with no education similarly decreased between 2000 and 2016, from 62 percent to 35 percent. Women and men's access to education vary greatly according to regions. In 2016, the proportion of women with no education stood at 54 percent in rural areas, compared to 24 percent in urban areas. However, illiteracy rates remain high, especially for women, reflecting issues with the quality of education: only 42 percent of Ethiopian women are literate, compared to 69 percent of men.

**Despite improvement in educational outcomes for both men and women, gender gaps remain wide, especially in higher education.** The proportion of women aged 20-49 years who had completed secondary or higher education in 2016 stood at 15 percent, compared to 23 percent for men.

**Figure 1: Trends in educational attainment, highest educational level attained, adult women 20-49 years (right) and adult men 20-59 years (left) %**



Source: UNICEF report, 2020

**Early marriage, childbearing as well as household Responsibilities are among the key factors underlying women's lower educational outcomes.** According to the SDHS, girls are three times more likely than boys to be responsible for fetching drinking water. Ethiopian women age 18-19 spend on average more than 4 hours every day on domestic chores, compared to 1.5 hours for boys of the same age. In Ethiopia, 16 percent of girls drop out of school to care after their siblings (World Bank, 2020). Furthermore, the median age at first marriage is only 17 years among Ethiopian women, compared to nearly 24 years among men. The vast majority of women who attend school at the time they get married (75 percent) drop out of school after their marriage. In addition, women can be discouraged from pursuing their education by the lack of proper sanitation at schools, as well as GBV risks on the way to school and in school facilities.

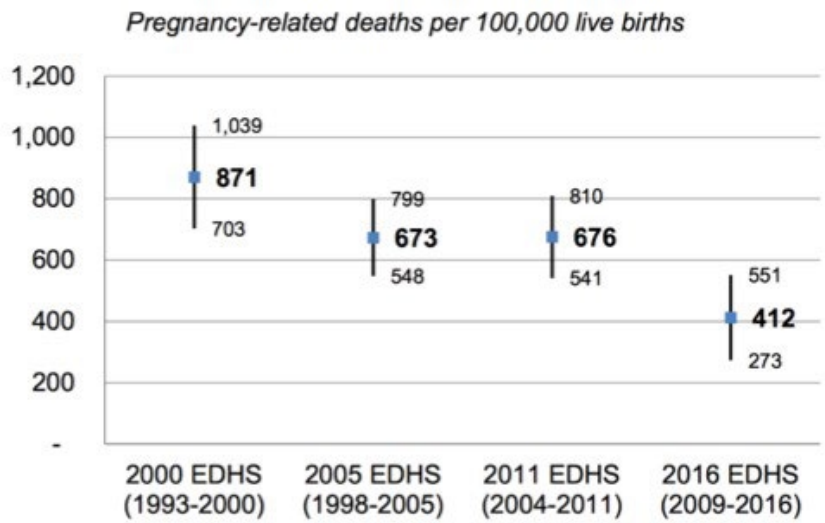
## 2. Gender gaps in health outcomes

**Despite improvements in recent years, Ethiopian women continue to suffer from poor reproductive health outcomes, high fertility rates and indoor pollution.** Between, 2000 and 2016, the fertility rate has decreased consistently from 5.5 to 4.6 births per woman. Fertility rates vary greatly across the country: rural women have nearly 3 more children than urban women (5.2 children versus 2.3 children). Women have on average one more child than they wish and 22 percent of currently married women have an unmet need for family planning (SHDS,2016). The proportion of women using modern contraceptive methods has increased in the last decades while remaining low : only 35 percent of women used modern contraceptives in 2016, compared to 6 percent in 2000.

**The Maternal Mortality Ratio continue to be high despite recent progress (Figure 2).** Every year, 401 women out of every 100,000 die giving birth, one of the highest rates in Africa. Only 32 percent of women had at least four

antenatal care visits during their pregnancies and only 27 percent of births are attended by skilled health personnel. Most women encounter problems receiving health services, with 70 percent of women age 15-49 reporting problems in accessing healthcare (SDHS, 2016). Research indicates that early childbearing is associated with higher health risks for the mother and the child. In Ethiopia, 10 percent of women age 15-19 are already mothers, and 2 percent are pregnant with their first child.

**Figure 2: Trends in pregnancy-related mortality ratio (PRMR) with confidence intervals**



Source: Ethiopia Demographic and Health Survey, 2016

**Ethiopian women are disproportionately exposed to indoor pollution due to the widespread use of solid fuel for cooking.** Data from the 2016 Demographic and Health Survey indicate that 93 percent of households use traditional forms of cooking. Cooking is done in a separate building or outdoors in only 47 percent of households. Indoor cooking has been associated with increased health risks such as respiratory diseases.

### **3. Female employment and access to decent work**

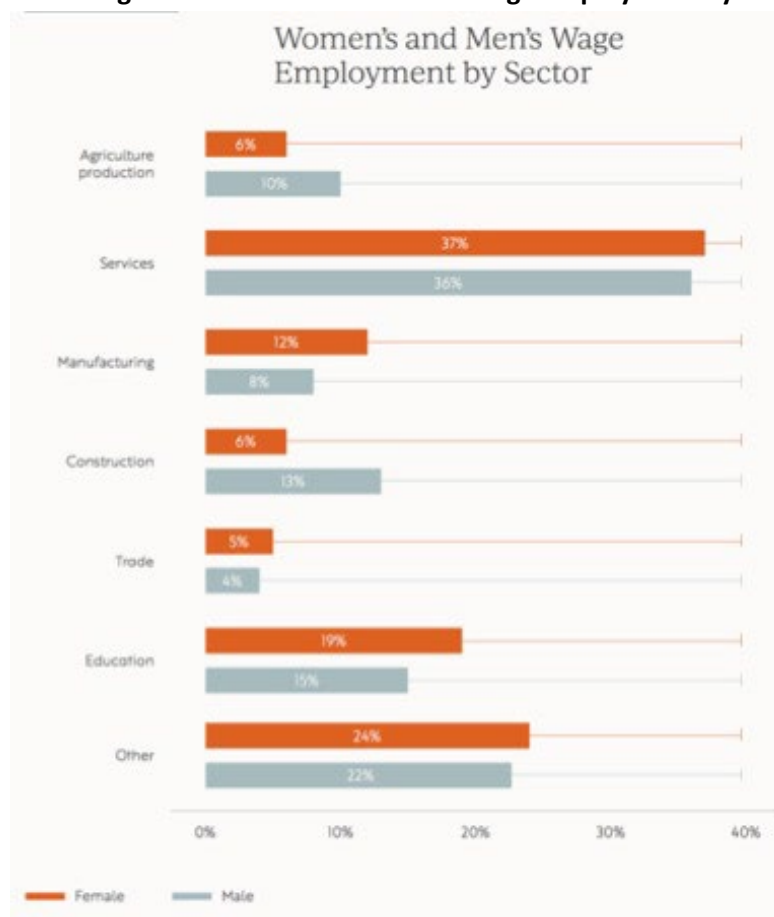
**Women are under-represented in labor force participation and more often found in unpaid and vulnerable employment.** Women’s labor force participation rate is 11 percentage points lower than men: 87.8 percent of men are in active employment compared to 77 percent of women. Gender labor gap are all the more apparent among the youth: the unemployment rate of women age 15-24 is nearly two times higher than boys the same age (UNICEF,2020). According to EEU data for 2017 women were underrepresented across the workforce, especially in decision-making positions. The data for 2018 found that women accounted for 5–37 percent of STEM-related participant trainings, including in basic computer skills, geographic information systems (GIS), and electrical safety. In 2018 the Ethiopian Electric Utility (EEU) set a target to reach 30% women in their workforce by 2023. The current employment stands at 25% women, which is a increase in over 800 female employees.

Women are less likely to be active economically due to disproportionate domestic and childcare responsibilities. Data from the EDHS indicate that the vast majority of husbands (63 percent) rarely participate in household

chores. According to a survey conducted by UNHCR, the current COVID-19 crisis has led to an increase in women's unpaid domestic and care work: more than half of women (52 percent) reported a substantial increase in tasks associated with unpaid domestic work since the beginning of the pandemic.

**The majority of economically active women are engaged in the agriculture sector, often in subsistence farming.** Women are less likely than men to perform paid labor : more than half of women engaged in the agriculture sector receive no payment, and 58 percent in small-scale manufacturing. In 2016, only 9 percent of employed women were waged and salaried workers. When they are paid, employed women experience a significant gender wage gap, partly due to lower education. According to the WEF Global Gender Gap report, Ethiopia has yet to close over 50 of its wage-related gap. Moreover, employed women are less likely to obtain skilled and management positions and are under-represented in technical employment.

**Figure 3: Women's and Men's Wage Employment by Sector**



Source: Ethiopia Demographic and Health Survey, 2016

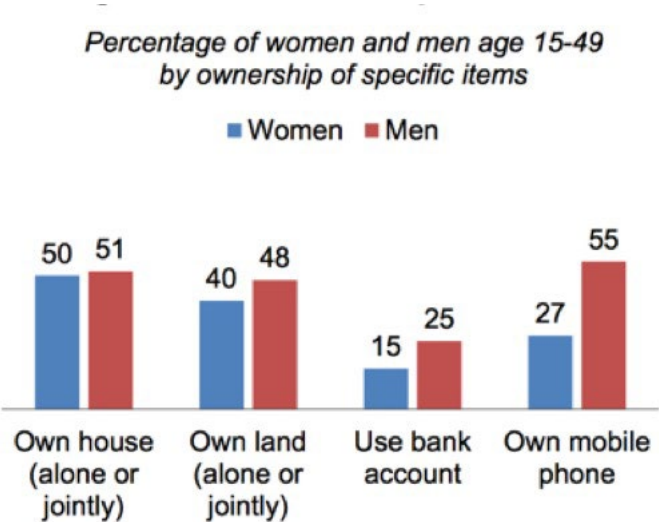
#### **4. Women's access to ownership and finance**

**Although Ethiopia's legislation guarantees equal access to assets, women are less likely to own productive asset and female-owned businesses do not perform as well as their male counterpart.** In Ethiopia, 16.5 percent of firms have a female majority ownership and only 4.5 percent have a female top management (WEF, 2020). In the agriculture sector, female farmers manage on average smaller lands, have less diversified crops and are less

productive than male farm managers. Female farmers produce on average 36 percent less per hectare than men and manage on average 0.6 hectare compared to 1 hectare for men (World Bank, 2020). In addition, self-employed women have less time to invest in their business than men, partly due to household and childcare responsibilities as well as GBV risks preventing them from working after certain hours. As a result, self-employed women spend on average 17 hours per week on their economic activity, compared to 23 hours for self-employed men. In addition to spending less time on their economic activities, female managers are less likely to own a business licence, have access to formal credit and they hire less labor than male entrepreneurs.

**Key drivers preventing women from scaling their businesses include lower access to technology, limited education, gender norms and lack of access to support networks.** Data from the 2016 EDHS indicate significant gender and regional disparities in the use of bank account and ownership of mobile phones. While 44 percent of urban women have a bank account, this is only the case for 7 percent of rural women. Likewise, 71 percent of urban women own a mobile phone compared with 15 percent of rural women. Since 2014, men have increased bank account ownership by 18 percentage points, nearly twice the size of the increase among women (Findex, 2017).

Figure 4: Ownership of assets



Source: Ethiopia Demographic and Health Survey, 2016

In terms of energy and economic opportunities, 47% of female-headed households are in the bottom two spending quintiles, significantly higher than the comparable figures of 38% of male-headed households. The lack of financial resources of female-headed households impact their ability to invest in grid-connectivity. Among unconnected households, 37.5% of female-headed households are willing to pay full price upfront for a connection to the grid, compared with 60.1% of male-headed households, according to a 2018 World Bank survey<sup>1</sup>.

1 “Padam, Gouthami; Rysankova, Dana; Portale, Elisa; Koo, Bryan Bonsuk; Keller, Sandra; Fleurantin, Gina. 2018. Ethiopia – Beyond Connections : Energy Access Diagnostic Report Based on the Multi-Tier Framework. World Bank, Washington, DC.



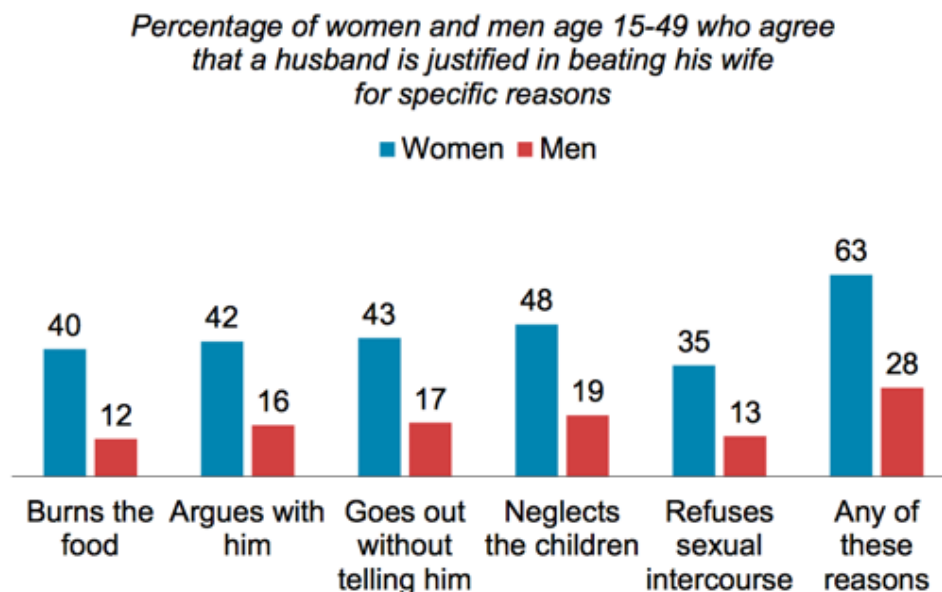
## 5. Women's political participation

Although women's representation in political institutions has increased significantly in recent years, men still predominate at regional and community levels. The 2018 election saw a substantial increase in female representation, making Ethiopia one of the top countries worldwide for female political participation. Female representation in Parliament increased dramatically over the past thirty years, from 3 percent in 1999 and 7 percent in 2000 to 38.8 percent in 2018. The 2018 presidential election led to the appointment of Sahle-Work Zewde as Ethiopia's first female President. At the government level, more than 47 percent of ministers are women and Meaza Ashenafi is the first female defense minister in the country's history. Moreover, the number of female candidates running for federal and regional elections has significantly increased, reaching 1270 female candidates in 2015 compared to 927 in 2000. However, women in politics are often exposed to gender-based violence in politics, preventing them from freely exercising their political rights (NDI,2020).

## 6. Gender-Based Violence (GBV)

Gender-based violence is pervasive and manifest itself in different forms, from domestic and intimate partner violence to female genital mutilation. According to the 2016 EDHS, 23 percent of women age 15-49 have experienced physical violence and 10 percent have experienced sexual violence. Domestic violence affect 34 percent of ever-married women. Fear of reprisal, shame and high levels of tolerance towards domestic violence reinforce perpetrator impunity. Only one-quarter of women who have experienced GBV seek help, while 63 percent of women continue to believe that a husband can beat his wife in certain contexts.

Figure 5: Attitudes towards wife-beating



Source: Ethiopia Demographic and Health Survey, 2016



**Although slowly declining, female-genital mutilation continue to be widespread with wide regional disparities.** Data from the 2016 SDHS indicate that 65 percent of women age 15-49 have undergone female genital mutilation, with a prevalence ranging from 99 percent in the Somali region, to 23 percent in Tigray. However, trends indicate growing disapproval for the practice: in 2016 only 18 percent of women believed female circumcision should be continued, compared to 31 percent in 2005.

With support from the World Bank Group and Energy Sector Management Assistance Program (ESMAP), the government has launched a major reform of its energy sector to reach universal electrification by 2025, in which it aims to create more equitable institutions and equal benefits for women. Working together with teams from across the World Bank Group, a first-of-its-kind approach — Closing Gender Gaps Across Ethiopia’s Energy Sector — was developed which established new ways of looking at gender across the entire US \$2 Billion World Bank energy portfolio in the country. Findings from consultations with multiple stakeholders were combined with country data to identify key discrepancies between women and men across the sector. This crucial knowledge helped to shape specific actions on gender equality under the \$375 million Ethiopia Electrification Program (ELEAP), one of the largest and most ambitious electrification programs IDA has undertaken in Africa. Dedicating technical assistance and a substantial budget allocation (US \$4.5 Million through disbursement linked funding) has catalyzed a focus on creating more equitable energy institutions, starting with helping the Ethiopia Electric Utility (EEU) achieve a better balance between men and women among leadership and its workforce, including a goal of women holding 30% of all jobs over the next four years. The initiative was recognized for its contribution by being awarded the President’s Award for Excellence in June 2018.

### 3.2 Guinea-Bissau Gender Gap

**Guinea-Bissau has one of the worst human development outcomes in the world.** Poverty is widespread, particularly affecting women who are on average less educated, lack access to land and assets and are under-represented in decent employment and political institutions. Patriarchal values are entrenched in the customs of the country’s main ethnic groups, namely the Fula, Balanta, Mandinga, Manjaco and Pepel (UNDP, 2021). Due to a lack of internationally comparable data, Guinea-Bissau does not appear in the World Economic Forum’s 2020 Global Gender Gap Report or UNDP’s 2020 Gender Inequality Index.

#### 1. Gender gaps in educational outcomes

**Girl’s enrollment and completion rates start to lag behind boys in lower secondary school and increase with the education level.** Despite some progress over the past decades, Guinea-Bissau’s educational outcomes are among the lowest in the region and remain low, particularly affecting girls. According to Guinea Bissau’s MICS 6 report (2020), more than 40 percent of women 15-49 did not receive any education, compared to 19.8 percent of men. While primary net enrollment increased from 45 percent in 2000 to 67 percent in 2010, completion rates continue to be low: only 29.2 percent of boys and 25.1 percent of girls complete primary school. Gender gaps deepen in lower secondary school : only 17.8 percent of boys and 16.4 percent of girls complete lower secondary school, while 13.7 percent of boys complete secondary school compared to only 8.1 percent for girls. Access to education is all the more limited for women living in rural areas. Indeed, while women’s overall literacy rate stand at 32.6 percent, only 16.3 of rural women are literate compared to 56 percent of urban women. In comparison, 78.9 percent of men living in urban areas are literate, compared to 32.4 percent of men living in rural areas.

**Commonly cited reasons for girls lower educational outcomes include early marriage and pregnancy, distance from school, lack of access to sanitary facilities, lack of money and household responsibilities (AfDb, 2015).** Early marriage is a common practice in Guinea-Bissau occurring in most of the country's ethnic groups. While nearly 16 percent of girls age 15-19 years are currently married or in union, this is only the case for 0.3 percent of boys the same age. More than 8 percent of girls were married before their 15<sup>th</sup> birthday (MICS 6, 2020). Early marriage often result in adolescent births further affecting women's capacity to pursue an education : 27 percent of women 20-24 years old had their first live birth before the age of 18 compared to only 3.4 percent of men. In addition, lack of adequate sanitary facilities often constitute a barrier to girls' education, preventing many from attending schools during their menstruation. More than 8 percent of girls miss social activities, school or work due to menstrual periods. Furthermore, the vast majority of the teaching workforce is male, with only 6 percent of female teachers in secondary schools.

## **2. Gender gaps in health outcomes**

**Bissau-Guineans women are particularly affected by low quality of healthcare and one of the world's worst reproductive health outcomes.** Guinea Bissau's maternal mortality rates are among the highest worldwide, reaching 667 deaths per 100,000 live births. Results from the 2020 MICS 6 survey indicate that antenatal care (ANC) coverage is widespread, suggesting that the quality of care is not sufficient to prevent many maternal deaths. Overall, more than 80 percent of women benefited from at least 4 ANC visits during their pregnancy, while 97 percent of women had a birth attended by a skilled personnel. In Guinea-Bissau, nearly half of birth or 48.8 percent occur at home. The current COVID-19 Crisis may have worsened women's health outcomes, by further reducing their access to health services due to restrictions in movement and lack of financial resources.

**Fertility rates remain high due to lack of knowledge about reproductive health, limited access to services, and low contraceptive use.** In 2018, the country's fertility rate reached 4.5 births per woman. Only 21.3 percent of women currently married or in an union have a satisfied need for family planning. Furthermore, women are disproportionately affected by the prevalent use of traditional sources of energy. Biomass cooking has been associated with health risks due to indoor pollution.

## **3. Female employment and access to decent work**

**Despite contributing significantly to the country's economy, women are disproportionately represented in vulnerable employment and perform the larger part of unremunerated and household work.** Women's access to economic opportunities is limited due to lack of time, lower education and gender norms confining women to their households. Women and girls are indeed largely responsible for domestic responsibilities and child care and spend several unpaid hours everyday collecting water and wood. When they enter the labor market, women are more often in informal employment and less likely to be paid. Guinea-Bissau's economy is mostly agrarian and characterized by high dependency on the cashew industry where women are relegated at the bottom of the value chain. Women working in the cashew sector are indeed mostly responsible for farming and harvesting the cashew nuts on lands that belong to their male relatives, while men decide if and when to sell (Afdb, 2015).

**Nearly 52 percent of women are in vulnerable employment, either self-employed or family workers, compared to 33 percent of men, a difference of 19 percentage points.** Men are three times more likely to be involved in formal remunerated work (27.5 percent) in the agricultural sector than women (9.7 percent) (UNDP, 2021). Women are not only less represented in the formal sector, they are also less likely to obtain management and skilled positions. In addition, persistent gender gaps in the labor market are reflected in remuneration: women only earn 65 percent of men's income (UNDP Human Development Report, 2015).

#### **4. Women's access to ownership and finance**

**Bissau-Guineans women have substantially less access to land and other productive assets than men, making single, widowed and divorced women particularly vulnerable to poverty.** While Guinea-Bissau's Land Law protects women's right to inherit, land allocation is mostly governed by customary norms which are often discriminatory towards women. According to the traditions of the Balanta, Fula, Mandinga, Manjaco and Pepel ethnic groups, women are not allowed to own lands. Men designated as "chefe de tabanca or regulado" are traditionally responsible for land management and decide how much access - if any - is granted to female members of their household. As a result, women own less than 2.5 percent of land, which is lower than the regional average (UNDP 2021). Research also indicates that women are disadvantaged with regard to access to credit, material and equipment, preventing them from accessing income-generating opportunities. According to the World Bank's 2006 Enterprise Survey, only 19.9 percent of businesses stated that they have female representation in their ownership compared to 33 percent on average in Sub-Saharan Africa.

#### **5. Women's political participation**

**Despite the recent adoption of a Law on Parity, women's participation in politics remain extremely low.** In May 2019, the Republic of Guinea Bissau adopted a law requiring that any list of candidates for national and local elections, as well as for elective offices in public institutions should include fifty percent of women. However, only 14 female candidates won the 2019 legislative election, representing 13.7 percent of Parliament seats. This result can be explained by lack of time to implement the Law as only 3 months separated the adoption of the law and the election, as well as reluctance from political parties to allow female candidates to head lists (UNDP, 2021). The 2019 legislative elections were marked by a record number of female voters and female candidates, mostly in secondary position.

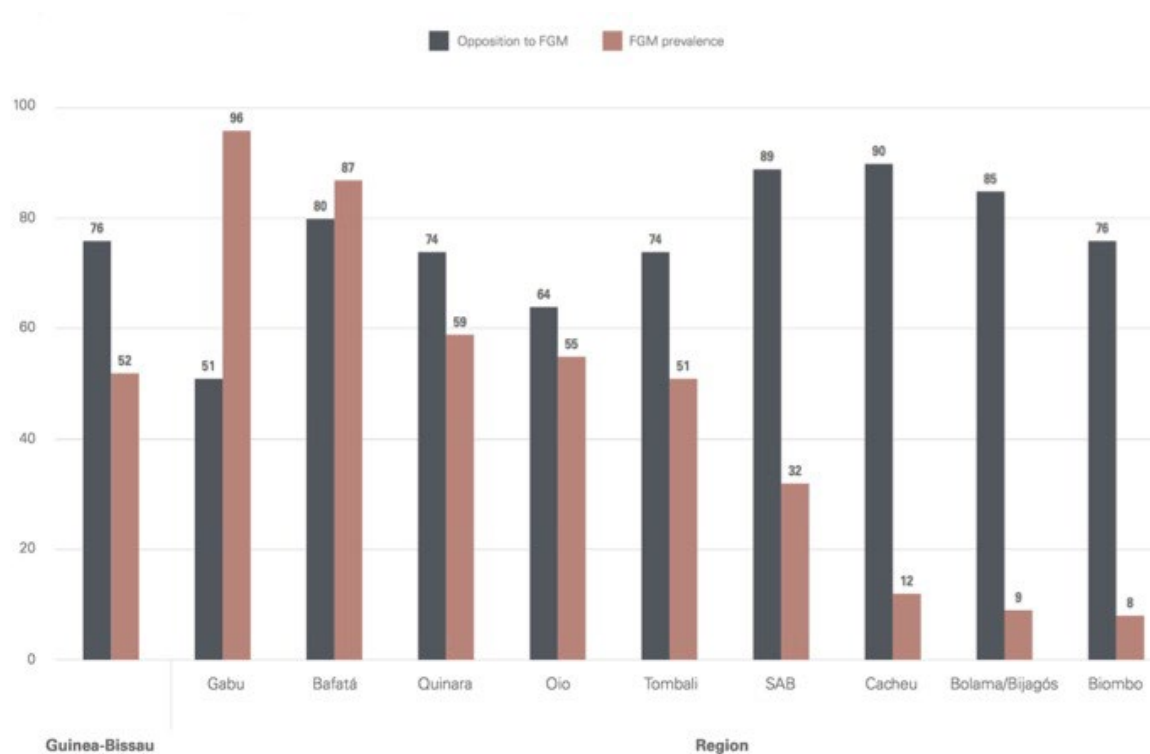
**Patriarchal norms associating decision-making with masculinity and the disproportionate burden of unpaid and domestic work prevent many women from participating in political life.** Women are indeed traditionally excluded from community-based power structure and are seldom represented in Tabanca (villages) as traditional leaders (Régulos) or religious leaders (UNDP, 2021). In addition, results from the MICS 6 2020 survey indicate that women have lower access to means of communication, resulting in limited access to information and opportunities. While 87 percent of men own a cellphone, this is only the case for 60.7 percent of women. Substantial geographical disparities can also be observed : 80.7 percent of urban women own a cellphone compared to only 46.9 percent of rural women. Furthermore, only 29 percent of urban women and 2.5 percent of rural women use internet. In comparison, 60.8 percent of urban men and 18.6 percent of rural men have access to internet.

## 6. Gender-Based Violence (GBV)

**Gender-based violence is a widespread phenomenon in Guinea-Bissau and takes many forms from female genital mutilation to rape.** Although national statistics are lacking to adequately assess the prevalence of gender-based violence in the country, results from the 2020 MICS 6 Survey indicate high levels of tolerance toward domestic violence. More than 36 percent of women aged 15-49 years believe that a husband is justified in beating his wife in various circumstances. In rural areas, many women experience forced and early marriage as well as “levirate”, a traditional practice requiring widows to marry the brother or male relative of a deceased husband.

**Female Genital Mutilation is practiced all over the country with wide geographical and ethnic disparities.** More than 400,000 girls and women in Guinea-Bissau have experienced FGM (UNICEF, 2020). Girls from muslim communities in rural areas with less education are at greater risk of FGM. On the other hand, female circumcision is practically non-existent in some ethnic groups such as the Balanta, Felupe, Manjaco and Papel. In the region of Gabu, FGM is a near-universal phenomenon affecting 95.8 percent of girls, while less than 10 percent of girls are excised in the Biombo region (MICS 6,2020). FGM is not only seen as a religious obligation by many, but also often associated with purity and perceived as a way to prepare girls for marriage and increase their fertility (Balde, 2018). However, a majority of the population seem to believe the practice should end, even in areas where FGM is widespread. Overall, 76 percent of the population oppose female circumcision, compared to 59 percent of the population in 2006 (UNICEF, 2020).

**Figure 6: Attitudes towards FGM in Guinea-Bissau**



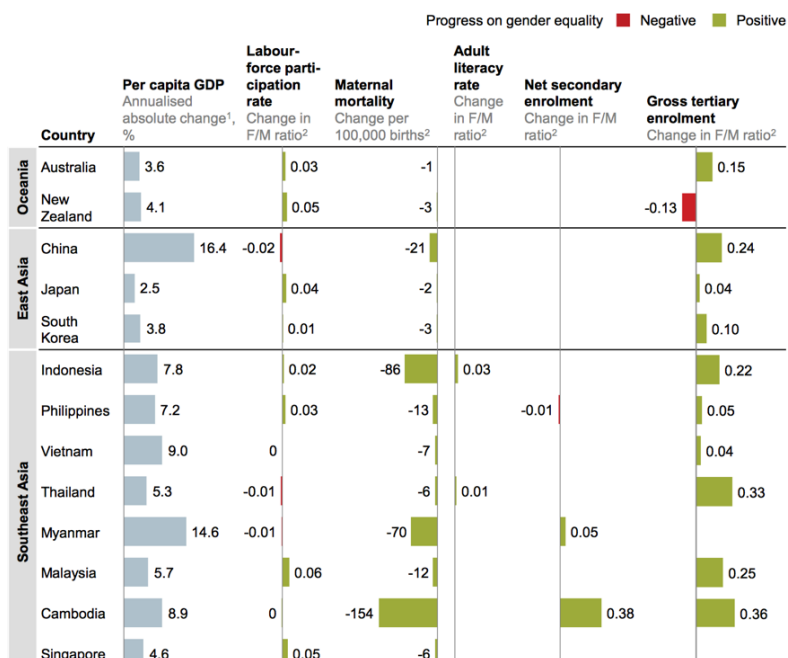
Source: UNICEF report on FGM in Guinea-Bissau, 2020

**Women victims of violence have limited access to justice due to lack of protective legal norms, poor implementation and knowledge of existing laws as well as interference by traditional leaders.** The vast majority of GBV incidents are not reported by survivors to the police due to community pressure and shame. A survey conducted by the NGO Voz de Paz (2019) indicates that 31 percent of respondent do not believe their problems will be resolved well through formal justice, while 61 percent believe that traditional justice is the best way to resolve conflicts (UNDP, 2021).

### 3.3 Indonesia Gender Gap

**Despite significant reduction of gender inequality in the past decade and improving health and educational outcomes, significant gaps remain with regards to women's economic and political participation.** Furthermore, the stay at home policy imposed during the COVID-19 pandemic disproportionately impacts women who are mostly responsible for household and family responsibilities. Indonesia's achievements on gender equality vary greatly according to provinces. Gender gaps are indeed exacerbated by unequal access to infrastructure and public services. Rural women are particularly exposed to poverty and unemployment and have less access to health services and education than their urban counterpart.

**Figure 7 Progress on gender equality in Asia Pacific**



1 Total GDP percentage change divided by ten years.

2 Change in indicator is defined as the value in the latest year subtracted by the value ten years ago. Note that measures are not comparable across indicators, since units and timeframes vary.

NOTE: Within each subregion, countries have been ordered according to their 2016 female population. No data are available for the countries where no values are shown.

Source: McKinsey Global Institute analysis, 2018

### 1. Gender gaps in educational outcomes

**Indonesia has nearly closed the gender gap in education and women are over-represented at all levels.** Between 1995 and 2014, women's enrolment in secondary education doubled to reach 75 percent. In 2017, 18 percent of 25-34-year-old women had completed a tertiary degree, compared to 14 percent of men. However, early marriage and poverty continue to limit many Indonesian girls' access to education. Girls who marry before the age of 18 are indeed six times less likely to complete senior secondary school. Educational outcomes vary according to provinces: women from rural areas are more likely to prematurely stop their education due to early marriage, particularly in the Central Kalimantan, South Kalimantan and West Sulawesi provinces where more than a fifth of women aged 20-24 were married before the age of 18. Nationwide, women represent at least two-third of the country's illiterate population.

**Contributing factors include poverty leading households to prioritize the education of boys as future breadwinners, as well as religious and social norms.** Women continue to be underrepresented in science, technology, engineering, and mathematics (STEM) subjects in technical education and universities. Female STEM attainment only reaches 12.3 percent, compared to 29.3 percent for male students (World Economic Forum Global Gender Gaps 2020). According to the PISA 2018 results, one in eight Indonesian high-performing male students in mathematics or science expect to work as an engineer or sciences professional at the age of 30, while this is only the case for one in twenty high-performing female students.

### 2. Gender gaps in health outcomes

**Despite rapid gains in health outcomes over the past years, Indonesia continues to face high maternal mortality rates as well as gender gaps in nutrition and access to public health services.** The maternal mortality rate fell quickly in the past decades but remains high for a middle-income country: between 2000 and 2017, the mortality rate went down from 301 to 177 deaths per 100,000 live births. Early pregnancy remains a major health issue in the country: 7 percent of women aged 15-19 have already begun childbearing. According to the 2017 Demographic and Health Survey, girls in rural areas are two times more likely to have begun childbearing than their urban peers. Early pregnancy is associated with lower educational outcomes and higher risk of maternal mortality. Indonesian women suffer disproportionately from malnutrition, especially during pregnancy and lactation, as male members of the household are often given larger share of food. Despite being key actors of food production and distribution in rural areas, women are often the first victims of malnutrition during periods of food insecurity (FAO, 2019). Rural women also have lower access to health services due to lack of transportation and poor health infrastructure and tend to have less access to drinking water and sanitation.

**Figure 8: Access to drinking water in Indonesia**

Characteristics	& with access to drinking water		% with NO access to drinking water	
	Male	Female	Male	Female
Urban	81.66	80.97	18.34	19.03
Rural	64.31	63.42	35.69	36.58
40% lowest income	64.9	65.34	34.66	35.1

Source: source BPS-RI, Susenas 2018 and Care 2020

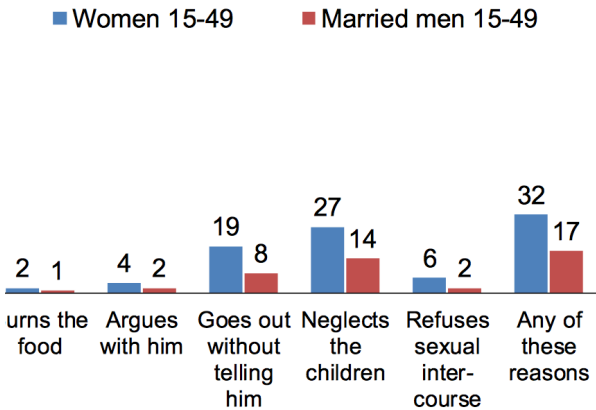
Among rural households that use firewood for cooking, women are more exposed to indoor air-pollution as they are responsible for household chores and firewood collection. Rural women dedicate 25 percent of their time to firewood collection and represent the majority of the 165,000 premature death caused by indoor pollution (UNDP 2017).

3. Gender-Based Violence

Gender-based violence is widespread in Indonesia and takes various form from intimate partner violence to female genital mutilation (FGM) and human trafficking. In 2019, the Indonesia’s National Commission on Violence against Women (Komnas Perempuan) reported 406,178 GBV cases. This figures only represents a minority of cases as most act of violence against women are not officially reported due to shame and fear of reprisal. This phenomenon is reinforced by social norms that considers violence against women a private issue. According to the 2017 Demographic and Health survey, 32 percent of women and 17 percent of married men believe that a husband is justified in beating his wife.

Figure 9: Attitudes towards wife beating

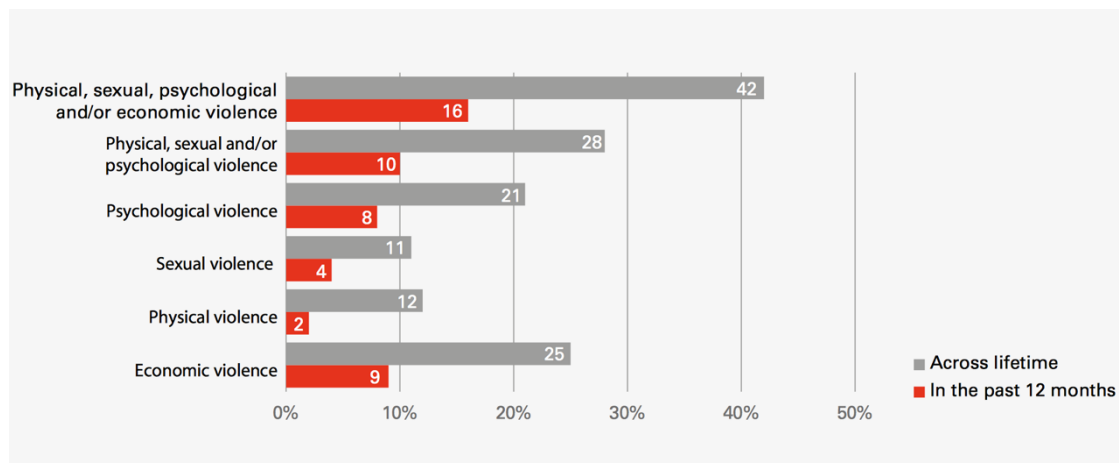
Percentage of women age 15-49 and married men age 15-54 who agree that a husband is justified in beating his wife for specific reasons



Source: 2017 Indonesia Demographic and Health Survey

More than one in four women aged 15-64 years who have ever been in married or in a union has experienced physical, sexual and/or psychological intimate-partner violence. Key drivers of gender-based violence include women’s lack of education and employment and lower access to information and ressources.

Figure 10: Proportion of ever-married women and girls aged 15–64 years subjected to violence by a current or former intimate partner, by timeline and form of violence, 2016



Source: SPHPN 2016 and UNICEF, 2017

Although Female genital mutilation/cutting was banned in Indonesia in 2006, the government adopted a regulation in 2010 (No.1636/2010) authorizing this practice by medical practitioners. According to UNICEF, nearly half of Indonesian girls under the age of 12 have undergone some form of female genital mutilation or cutting. Women and girls are also particularly vulnerable to trafficking for sexual exploitation or domestic work and are almost five times more likely to be the victim of trafficking than men and boys (UNICEF, 2017).

#### 4. Women's agency and political participation

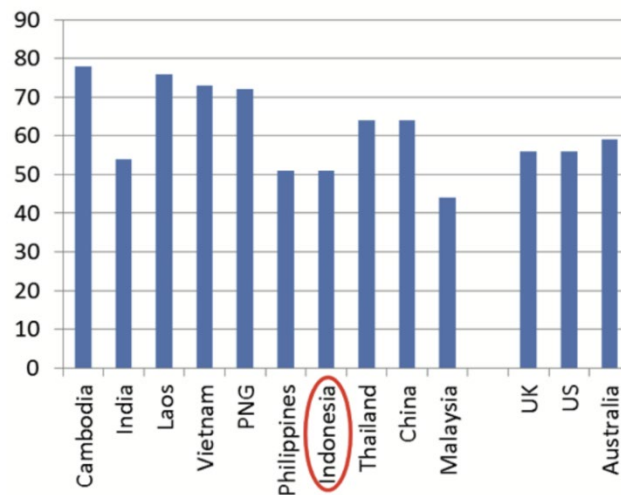
**Despite governmental laws and policies to promote women's political participation in Indonesia, men continue to predominate within decision-making institutions.** Since 2012, political parties are required to present at least 30 percent of women during General Elections. However, the quota has not been reached yet in national or regional parliaments. The share of women in national parliaments has decreased in the 2019 election to 17.4 percent, from 19.8 percent in 2017. Significant progress has been made over the past years with regards to women's access to senior political positions. The current administration under President Joko Widodo includes five female ministers. Female political participation is limited by lack of political training and experience as well as the widespread view that politics is a men's only domain. At the community level and especially in rural areas, household and family responsibilities affect women's capacity to effectively participate in public decision-making. Women are often discouraged from running for leadership positions in village elections.

#### 5. Female employment and access to decent work

**Indonesia experienced minor progress on female labor force participation in past years, falling behind other countries with similar level of development.** In 2020, women only represented 39.3 percent of total labor force compared to 38.1 percent in 2010. The female labor force participation rate increased slightly to 53.1 percent in 2020 from 50.3 percent in 2007. In comparison, male labour force participation rate reached 82.4 percent in 2019. The employment gap is particularly significant in the energy sector, where women are mostly confined to administration, sales, finance and catering jobs. For instance, in 2013, 222.293 men had been registered working in the sector of electricity, gas and water compared to 32.235 women (GIZ, 2017).



**Figure 11: Female Labour Force participation by country**



*Source: Monash 2017 and World Bank, 2013*

**The gender employment gap decreases as education level rises.** While the gender gap in employment rates reaches 44 percent for young adults with less than secondary education, it is only of 12 percent for those with a tertiary education (McKinsey, 2018). In addition to low educational attainment, women's household and family responsibilities as well as poor transport infrastructure are added barriers to female labour force participation. Women have indeed lower transportation access than men (ownership and use) and are more reliant on efficient and safe public transport to shorten their time spent on household chores and better access services and employment.

**Women who are in the labor force face significant barriers to accessing formal high-quality job and are often exposed to low wages and lack of legal protection in the informal sector.** Indonesian women are indeed 24 percent more likely to work in the informal sector than men and constitute the majority of self-employed and unpaid family workers. According to the 2017 Demographic and Health Survey, more than half of women engaged in agricultural work are unpaid workers. Many Indonesian women are informal migrant workers engaged in domestic work in other provinces or abroad. These migrations are often organized through illegal channels, increasing women's vulnerability to gender-based violence and poverty. The eastern islands of West Nusa Tenggara and NTT are among provinces with the highest number of workers through illegal means in the country (CARE, 2020).

**The gender wage gap reaches 50 percent in the informal sector, compared to 34 percent in the formal sector.** Regardless of the education level, women systematically earn less than men in the workplace, while high-paying jobs are dominated by men.

**Figure 12: Net monthly wage/salary of employee by educational attainment (Rp.)**

	Men	Women
Primary School	2,117,361	1,280,826
Junior high school	2,357,497	1,658,672
General high school	3,099,936	2,115,726
Vocational high school	3,059,119	2,288,670
College (D1-D3)	4,414,594	2,930,465
University	5,436,083	3,701,652

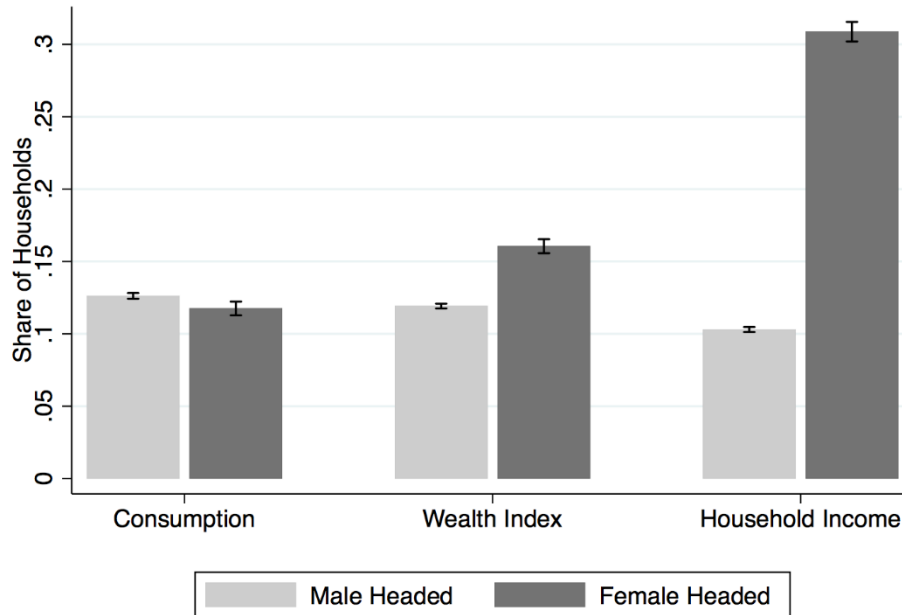
*Source: International Labor Organization and UN Women, 2018*

## **6. Access to ownership and finance**

**Although female entrepreneurs play a critical role in the country's economy, contributing 9.1 percent of GDP (World Bank enterprise Survey), Indonesian women continue to have limited access to ownership and finance.** Female entrepreneurs own 51 percent of small enterprises and 34 percent of medium enterprises (McKinsey 2018). Women-led enterprises are generally smaller in scale and more informal. They often take the form of food stalls, small shops, food processing and handicrafts and are generally compatible with household responsibilities (FAO, 2019). In order to expand their businesses, female entrepreneurs often need to overcome a lack of training, smaller networks, household responsibilities and cultural or religious constraints. Digital illiteracy is a key obstacle to increasing the productivity of female-owned businesses. About 40 percent of Indonesian women said that they needed help to use mobiles, compared with 25 percent of men (McKinsey, 2018). Female entrepreneurs also face barriers that limit their access to financial institutions due to lack of collateral. Although the Indonesian legal system protects women's right to inherit and own property, only 29 percent of women own land compared to 50 percent of men. In some provinces, cultural and religious practices lead to women inheriting a lower share of property than men. The Marriage Act of 1974 allows for joint ownership of marital property but land is rarely registered in the name of both husband and wife, due to patriarchal traditions and limited awareness of joint titling.

**Female-headed households (FHH) are less likely to own assets than male-headed households and are more vulnerable to poverty due to lower incomes.** Between 2007 and 2018, the share of female-headed households increased from 12.9 percent to 14.8 percent, while one in four FHH survive on money given to them by other members of their families (CARE, 2020).

**Figure 12: Poverty Measures by Gender of Household Head**



Source: March, June, Sept. 2011, SUSENAS and MAMPU 2012

### 3.4 Kyrgyzstan Gender Gap

Since its independence, Kyrgyzstan has experienced a resurgence of conservative and patriarchal norms and some gender gaps have widened, particularly with regards to access to economic opportunities and political participation. The Kyrgyz Republic is ranked 93 out of 153 countries by the World Economic Forum Global Gender Gap report, a loss of 41 places since the 2006 ranking. At the regional level, Kyrgyzstan is ranked 22 out of 26 countries in Eastern Europe and Central Asia. Kyrgyzstan lags behind its neighbors in gender inequality outcomes. UNDP's Human Development Report ranked Kyrgyzstan 82 out of 162 countries in its 2019 Gender Inequality Index (GII), behind Tajikistan (70) and Uzbekistan (62). UNDP's GI reflects gender-based inequalities in reproductive health, empowerment and economic activity.

#### 1. Gender gaps in educational outcomes

Despite near parity in basic education attainment, women are more likely to pursue higher studies and predominate in fields traditionally associated with femininity such as health and education. The Kyrgyz Republic has nearly closed the gender gap in primary school enrollment and virtually all Kyrgyz are literate. However, a reverse gender gap can be observed in higher educational attainment: 46.7 percent of women are enrolled in tertiary education compared to only 36 percent of men. The gender gap is more pronounced in rural areas where boys are more likely than girls to drop out of school. Research indicates that school fees are a key contributing

factor to men’s lower educational attainment. Indeed, the end of state-funded free education after the country’s independence led many poor households in rural areas to withdraw their sons from school in order to get extra income (ADB, 2019).

**Figure 13: Level of Economic Activity in the Population Aged 15-19 by Location and Sex (2012)**

Rural		Urban	
Female	Male	Female	Male
25.9	42.8	10.2	21.4

*Source: National Statistical Committee, 2014 and FAO report, 2016*

**In addition, the Kyrgyz Republic educational system is characterized by high gender-based segregation.** Women are indeed more likely to pursue studies in traditionally female-dominated fields such as health and education, while men are more often found in technical fields. While nearly 34 percent of men pursue STEM studies, this is only the case for 11 percent of women. In contrast, women’s attainment in the education field reaches 27 percent, versus 5 percent for men (WEF, 2020).

2. **Gender gaps in health outcomes**

**Despite rapid improvements in reproductive health outcomes, Kyrgyz women continue to be affected by high maternal mortality and early childbearing rates.** Between 2011 and 2017, Kyrgyzstan’s Maternal Mortality Ratio (MMR) declined from 79 to 60 deaths per 100,000 live births. However, maternal mortality remains high and Kyrgyzstan significantly lags behind its neighbors in terms of maternal health indicators. In comparison, Kazakhstan and Uzbekistan’s MMR is respectively 10 and 29 deaths per 100,000 live births. In Kyrgyzstan, access to antenatal care is almost universal (95 percent) and nearly all births are attended by skilled personnel (98 percent). Persisting high levels of maternal mortality therefore reflect poor quality of healthcare. Moreover, the unmet need for family planning among Kyrgyz women remains relatively high at 18 percent.

**Kyrgyzstan experiences high levels of adolescent births compared to its neighbors.** The adolescent birth rates stand at 32.4 percent compared to 24 percent in Uzbekistan and 29 percent in Kazakhstan. In 2014, nearly 13 percent of women aged 20-49 reported being married before the age of 18 (ADB, 2019). Early marriage and childbearing are associated with increased health risks as well as lower educational attainment and labor force participation.

**Furthermore, women and girls are disproportionately affected by the consequences of climate change and increasing water scarcity.** Kyrgyz women are indeed primary consumer of water to complete household chores such as cooking and cleaning, and they are more likely to limit their own use during shortages (ADB,2019).

**Figure 14: Person in Rural Households who Usually Collect Drinking Water, by Sex and Age (2014)**

<b>Females</b>	
Adult woman	56.2
Girl up to age 15	6.5
<b>Males</b>	
Adult man	29.8
Boy up to age 15	7.0

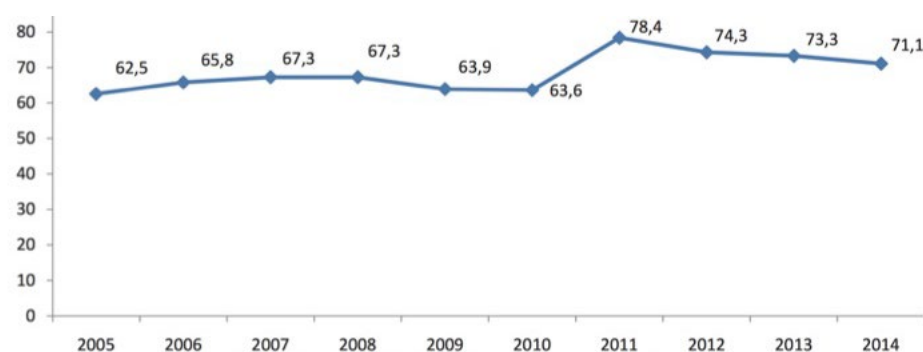
*Source: National Statistical Committee, 2015 and FAO report, 2016*

**On the other hand, a substantial reverse gender gap can be found in life expectancy.** In Kyrgyzstan, men outlive women by more than 8 years, and are far more likely to die from infectious diseases, accidents and to commit suicide.

### **3. Female employment and access to decent work**

**Kyrgyzstan's labor market is characterized by significant gender gaps in labor force participation, income and quality of employment.** Women's representation in the labor force experienced rapid decrease over the past two decades, from 44.8 percent in 1995 to 38.4 percent in 2019. In 2019, women's labor force participation rate stood at 51.7 percent compared to 79.3 percent for men, a difference of nearly 28 percentage points. In the workplace, women are more often found in precarious employment, have less access to management positions and are less likely to be paid. The gender wage gap is wide and has not been reduced significantly in recent years. In 2014, women's average wage was equivalent to 71 percent of men's wage (Figure 3).

**Figure 15: Women's wages (%) as a proportion of Men's wages, 2005-2014**



*Source: National Statistical Committee and FAO report, 2016*

**Since the country's independence, governmental provision of family and childcare support has been reduced further preventing women from accessing and remaining in the job market.** Kyrgyz women are indeed largely responsible for performing unpaid and household care work and dedicate 4 hours and 30 minutes every day on domestic chores, compared to only 1 hour and 20 minutes for men (ABD, 2019). According to the WEF Global

Gender Gap report, 30.3 percent of employed women work part time, compared to 19.76 percent of men while 6.5 percent of women in the labor force are unemployed (versus 5.7 percent of men).

**Sex-based occupational segregation is high: women are overrepresented in the service sector while men predominate in technical areas.** According to the Asian Development Bank (2019), women represent 83.6 percent of the labor force in health and social services, 80.6 percent in education and 58.4 percent in hotels and restaurants. In comparison, men represent 84.4 percent of employees in the mining industry, 90.5 percent in the production of gas, electricity and water and 96.5 in the building industry.

#### **4. Women's access to entrepreneurship, ownership and finance**

**Kyrgyz women are under-represented in entrepreneurship due to lack of access to information and opportunities as well as limited financial resources.** The WEF 2020 Global Gender Gap report found that only 26.9 percent of firms had female majority ownership and 32.9 percent had a female top manager. A national survey conducted by UN Women and UNDP in 2016 found that men are twice as engaged in entrepreneurship as women (8 percent versus 4 percent). Although the 2017 Findex report found no significant gap in bank account ownership, lack of resources often prevent women from starting a business.

**Female entrepreneur face gender biases and lack collateral when applying for commercial banks loans.** Women-owned businesses are also more likely to borrow smaller amount from micro-finance institutions (ADB, 2018). Moreover, while the legal framework guarantees equal ownership rights between men and women, customary law remains prevalent preventing many women from exercising their rights. The vast majority of assets are registered in the name of the male head of the household, particularly exposing single, widowed and divorced women to poverty. More than 60 percent of houses and 80 percent of lands are registered in men's name. Furthermore, female entrepreneurs have lower access to information and technology and limited business skills compared to male entrepreneurs. According to the 2012 Demographic and Health Survey, 23 percent of women reported having used internet in the last 12 months compared to 27 percent of men.

#### **5. Women's political participation**

**Kyrgyz women are particularly under-represented in political institutions and their participation in Parliament has only increased slowly since the adoption of a gender quota.** Following the legislative election of 2015, women only accounted for 19.2 percent of parliamentary seats despite representing more than 30 percent of candidates, a 4 percentage points decrease from the 2012 election. At the community level, women are under-represented in Kyrgyzstan's village councils. To address declining female participation in local politics, the GoK amended the Law on Elections to Local Councils or Keneshes in 2019 (Amendment No. 117), to introduce gender quotas reserving at least 30 percent of Local Councils seats for women. As a result, the proportion of women in Keneshes increased significantly following the April 2021 election, reaching 38 percent from 11 percent in the previous Local Councils. According to a survey conducted by UNFPA/UN Women in 2016, respondents identified lack of support from relatives, insufficient experience and knowledge and lack of support from society as key barriers preventing women from participating in political life.

## **6. Gender-Based Violence (GBV)**

**Gender-based violence is widespread in the Kyrgyz Republic. Women experience high levels of domestic violence as well a phenomenon of bride kidnapping.** According to Kyrgyzstan's 2012 Demographic and Health Survey, 23 percent of women have experienced physical violence in their lifetime, 28 percent of ever-married women. Only 39 percent of women survivors of violence seek help, often due to lack of trust in the authorities. The COVID-19 crisis has exacerbated the phenomenon of domestic violence by confining many women with their abusers during the lockdown. A Gender Rapid Assessment of COVID-19's impact in Kyrgyzstan conducted by UN Women found a 65 percent increase of reported domestic violence between March and May 2020, compared to the same period in 2019.

**The phenomenon of bride kidnapping or *ala kachu* has increased significantly following the country's independence and continue to exist in rural areas, resulting in high numbers of rape and forced marriages.** Many households of girls who are kidnapped do not allow their daughters to return home and coerce them into marriage. According to a 2018 report from CEDAW, relatively high level of tolerance towards bride kidnapping exist in Kyrgyz society, with many believing that the practice reinforces perpetrator's masculinity. According to a Survey conducted by UNFPA/UN Women in 2016, 19 percent of respondents do not oppose bride kidnapping and in some areas more than 30 percent believe that the victim should marry her abductor.

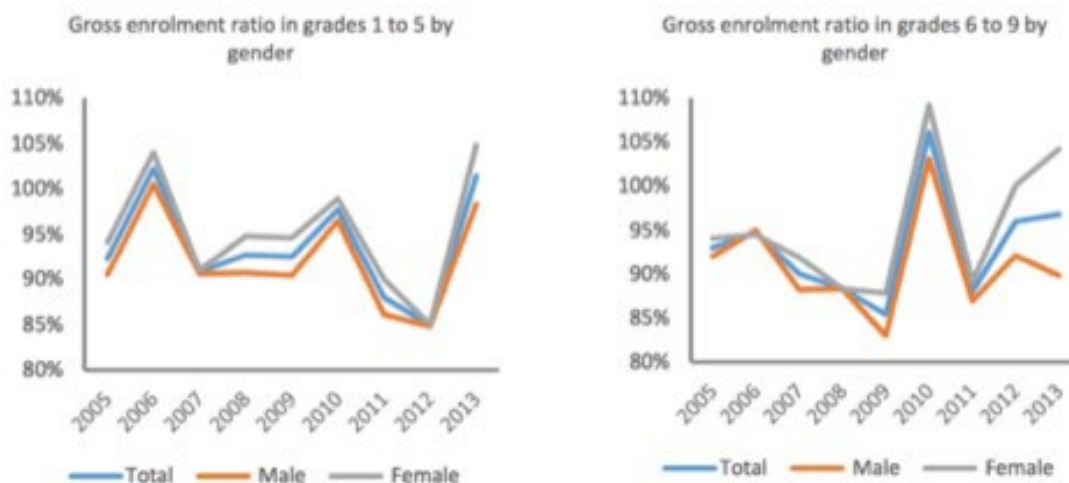
### **3.5 Mongolia Gender Gap**

**Despite significant progress in health and educational outcomes, important gender disparities remain in the area of access to economic opportunities, longevity, ownership and control of productive assets as well as political participation.** Mongolia is ranked 79 out of 153 countries by the World Economic Forum 2020 Global Gender Gap report, and 7 out of 20 countries in the East Asia and Pacific region. UNDP's 2019 Human Development Report ranks Mongolia 71 out of 162 countries in its Gender Inequality Index (GII), ahead of Kyrgyztan (ranked 82). UNDP's GII reflects gender-based inequalities in reproductive health, empowerment and economic activity.

#### **1. Gender gaps in educational outcomes**

**While primary school completion rates are elevated for both boys and girls, a substantial reverse gender gap can be observed in higher education where girls predominate.** In 2016, 95.4 percent of men and 95.6 of women had completed at least primary education. However, the rate of school dropout among boys of secondary-school age is nearly three times that of girls (UNICEF, 2016). The proportion of women to have reached at least a secondary level of education is 91.5 percent compared to 86.1 percent for men, a difference of more than 5 percentage points (UNDP, 2019). In 2013, only 44 percent of men between the age of 18 and 24 years old were enrolled in a college or university, compared to 61 percent of women. Although women predominate in higher studies, they remain mostly confined to gender-stereotyped fields of study and are more likely to be enrolled in education, health and cultural studies while men are more often found in science and engineering.

**Figure 16: Gross Enrolment Ratios by Gender**



Source: National Statistics Office and World Bank report, 2018

## **2. Gender gaps in health outcomes**

**Despite substantial gains in reproductive health outcomes, low population density complicates the provision of health services and men's longevity is significantly lower than women.** Mongolia achieved a rapid decrease of maternal mortality in the past two decades, owing to a policy of free and universal healthcare and government campaigns. Between 2000 to 2017, the Maternal Mortality Rate declined from 155 to 45 deaths per 1000,000 live births. However, rural women and women from nomadic communities continue to have limited access to health services. Only 30.8 percent of healthcare facilities across the country offer family planning services. According to UNFPA (2017), less than half of married and in-union women use modern contraceptives and the unmet need for family planning stands at 16 percent, resulting in high abortion rates.

**In addition, a substantial reverse gender gap can be observed in terms of healthy life expectancy in Mongolia where women outlive men by nearly 7 years (WEF, 2020).** Key factors underlying the gender gap in life expectancy include risky health behaviors such as smoking and alcohol consumption, delay in seeking medical care, poor diet and lack of exercise. Men are also affected by higher levels of unemployment and are seven times more likely to commit suicide (UNFPA, 2017). Furthermore, employed men are more likely to be engaged in physically demanding labors for instance in the construction and mining industry and are at higher risk of work-related disease in accidents.

## **3. Female employment and access to decent work**

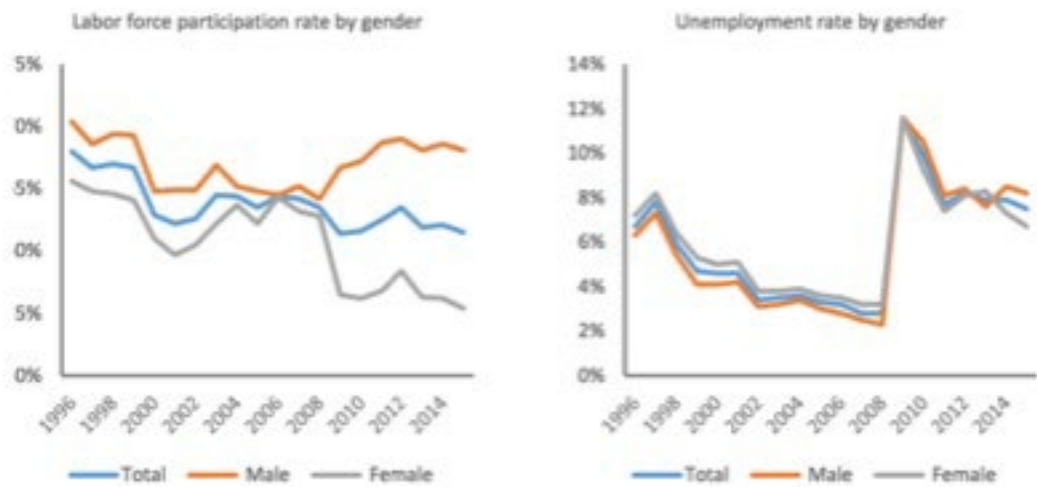
**Despite higher educational outcomes, women remain under-represented in the labor market and are more often found in vulnerable employment.** In 2019, female labor force participation rate only reached 53 percent, compared to 68 percent for men. Gender disparities are more important among the youth: men's labor force participation rate is 87 percent among the 25-29 age group, compared to 62 percent for women of the same age, a difference of 25 percentage points. Moreover, women's labor force participation rates have been declining in



the past two decades, further widening gender inequalities. Between 1996 and 2015, the gender gap in labor force participation rates more than doubled from 4.8 percentage points to 12.6 percentage points (World Bank, 2018).

**Women’s ability to benefit from economic opportunities is hampered by social expectations confining women to the household as well as gender stereotypes and lack of childcare facilities in the workplace.** According to a World Bank qualitative study (2018), women of reproductive age in Mongolia are particularly exposed to gender-based discrimination in recruitment and employment. Moreover, Mongolian women are more likely to perform unpaid family work and to be employed in the informal sector, while the labor market is characterized by a significant gender wage gap. In 2015, men earned on average 856,000 MNT per month, while women earned 760,700 MNT. However, men appear to be more affected by unemployment than women: in 2015 the unemployment rate among men reached 8.2 percent, compared to 6.2 percent among women.

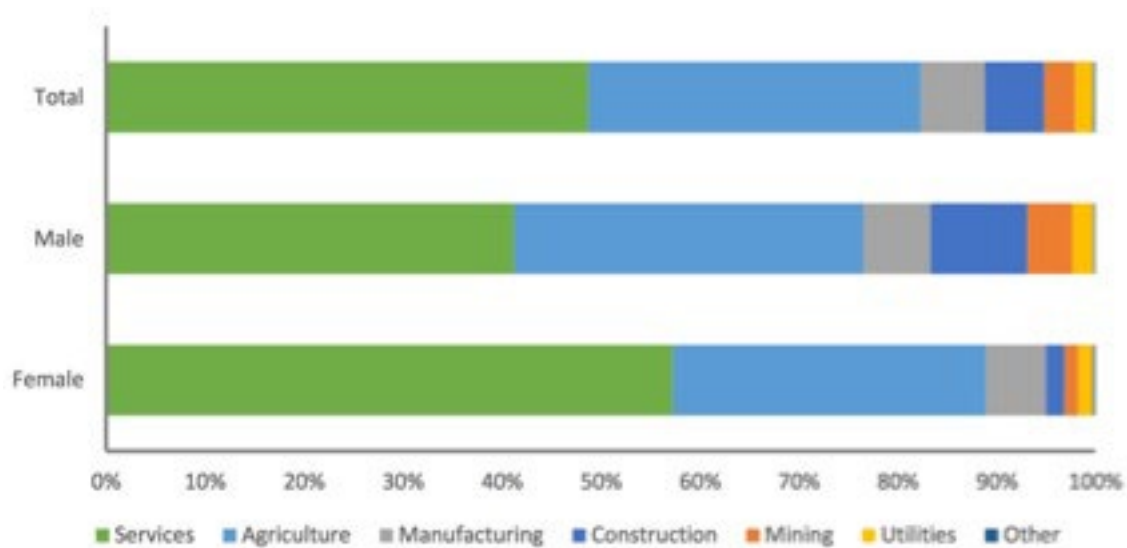
**Figure 16: Labor force participation rates and unemployment rates by gender, 1996-2014**



Source: National Statistics Office and World Bank report, 2018

**Furthermore, Mongolia’s labor market is characterized by high occupational sex-segregation.** Women are more represented in the service sector, while men predominate in the agriculture, mining, manufacturing and construction industries. Only 1.9 percent of women are active in the mining sector compared to 9.8 percent of men, while 35.4 percent of men work in agriculture (versus 31.7 percent of women).

**Figure 17: Distribution of employment by sector of economic activity and gender, 2016**



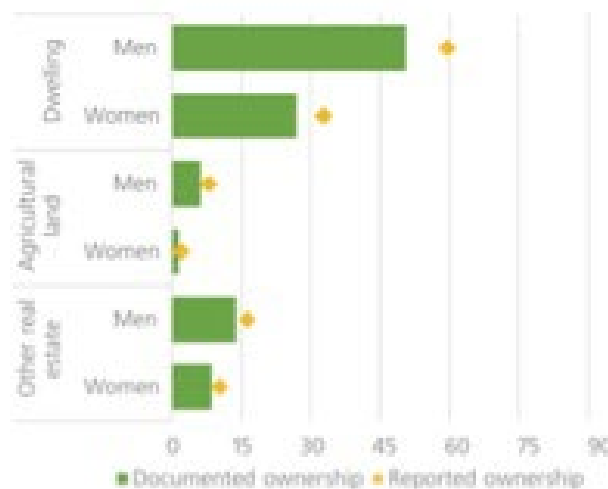
*Source: National Statistics Office and World Bank report, 2018*

#### **4. Women's access to ownership and finance**

**Women's participation in entrepreneurship significantly lags behind men due to lack of access to finance and assets.** The 2020 WEF Global Gender Gap report found that only 32.7 percent of firms had female majority ownership, and 38.9 percent had a female top manager. Female entrepreneurs are less likely to obtain a loan from commercial banks and when they do, the overall amount is lower than for male entrepreneurs: male-owned businesses get on average loans above 40 million MNT compared to 20 million MNT for women-owned businesses (IFC, 2014).

**Key barriers preventing women from starting a business include lack of supporting networks and limited access to finances.** In addition, women are less likely to own assets and to be able to provide collateral for bank loans, especially in rural areas. Property titles are indeed often registered in the name of the household head, who is a man in the vast majority of cases. This unequal distribution of assets particularly affects single, widowed and divorced women who are more exposed to poverty. According to a survey conducted by the National Office of Statistics (2018), ownership of agricultural land stands at 8 percent among men, compared to 2 percent for women.

**Figure 18: Incidence of Ownership of Immovable assets by Sex and Type of Ownership**

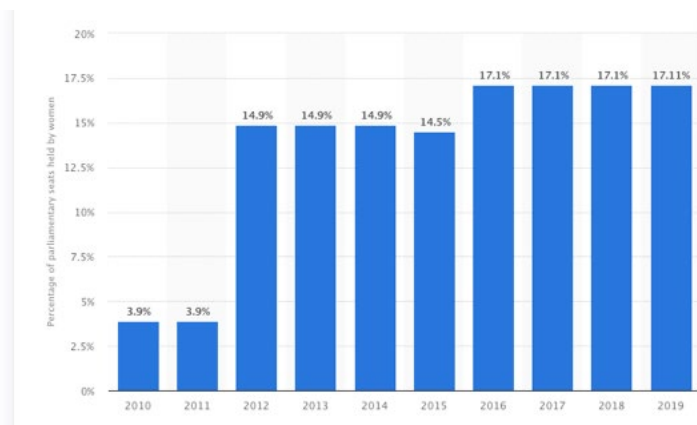


Source: National Statistics Office and World Bank report, 2018

## 5. Women's political participation

**Female political participation in political institutions remain low despite the adoption of a Quota Law in 2011 and recent progress.** The Law on Parliamentary Election was amended in 2011, to include a binding quota of 20 percent of female candidates from political parties in legislative election. This requirement is below global norms and standards on female political participation that promote a 30 percent minimum proportion of women in leadership positions. In addition, the last parliamentary election did not allow Mongolia to reach the quota: women only represent 17 percent of the current parliament or 13 persons out of 76 members. This is nonetheless a significant increase from the 2010 legislative election in which females won less than 4 percent of parliamentary seats.

**Figure 19: Proportion of seats held by women in national parliaments in Mongolia from 2010 to 2019**



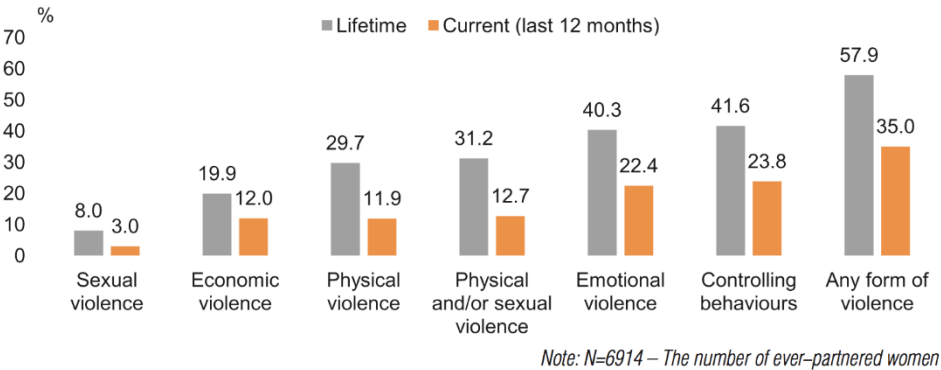
Source: Statista, 2019

At the community level, women are also often excluded from power structures and are under-represented in administrative institutions such as *soum*, *bagh* and herder’s organization. In Mongolia, women are often prevented from fully participating in political life by disproportionate household responsibilities, limited mobility and gender norms associating leadership with masculinity.

### 6. Gender-Based Violence (GBV)

In Mongolia, gender-based violence is widespread and characterized by high-level of domestic and intimate partner violence. Mongolian women are two times more likely to experience violence from a partner rather than someone else in their lifetime. A report from UNFPA found that 31 percent of women have experienced physical or sexual violence, while 58 percent of ever-partnered women have experienced at least one type of violence. Domestic violence is compounded by high levels of acceptance and harmful gender norms. More than half of Mongolian women believe that women should be obedient to their husbands and that men should have more decision-making authority than their wives. Since the adoption of the law on Combating Domestic Violence, the GoM has taken several measures to address the phenomenon of domestic violence such as establishing shelter homes across the country and strengthening social services for survivors. However, provision of services remains insufficient and many women remain silent due to shame and fear of reprisal. Less than one in ten women reports violence to the police.

**Figure 20: Percentage of ever-partnered women who have experienced partner violence, by type of violence and reference period, Mongolia, 2017**



Source: UNFPA report, 2018

### 3.6 Seychelles Gender Gap

Although Seychelles has experienced high socio-economic development over the past decades and while it is often described as a matriarchal society, women continue to be affected by gender-based violence, early pregnancies and mostly bear the burden of household responsibilities and childcare. On the other hand, men are disproportionately affected by substance and drug abuse and a significant gender gap with regards to life expectancy.

## 1. Gender gaps in educational outcomes

Boys and girls enrollment and completion rates in primary and secondary schools are close to 100 percent. However, girls outperform boys academically, including in sciences, and are more represented in higher education. Gender parity in basic education attainment has been achieved in Seychelles, thanks to a policy of compulsory and free education. Nevertheless, women outnumber men in vocational training and higher education: in 2016, out of 998 students enrolled in the University of Seychelles, more than 75 percent were women (762) compared to 24 percent of men.

**Figure 21: Enrollment in both State and Private Schools, by School Level, Year and Sex**

	No. of Females			No. of Males		
	2014	2015	2016	2014	2015	2016
Primary	4,369	4,453	4,469	4,443	4,521	4,538
Percentages (%)	49.58%	49.62%	49.62%	50.42%	50.38%	50.38%
Secondary	3,436	3,474	3,568	3,422	3,478	3,426
Percentages (%)	50.10%	49.97%	51.02%	49.90%	50.03%	48.98%
Upper Secondary <sup>1</sup>	-	270	258	-	172	171
Percentages (%)	-	61.09%	60.14%	-	38.91%	39.86%
Tertiary Non-University Education and Training (Professional Centres) <sup>2</sup>	1,436	1,078	888	1,052	898	807
Percentages (%)	57.72%	54.55%	52.39%	42.28%	45.45%	47.61%
<sup>1</sup> Was reported A Level Studies prior to 2015						
<sup>2</sup> Was reported as Post-Secondary Education prior to 2015						

Source: EMIS Ministry of Education and Human Resource Development, 2017

Furthermore, girls have better academic results than boys at primary and secondary levels, and even outperform boys in STEM subjects. Results from the 2016 Primary 6 National Examination indicate significant gaps in average scores in favor of girls, ranging from 8 percent in Maths to 13 percent in English and 14 percent in French.

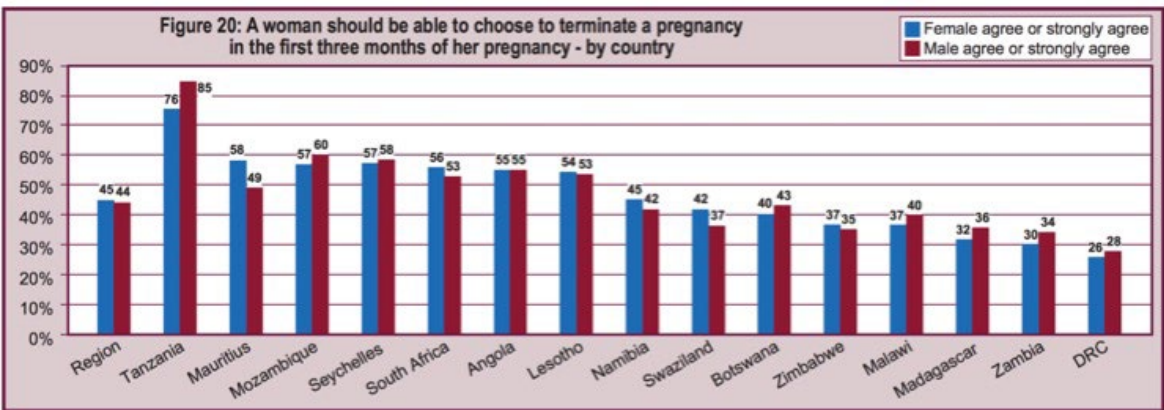
## 2. Gender gaps in health outcomes

Seychelles has made remarkable progress with regards to health outcomes over the past four decades, owing to a policy of free universal access to social protection and welfare. However, women are affected by teenage pregnancy and vulnerable to sex work, while men are disproportionately affected by a life expectancy gap of nearly 10 years, as well as drug abuse. The Seychellois Constitution guarantees free primary healthcare to all. The government has developed comprehensive health infrastructure across the Island nation, resulting in better

health indicators than many other small island states. The population of Seychelles has universal access to safe drinking water, sanitation and housing. Maternal mortality has been significantly reduced through widespread availability of free antenatal and postnatal maternal care and delivery by skilled personnel.

**However, access to Sexual and Reproductive Health remains limited, particularly for adolescent girls.** Abortion is extremely restricted in the country, and only permitted in cases of rape or incest or when the mother’s life or health is endangered. In addition, minors are not allowed to get access to contraceptive. As a result, the adolescent birth rate reached 61 birth per 1,000 women ages 15-19 in 2018. Despite low overall fertility rate, 32 percent of all pregnancies take place in the 15-19 age group and two-third of all pregnancies occur between 15 and 24 year old (World Health Organization, 2016). Research indicates that the vast majority of abortions are performed illegally and in unsafe conditions, and that 86 percent of unsafe abortions are performed for women under age 20 (Morna, Dube, Makamure and Robinson, 2014). Women who abort often face social stigma due to low levels of tolerance towards voluntary termination of pregnancies.

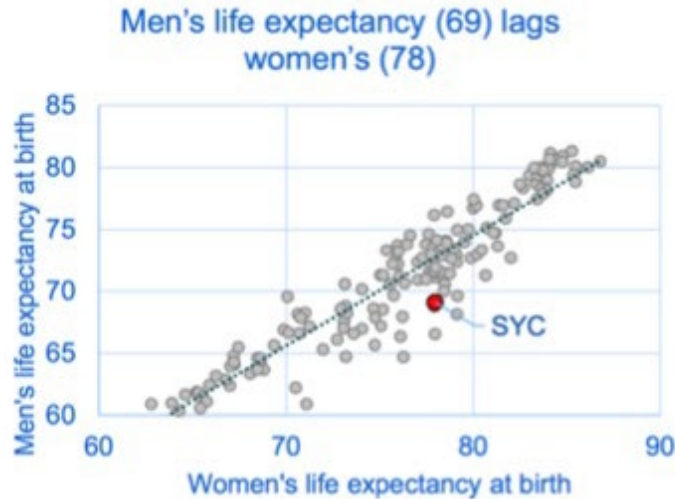
**Figure 22: Men and women’s attitudes towards abortion**



Source: SADC Gender Protocol Barometer, 2016

**Men are disproportionately affected by alcohol and drug abuse, in a country that suffers from the highest rate of injected drug use per capita in the world.** According to the Seychelles Agency for the Prevention of Drug Abuse and Rehabilitation (APDAR), between 5,000 and 6,000 people out of a population of 94,000 consume heroin. In addition, the rise in the prevalence of non-communicable diseases also affect life expectancy, especially for men who live on average 9 years less than women.

Figure 23: Men and women's life expectancy



Source: World Bank Group Seychelles Systematic Country Diagnosis, 2017

### 3. Female employment and access to decent work

**Although women outperform men academically, young Seychellois women are more likely to be unemployed. The country's labor market is also characterized by high occupational sex-segregation and a wage gap.** According to data from the International Labor Organization, the youth overall unemployment rate reached 12.7 percent in 2017. However, unemployment rate among young women was more than 7 percentage point higher than men's unemployment rate, representing respectively 16.6 percent and 9.5 percent. Furthermore, employed women are disadvantaged by a significant wage gap which increases across the wage distribution: men's wages are 9 percent higher than women's at the 10<sup>th</sup> percentile, and 19 percent higher at the 90<sup>th</sup> percentile.

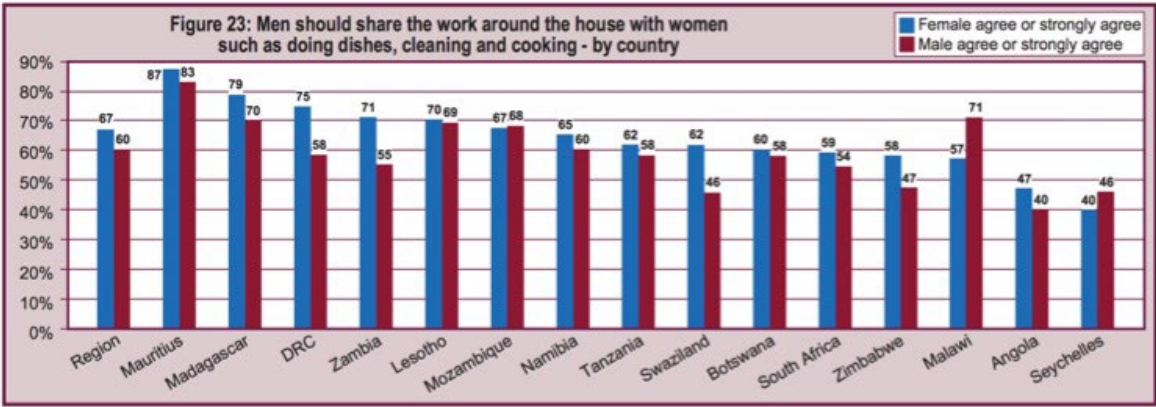
**Key drivers behind women limited access to higher paying jobs include time poverty as well as ingrained cultural norms about what jobs are socially appropriate for men and women.** According to a study conducted by the Commonwealth Secretariat in 2006, more than 80 percent of respondents would disagree with their daughters taking up careers in engineering and construction or fishing and sailing. A 2019 report from the UN Committee on Elimination of Discrimination against Women noted that some jobs advertisements in the construction, security and maintenance sectors are restricted to men. Furthermore, engineering and construction companies are described in the report as reluctant to hire women because they would need to provide additional facilities and because women are seen as "disruptive for male workers". Women who participate in the labor market are therefore concentrated in lower-paying jobs, often in the service industry as home carers or in the health and education sector. On the other hand, men predominate in the fields of fisheries, transportation, engineering and construction.

**Seychellois women mostly bear the burden of household responsibilities and childcare, often without a male partner at home.** According to the National Bureau of Statistics, 58 percent of households are female-headed. Furthermore, women receive increasingly less support from relatives due to the fact that multigenerational families are slowly disappearing (Deutschmann and Steinvall, 2020). Women are therefore less likely to apply for highly demanding employment without flexible part-time schedule. According to the SADC Gender Protocol



Barometer, Seychellois have the least progressive views in the region with regards to allocation of household responsibilities between men and women.

Figure 24: Attitudes towards household responsibilities

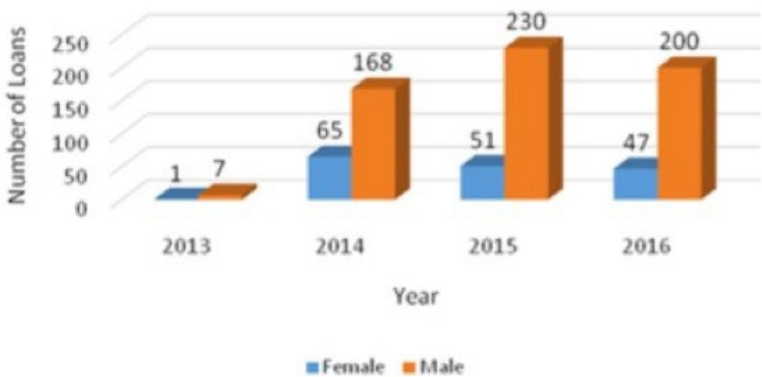


Source: SADC Gender Protocol Barometer, 2016

#### 4. Entrepreneurship and women’s access to finance

Men predominate in decision-making positions in large cooperatives and are more likely to own medium sized and large enterprises in the private sector, while women are more likely to operate small and medium Enterprises in the cottage industry sector (International Labour Organization, 2018). Women are disproportionately represented in tailoring, food processing, handicraft and professional services (2018 CEDAW report). Data from the Development Bank of Seychelles indicate that between 2013 and 2016, the vast majority of loans were granted to male-owned businesses.

Figure 25: Loans approved by Gender (2013-2016)



Source: 2017 CEDAW periodic report and Development Bank of Seychelles (2017)



## 5. Women's political participation

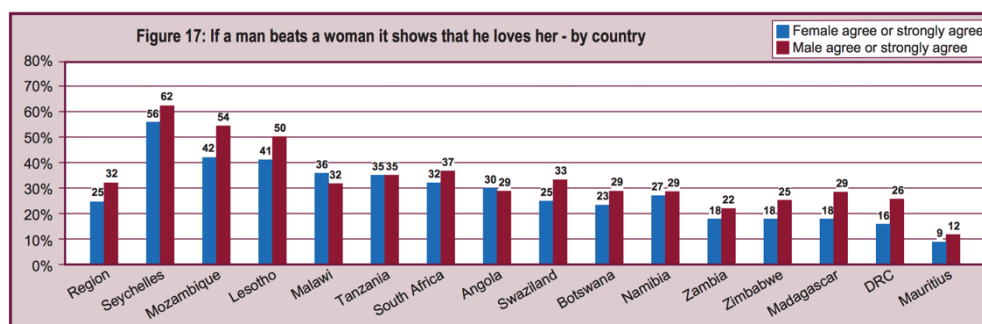
**The GoS has not yet adopted a quota law to bolster female participation in political institutions and Seychellois women are under-represented in political institutions.** Female participation in politics has fluctuated over the past years, ranging from an almost gender-equal Parliament and a parity-based Government to less than 30 percent representation in both the Cabinet and National Assembly. The 2011 election resulted in a Parliament with 44 percent female representation, ranked fifth in the world by the Inter-Parliamentary Union. However, female representation in Parliament decreased dramatically to only 21 percent following the 2016 election. In 2018, Seychelles was ranked among the 10 top countries worldwide when five women and five men were appointed ministers.

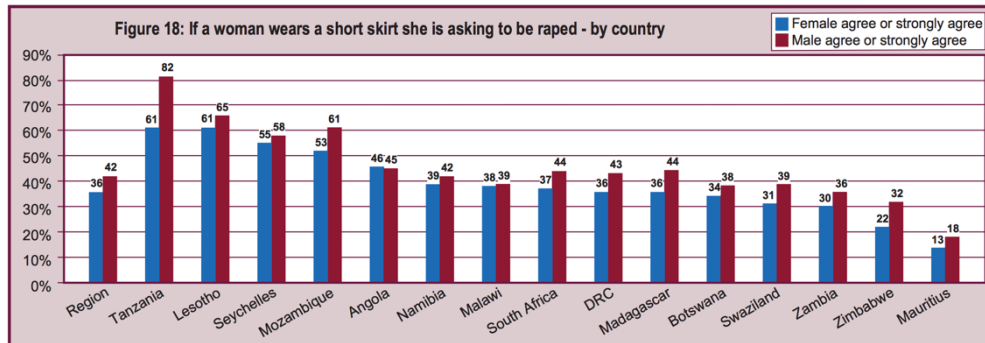
**Political indicators decreased with the last election.** The latest National Assembly elected in October 2020 only includes 8 women out of 35 members or 23 percent, while 5 women have been appointed at the President Cabinet out of 13 persons. Furthermore, no women were candidate for the post of President or Vice-President. Taken altogether, women only currently hold 26 percent of all leadership positions. According to the GoS National Gender Action Plan, women are often discouraged from assuming political responsibilities due to disproportionate household responsibilities, cultural mindset associating power with masculinities as well as lack of confidence in their capacities.

## 6. Gender-Based Violence (GBV)

**Gender-based violence is a widespread phenomenon affecting the majority of Seychellois women, driven by alcohol and drug abuse as well as surprisingly high levels of tolerance towards violence against women among the population.** According to 2016 data from the National Bureau of Statistics, 59 percent of women have experienced violence at least once in their lifetime and one in ten women have been raped. Intimate Partner Violence is the most common form of GBV, affecting 54 percent of women. Although Seychellois society is described as matriarchal, results from the 2016 Gender Protocol Barometer indicate that gender-based violence is highly normalized and tolerated among society. Indeed, more than 35 percent of respondents believed that a woman should obey her husband, while 56 percent of men and 41 percent of women agree with the statement “if a woman does something wrong, her husband has the right to punish her”. Furthermore, Seychelles has the highest regional rate of people romanticizing domestic violence :62 percent of men and 56 percent of women believe that a man who beats a woman shows that he loves to her. Furthermore, rape culture seems to be widespread as 58 percent of men and 55 percent of women believing that “if a woman wears a short skirt, she is asking to be raped”.

**Figure 26 and 27: Attitudes towards Gender-based violence**





Source: SADC Gender Protocol Barometer, 2016.

**Female Sex Workers (FSW) are particularly exposed to gender-based violence from client, police forces and intimate partners.** A 2016 behavioral survey on FSW conducted by the National AIDS Council Seychelles indicates that more than 37 percent of respondents had experienced physical violence in the past year, and more than 20 percent had been forced to have sexual intercourse.

**Over the past few years, the GoS strengthened its legal framework against GBV.** The country's first women's shelter opened in 2018 and a National Domestic Violence Bill was adopted in May 2020, after nearly a decade of public debate. The law contains a definition of the different forms of gender-based violence, criminalizes domestic violence and provides for institutional mechanisms to prevent and respond to GBV cases. Police forces are now compelled to investigate reported cases, even when victims withdraw their complaints. This represents significant progress in a country where domestic violence cases used to be investigated as assault and experts lamented the lack of training and prioritization of GBV cases among police forces. However, many Seychellois women do not report gender-based violence due to shame and fear of reprisal. Women's access to justice is also limited by the fact that trials are conducted in English rather than Seychelles Creole (Morna, Dube, 2016).

### 3.7 Somalia Gender Gap

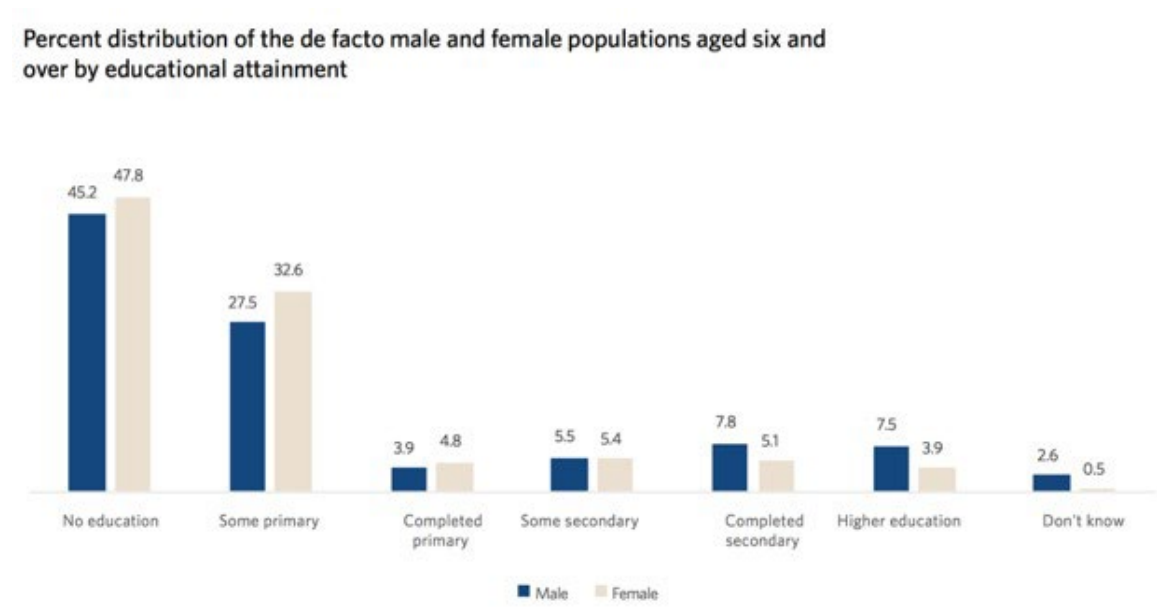
**Somalia is one of the worst countries worldwide for women.** The 2012 Human Development report ranked Somalia fourth lowest for gender equality globally, after Yemen, Afghanistan, and Papua New Guinea. Poor reproductive health and educational outcomes, as well as high fertility rates impede women's ability to benefit from economic opportunities and participate in political decision-making. Furthermore, gender-based violence is pervasive, taking different forms from female genital mutilation (FGM) to intimate partner violence and rape.

#### 1. Gender gaps in educational outcomes

**Somali girls are significantly less likely to be educated than boys due to housework, early marriage and childbearing as well as school fees and restricted mobility.** School enrollment is on average 4 percentage points higher for boys. Children from female-headed household in Mogadishu and children from Internal Displaced Persons (IDP) settlements are even less like to receive education. According to Somalia's 2020 Health and Demographic Survey (SHDS), nearly half of girls and women aged 6 and above or 48 percent have never been to school, compared to 45 percent of boys and men. Access to education is even more limited among the nomadic population, particularly affecting nomadic women who are largely uneducated : 84 percent of nomadic women have no education compared to 78 percent of nomadic men. Likewise, IDP women are more likely to lack access

to education: 76 percent of IDP women are illiterate compared to 59 percent of women in non-displaced communities (OCHA,2020). Overall, only 32 percent of Somali women are literate.

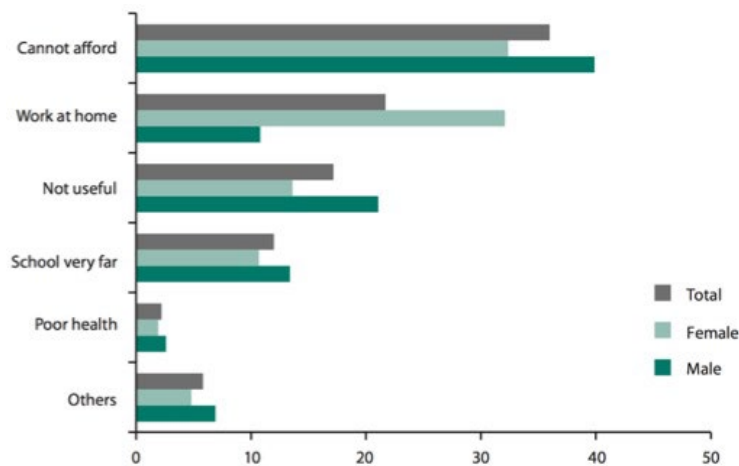
**Figure 1: Educational Attainment by Sex**



*Source: Somalia Health and Demographic Survey, 2020.*

Key drivers of gender disparity in school attainment include the high cost of education, limited mobility as well as social norms putting a higher value on women’s ability to marry rather than on her capacity to pursue an education and access economic opportunities. In addition to high tuition fees and lack of scholarships, distance from school facilities and early marriage make it extremely hard for women to receive education. Indeed, women are often confined to their homes to perform household duties and childcare and would not be allowed by their family to move to a different region to pursue education. According to data from the SHDS 2020, 16.8 percent of women aged 20-24 were married by the time they turned 15, while 35.5 percent were married by the age of 18. On the other hand, only 6 percent of men aged 20-24 had entered their first marriage by the time they turned 18. Furthermore, women are massively under-represented in the Somalia educational system as only 20 percent of the teaching force are women.

**Figure 2: Reasons for not attending school aged 6-29 years (percentage)**



Source: HDR Somalia 2012 survey and UN Gender Strategy 2018.

## **2. Gender gaps in health outcomes**

**Despite recent gains in maternal health, significant gender gaps remain and are compounded by high fertility rates and poor reproductive health outcomes.** Somalia is together with Niger the country with the highest fertility rate in the world, with 6.9 births per woman according to the 2020 Demographic Health Survey. The vast majority of women (91 percent) consider the ideal family size to include 6 or more children. Women with no education have on average two times more children than women with higher education, with respectively 7.2 births and 3.7 births per woman. Somali women continue to experience high maternal mortality rates as only 32 percent of births are delivered by skilled health professional and nearly 80 percent of births are delivered at home. However, recent progress have been observed: the country maternal mortality rate has dropped from 732 in 2015 to 692 maternal deaths per 100,000 births in 2020.

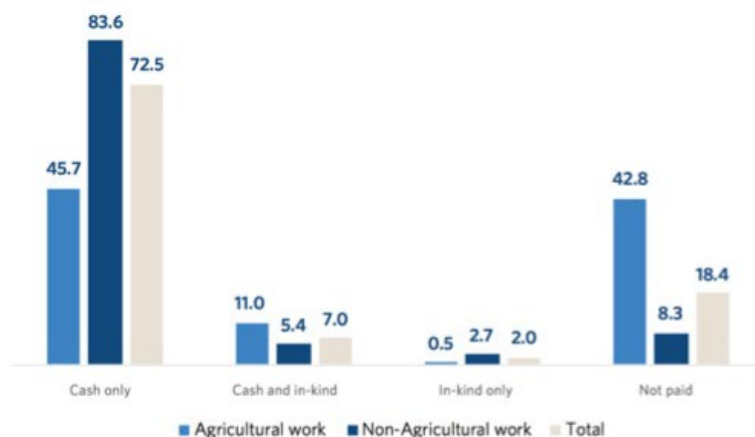
Access to antenatal care is extremely restricted: only 31 percent of women aged 15-49 received care from skilled personnel during their last birth. The SHDS found that most women indicate facing at least one problem in accessing healthcare, with lack of money listed as the main barrier (65 percent), followed by the distance to a health facility (62 percent). In a country where access to water and sanitation is the lowest in the world and provision of quality healthcare is lacking, women are among the most affected and vulnerable groups. According to a survey from UNFPA (2020), only 40 percent of households with access to a health facility reported availability of maternal health services and only 9 percent reported reproductive health.

## **3. Female employment and access to decent work**

**Somalia lags behind most countries in terms of female participation in the labor force, resulting in substantial loss of potential productivity and economic growth.** Female labor force participation rate reaches 23 percent, compared to 76.2 percent for men. The country's labor market is characterized by sex-segregation as men are often found in formal employment and farm labor, while women are more active in the informal sector. Women in the workforce are more represented than men in vulnerable employment as they are less likely to be paid and more likely to be self-employed. According to the 2020 SHDS, 73 percent of employed ever-married women were paid in cash while more than 18 percent received no payment.

**Figure 3: Type of employment and earnings**

Percent of ever-married women aged 15-49 employed in the 12 months preceding the survey by type of earnings



*Source: Somalia Health and Demographic Survey, 2020.*

According to a 2020 household survey conducted by Oxfam, employed women are three times less likely to occupy management positions : 75 percent of employed men supervise at least one other person compared to 25 percent of employed women. Traditionnaly, men and women are assigned different economic roles according to geography and clan membership. Women from nomadic communities are historically responsible for childcare, housework and moving shelters, while women from farming clans bear the burden of crops management. In urban areas, women are more often found in micro-entreprises, or employed in small shops (OCHA,2021). Climate-related disasters and migration have contributed to the development of female-headed households, turning many women into breadwinners for the family (UNFPA 2020).

Women's participation in the labor market is impeded by lower levels of literacy and education, domestic responsibilities as well as social norms restricting women's mobility outside the household. Oxfam 2020's survey found that working women were often seen as "immoral" and at risk of gender-based violence. Half of women report housework as the main reason for being economically inactive, compared to only 6 percent of men. Furthermore, many women do not have access to employment opportunities due to lower access to information and technological illiteracy.

#### **4. Entrepreneurship and women's access to ownership and finance**

**While Somali women predominate in micro, small and medium enterprises, female entrepreneurs are disadvantaged by limited access to finance as well as lower access to information about economic opportunities.** The SHDS found that 49 percent of currently employed women aged 15-49 were self-employed and 45 percent of women were engaged in agricultural work. Men predominate in livestock exports and the fishing industry which are associated with higher profits. On the other hand, women have limited access to farming assets despite substantially contributing to agriculture production. Women 's ability to scale their businesses is affected by lack of access to information due to a more limited social network, as well as exclusion from clan solidarity regarding economic opportunities.

Access to ownership and finances is restricted by discriminatory inheritance laws and women's lack of credibility among credit institutions. Only 35 percent and 15 percent of women respectively own a house and a land, either alone or jointly (SDHS, 2020). Although women predominate in micro and small enterprises, Somali banks ask female entrepreneurs to provide a male guarantor in addition to collateral. However, women are largely represented among informal financing institutions such as 'Hagbed', which is a micro-saving and lending mechanisms allowing members to access funds for projects.

Female access to mobile money and banking account is proportionate to the education level. Only 2 percent of women with no education own a bank account, compared to 29 percent of women with higher education. Likewise, 99 percent of women with higher education own a mobile phone, compared to only 28 percent of uneducated women. Overall, 64 percent of women use their mobile phones for financial transactions (SHDS, 2020).

## **5. Women's political participation**

**Despite recent progress, female political participation remain low in a country where political influence is largely determined by clan affiliation and where political decisions are traditionally made by men in informal gatherings.** The last parliamentary election in 2016/17 resulted in the election of 24 percent of women in the Lower House and 23 percent in the Upper House. This is a 10 percentage points increase from the 2012 election when 14 percent of parliamentary seats were occupied by women, and a 16 percentage point increase from the 2008 election. The current election agreement includes a commitment to reserve 30 percent of seats to women. Should the agreement be implemented in the next election, the 30 percent electoral threshold would be reached for the first time in Somalia's history.

## **6. Gender-Based Violence (GBV)**

**In Somalia, gender-based violence is pervasive and characterized by extremely high levels of the worst form of female genital mutilation as well as high levels of intimate partner violence and rape.** According to Somalia's Demographic and Health Survey (2020), 14 percent of women aged 15-49 have experienced physical violence since the age of 12 and 36 percent of respondent find justification for intimate partner violence. Women and girls in Internal Displaced Persons (IDP) camps are disproportionately exposed to gender-based violence, particularly rape and sexual violence. According to OCHA's Somalia's Humanitarian Needs Overview for 2019, more than 80 percent of reported GBV incident concern IDPs. On the other hand, boys are increasingly exposed to rape, forceful recruitment and kidnapping by armed groups (OCHA 2021).

The current pandemic has contributed to a rise in GBV cases, reflected in a 283 percent increase of survivor calls to GBV hotlines in Federal Member States, and 767 percent in Somaliland (OCHA, 2021). However, the vast majority of GBV incidents go unreported, severely limiting women's access to justice. More than 80 percent of women who experience violence against women do not seek any help (SHDS 2020) often due to shame, fear of reprisal as well as interference of traditional leaders. Furthermore, implementation of protection laws as well as provision of GBV services to survivors are lacking. Social workers are not appropriately trained and lack resources to provide adequate care to women victims of violence.

Nearly all Somali women have experienced FGM, generally in its most severe "Pharaonic" form, which involves the removal of parts or all of the external genitalia as well as narrowing of the vaginal orifice. The 2020 SDHS indicates that 99 percent of Somali women aged 15-49 have undergone excision and among them 64 percent have undergone the Pharaonic type of female circumcision. The FGM phenomenon is driven by high level of support for the practice among society. More than 70 percent of women aged 15-49 believe female circumcision to be a religious obligation and 76 percent want the practice to continue. A survey conducted by OCHA in 2021 found that

the COVID-19 crisis had amplified the phenomenon in the country, with 31 percent of respondents indicating an increase in FGM incidents since the beginning of the pandemic.

### 3.8 Tajikistan Gender Gap

Despite a comprehensive normative framework on gender equality and some socio-economic gains, Tajik women continue to face substantial gender inequalities in all aspects of life including access to quality education, health services, decent employment and power structures. Traditional values and patriarchal social norms have gained traction in the country following its independence in 1991, further aggravating gender inequality. The World Economic Forum ranked Tajikistan last for Eastern Europe and Central Asia in its 2020 Global Gender Gaps report, and 137 out of 153 countries. In 2010, UNDP'S Human Development Report (HDR) introduced the Gender Inequality Index, to reflect gender-based inequalities in three dimensions – reproductive health, empowerment, and economic activity while the Gender Development Index (GDI) measures gaps in human development outcomes. In 2019, Tajikistan's GDI fell behind Kyrgyzstan and Ouzbekistan, and the country was ranked 70 out of 162 for its GII value.

Figure 28: Tajikistan's GDI for 2019 relative to selected countries and groups

	F-M ratio	HDI values		Life expectancy at birth		Expected years of schooling		Mean years of schooling		GNI per capita	
	GDI value	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Tajikistan	0.823	0.586	0.712	73.4	68.9	10.7	12.6	10.2	11.3	1,440	6,427
Kyrgyzstan	0.957	0.677	0.707	75.6	67.4	13.2	12.7	11.2	11.0	2,971	6,798
Uzbekistan	0.939	0.695	0.740	73.8	69.6	11.9	12.2	11.6	12.0	5,064	9,230
Europe and Central Asia	0.953	0.768	0.806	77.7	71.1	14.5	14.8	9.9	10.7	12,373	23,801
Medium HDI	0.835	0.567	0.679	70.8	67.9	11.7	11.4	5.3	8.1	2,530	9,598

Source: 2019 Human Development Report

#### 1. Gender gaps in health outcomes

Despite decreasing rates of maternal mortality, Tajik women continue to be more affected by limited access to sexual and reproductive health (SRH) as well as inadequate provision of public goods and services. According to the 2017 DHS, more than 40 percent of women have encountered problems accessing healthcare for themselves, either due to a lack of resources (35 percent), distance to a health facility (21 percent), not wanting to go alone (20 percent) and needing permission to go for treatment (18 percent). Furthermore, unreliable access to modern energy sources particularly affects the health of women and girls who are disproportionately responsible for managing the use of alternative fuels. Indoor cooking and heating with traditional sources of energy are indeed associated with increased risk of injuries and respiratory diseases. Access to piped drinking water remains unequal in Tajikistan, with many households relying on a well or open source of water as a drinking water source. Women and girls traditionally bear the burden of water collection, resulting in reduced time for education and economic activity. Tajik women are also most affected by food insecurity and are more likely to eat less and less often, due to harmful social norms prioritizing men and boys for food.

Although most women are aware of contraceptive methods, many girls do not have adequate access to birth control due to limited SRH services in rural areas, lack of resources to purchase contraceptives, and taboos regarding sexuality. As a result, 23 percent of currently married women have an unmet need for family planning. According to the 2017 Demographic and Health Survey, Tajikistan's fertility rate remained unchanged in the past



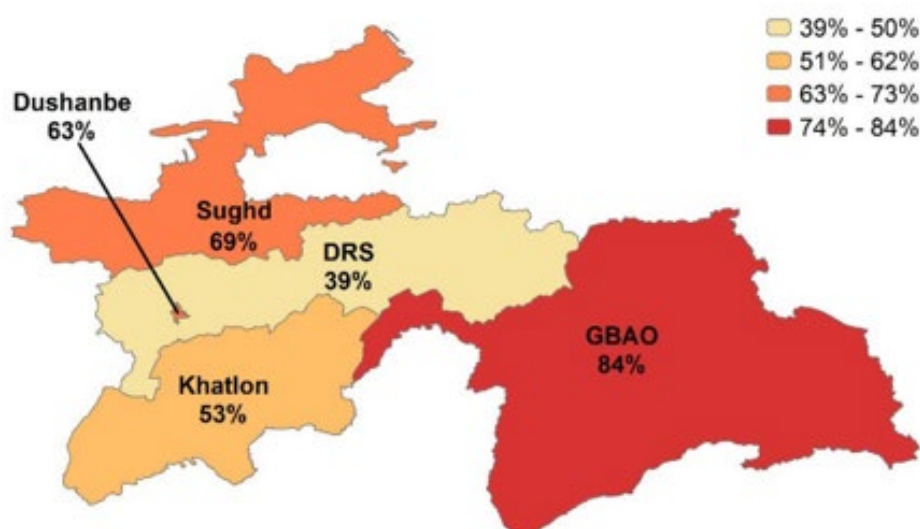
decade with 3.8 birth per woman, while 7 percent of women age 15-19 have begun childbearing. Teenage pregnancies are at a greater risk for complications for both the mother and the child.

## 2. Gender gaps in educational outcomes

**Although girls and boys have near universal access to basic education, girls' school enrollment and completion rates decrease significantly at the secondary and tertiary level due to poverty, gender norms, lack of access and early marriage.** A large majority of men (97 percent) and women (96 percent) complete primary schools. However, gender gaps in school enrollment can be found starting at secondary school and increasing at the tertiary level. Only 79 percent of women are enrolled in secondary education compared to 88 percent of men, while only 27 percent of women received tertiary education compared to 36 percent of men.

**Poverty and gender bias are among the main factors explaining gender gaps in education.** Although the GoT provides free access to education, some households do not have necessary resources for ancillary fees such as school uniforms and textbooks. Boys will therefore often be prioritized for education as they are expected to financially contribute to the household, whereas girls will generally get married and leave their families in their early twenties. Girls living in rural areas are particularly affected by decreasing enrollment and completion rates compared to girls living in the province of GBAO and the capital Dushanbe. Rural girls are indeed more likely to drop out of school to perform household and agricultural work or because of poor transportation services to local schools.

**Figure 29: Secondary education by region**



*Source: 2017 Tajikistan Demographic and Health Survey*

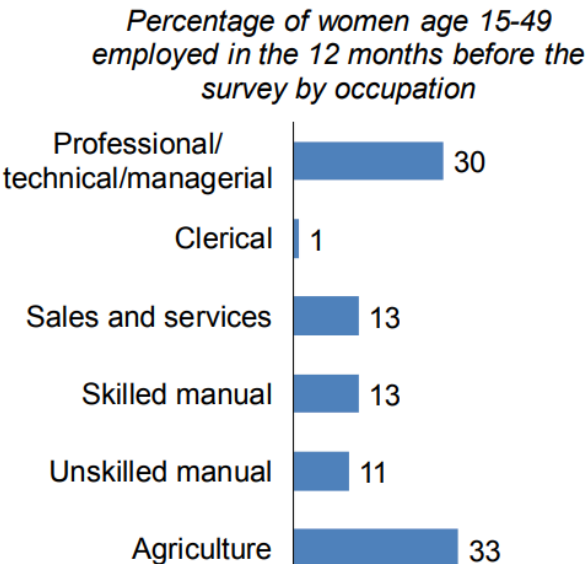
**Early marriage is another factor affecting girl's school attendance, with 13 percent of women already married by age 18.** This estimate does not reflect the prevalence of early marriage in the country as many are performed religiously and are not registered legally. The country's educational system is characterized by high sex-segregated occupation: female students in secondary vocational institutions are mostly enrolled in health and education fields, while men represent nearly all students in technical subjects including agriculture, energy, transport, construction and mechanical engineering.



3. Female employment and access to decent work

Tajik women are under-representated in the labor market, have limited access to formal employment and are concentrated in lower-income sectors. In 2019, female labor force participation rate reached 29 percent, compared to 62 percent for men. Key factors preventing women from entering the job market include lower level of education, disproportionate burden of household responsibilities and high fertility rate. Furthermore, social norms value woman’s role as a housekeeper financially dependant from her husband, further limiting women’s aspirations to find employment. According to the 2016 Labor Force Survey, 49 percent of Tajik women aged 15-24 are not in employment, education or training, compared to 7 percent of men. Women are under-represented in male-dominated technical fields, and are disproportionately represented in lower paid professions in healthcare and education.

Figure 30: Employed women’s type of occupation



Source: 2017 Tajikistan Demographic and Health Survey

One in three employed women work in agriculture, often with more limited access to and control over productive resources and for lower - if any - pay. According to the Asian Development Bank (ADB), women’s average monthly wage in 2013 was only 63 percent of men’s. Furthermore, the 2017 DHS indicates that around 1 in 7 employed women are not paid (13 percent) while 3 percent receive only in-kind payments.

4. Entrepreneurship and women’s access to ownership and finance

Women play a marginal role in Tajikistan’s private sector and are under-represented in entrepreneurship, where they face difficulties scaling up their business and have lower access to finance and assets. Furthermore, women-headed companies often experience negative stigma as entrepreneurship is perceived as a male occupation. Female entrepreneurs are therefore often excluded from male-dominated business networks and have more limited access to information and opportunities. Women-owned businesses are generally smaller in size and generate lower profit compared to male-owned businesses. Female entrepreneurs are particularly

affected by the unreliability of electricity supply due to the fact that businesses where they predominate such as food production and tailoring are energy-consuming.

**Tajik women are less likely to borrow than men, and receive smaller loans when they do.** According to the Food and Agricultural Organization (FAO), women accounted for 37 percent of microfinance borrowers from the Association of Microfinance Organizations of Tajikistan in 2013, but represented only 29 percent of the total amount of loans. Likewise, women represented 30 percent of borrowers from commercial banks but were only awarded 26 percent of total bank loan amounts. Lack of collateral impedes women's capacity to start and develop their businesses. Despite government effort to improve women's ownership of lands, many households continue to register their land in the name of the male head of household. Women are also less likely to own real estate, livestock and valuable goods. As a result, female entrepreneurs often rely on migrant remittances or informal sources of finance for their business.

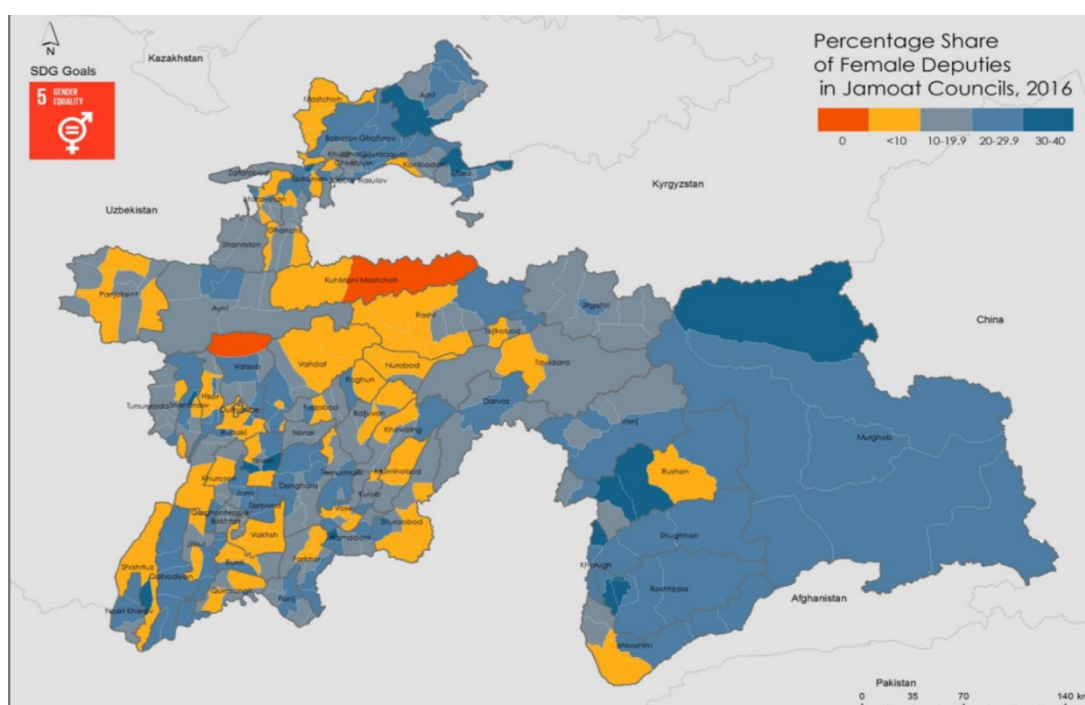
#### **5. Male migration and Female-headed households (FHH) access to economic opportunities**

**The number of female-headed households is increasing in Tajikistan, owing to the migration of male workers to Russia in search of employment opportunities.** The majority of male Tajik migrant to Russia are already married when they travel and leave their families behind. Female-headed households often entirely rely on remittances from migrant workers for their income, making them more vulnerable to poverty, particularly when they are "abandoned" by their husbands and left without resources. According to the 2017 DHS, 21 percent of households are headed by women and about one in three FHH who rely on remittances have stopped receiving money from the husband. During the absence of their husband, many women are led to take over male tasks such as household budget management and caring for livestock. These added responsibilities have not been associated with increased agency and decision-making power for women. On the contrary, women with additional duties have less time to invest in education and income-generating activities while they often do not have control over how remittances funds are spent.

#### **6. Women's agency and political participation**

**Tajik women are often confined to their homes by conservative gender norms and have little access to decision-making at the national, regional and household level.** The GoT has not introduced a quota law for women in parliament to date, but aims to achieve a minimum level of 30 percent representation by women in public services. In 2021, 24 percent of parliamentary seats were held by women, a 4 point increase from the last mandate. Women are also significantly under-represented at the local 'jamoat' level, with considerable differences across regions. Out of the 10,337 local deputies elected in municipal councils in 2016, 1,572 persons or about 15.2 percent were women.

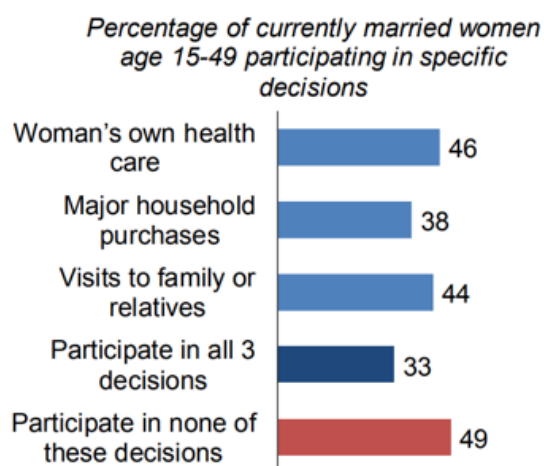
**Figure 31: Percentage Share of Female Deputies in Jamoat Councils, 2016**



Source: UNDP report, 2017

**Tajik women have limited bargaining power within the household, and rarely have direct access to remittances sent by male migrants.** Since the 2012 DHS, the proportion of married women who participate in major household decisions fell by 10 percentage points, from 43 percent to 33 percent. In 2012, 55 percent of women reported being involved in decision about major household purchases, while this was the case for only 38 percent of women in 2017.

**Figure 32: Women's participation in decision-making**



Source: 2017 Tajikistan Demographic and Health Survey

## **6. Gender-Based Violence (GBV)**

**Although reliable data is still lacking to assess the prevalence of gender-based violence in Tajikistan, high levels of domestic and intimate partner violence (IPV) are documented while surveys suggest high levels of tolerance towards violence against women.** The 2017 DHS indicates that the proportion of women who have ever experienced physical, sexual, or emotional violence by their current or most recent husband has increased since 2012. In 2017, 31 percent of women had ever experienced domestic violence compared to 24 percent in 2012, while 24 percent reported having experienced domestic violence in the past 12 months compared to 20 percent in 2012. Reported levels of domestic violence vary significantly by region, ranging from 16 percent in Dushanbe to 43 percent in Khatlon.

**Key factors contributing to GBV include harmful social norms which value women's subservience towards their husband and normalize GBV, poverty and substance abuse.** Despite the 2013 law on the Prevention of Domestic Violence, women continue to have limited access to support services, especially in rural areas. Contributing factors include lack of mobility and gaps in police and judicial response to GBV, often treated as a minor offence. Social norms against reporting GBV often contribute to survivor's isolation. About two out of three women age 15-49 (64 percent) find justification for domestic violence. Only one in ten women victim of domestic violence sought help and three in four survivors never told anyone about the abuse (2017 Demographic and Health Survey).

**The COVID-19 pandemic has aggravated women and girls exposure to GBV in Tajikistan by increasing levels of poverty, anxiety and substance abuse, all known drivers of gender-based violence.** To mitigate the effect of the pandemic, the GoT issued mandatory stay-at-home orders and quarantining guidelines, forcing many women and girls to be confined with their abusers and limiting their access to support services such as safe houses. Furthermore, Russia closed its borders with Tajikistan, preventing the yearly outflow of Tajik male migrant in search of employment opportunities. Levels of stress and anxiety increased during this period as many men could not meet social expectations of masculinity and financially provide for their families.

### **3.9 Tunisia Gender Gap**

**Despite progress in health and education outcomes and one of the most protective legislation in the region with regards to women's rights, significant gaps remain in terms of labor force participation and access to political institutions while several gender indicators have declined in recent years.** Although women and women's associations were actively engaged in the 2011 revolution, the economic crisis and revival of conservative values that followed participated in deepening existing gender gaps. According to the World Economic Forum's 2020 Global Gender Gap report, Tunisia was ranked 124 out of 153 countries, losing 34 places since 2006.

#### **1. Gender gaps in health outcomes**

**Although Tunisia achieved significant progress with regard to health outcomes since independence, particularly improving access to sexual and reproductive services, women from interiors regions continue to suffer from poor delivery of public health services.** Between 1960 and 2018, the implementation of a national family planning program, enactment of a relatively progressive Personal Status Code and development of education all contributed to lowering fertility rates from 6.9 births per woman to 2.1 births. Nearly all births in the country are attended by skilled health personnel while antenatal care has improved significantly. In 2011, 98.2 percent of women had a least one antenatal consultation while the rate of women who had at least 4 antenatal consultations rose from 71.4 percent to 85.1 percent between 2001 and 2010. Contraception and abortion services are provided in health centers and university hospitals across the 24 governorates.

However, several Sexual and Reproductive Health (SRH) indicators have declined over the past years. The prevalence of conservative norms against extra-marital relationships and abortion limit women access to SRH services, especially in rural areas where illegal abortions continue to be practiced. Between 2012 and 2019, the percentage of women whose need for contraception was met went from 90 percent to 71.9 percent. Furthermore, the contraceptive prevalence rate nearly lost 12 percentage point in the same period, from 62.5 percent to 50.7 percent. The COVID-19 crisis has exacerbated this trend, further limiting women’s access to birth control and abortion.

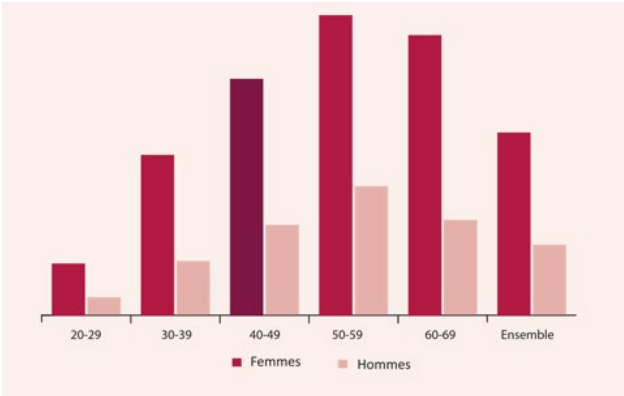
**Figure 33: Women’s access to Sexual and Health Services in Tunisia**

Indicators	Mics 4 (2012)	Mics 6 (2019)
Contraceptive prevalence rate	62,5%	50,7%
Need met for contraception	90,0%	71,9%

Source: UN Women report, 2020

Tunisian women are disproportionately affected by non-communicable diseases such as diabetes while women’s obesity rate is more than two times higher than men’s obesity rate. According to the World Health Organization, obesity is associated with an elevated risk of chronic diseases such as diabetes corona heart diseases and cancer. Women’s mobility is more restricted than men and they are less likely to exercise due to lack of time and conservative values encouraging women to remain in the household.

**Figure 34: Women and men obesity rates by age group**



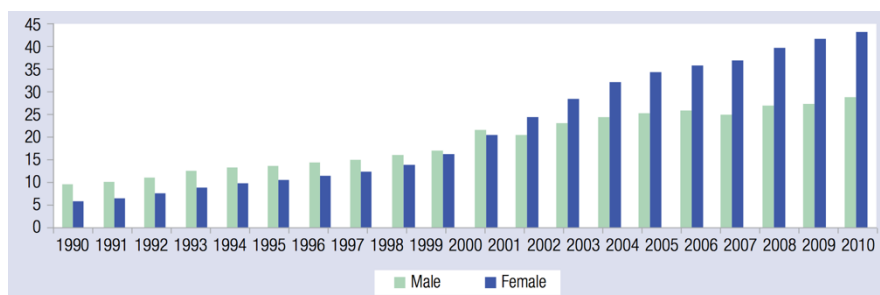
Source: National Statistics Institute 2010 and Rapport National Genre Tunisie 2015

**2. Gender gaps in educational outcomes**

In the past decades, Tunisia has made great progress in expanding access to education for both men and women, nearly closing the gender gap at the primary level while women predominate in higher education. Between 1984 and 2011, women’s literacy rate increased from 63 percent to 96 percent. Furthermore, in the past two decades, women’s enrollment and completion rates in higher education increased rapidly, reversing the

gender gap in favor of girls. In 2010, women represented 63 percent of graduates from higher education institution against 37 percent for men, while women accounted for more than 68 percent of graduates from public universities for the academic year 2018-19 (Amara, Khallouli, Zidi, 2018).

**Figure 35: Tertiary gross enrollment rates in Tunisia, 1990-2009**



*Source: 2015 Tunisia Systematic Country Diagnosis*

**Weak employment prospects are a key determinant of lower male participation in higher studies.** Only 30 percent of Tunisian graduates are employed, leading many men to seek migration opportunities or informal employment instead of higher education. Female students are highly represented in the health sector and in the social services sector with respectively 73 percent and 89 percent of all students, which is reflected in the job market where women predominate in paid care jobs. Women are also relatively well represented in the science, technology, engineering, and mathematics (STEM) fields, with 37.8 percent of female students choosing this field according to the World Economic Forum 2020 report.

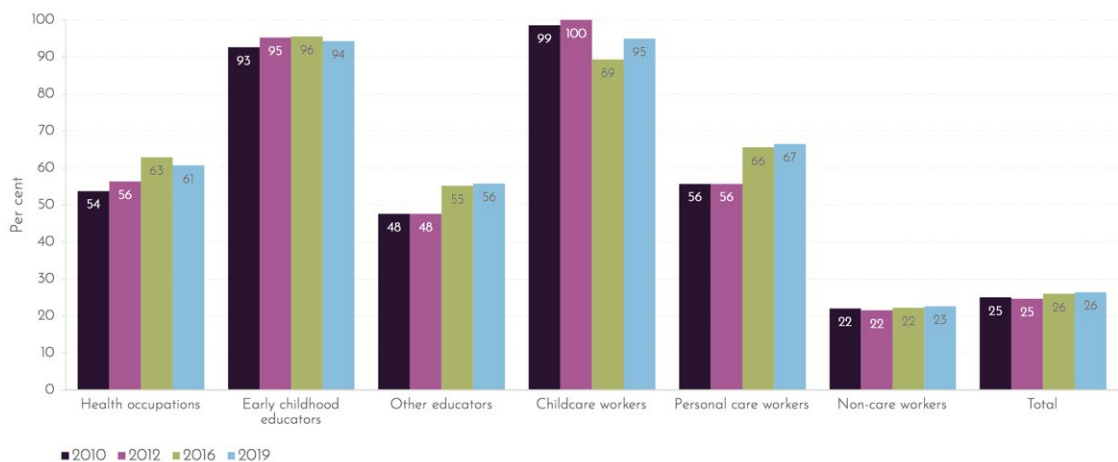
### **3. Female employment and access to decent work**

**Despite increased access to education at higher levels, women’s labor force participation and employment remain extremely low while employed women are more likely to be engaged in lower-paid, lower quality jobs.** In 2019, female labor force participation rate only reached 28 percent while 22 percent of women in the labor force were unemployed, compared to 12 percent for men (International Labor Organization estimates). Married women are even less likely to be economically active than the rest of the population: their labor market participation rate does not exceed 19 percent. Female labor market participation and unemployment rates differ significantly between rural and urban areas. Indeed, female participation in the labor market does not exceed 20 percent in most inland regions (Tataouine, Kasserine, Kairouan) whereas 34 percent and 37 percent of women are active in the job market in the coastal areas of Sousse and Ariana (Amara, Khallouli and Zidi, 2018).

**Low participation of women in the labor market is driven by social norms that encourage and value women’s role as housekeepers.** According to the World Values Survey (2010-2014), 71 percent of respondents agreed with the statement “when jobs are scarce, men should have more rights to a job than women”. Women are therefore disproportionately responsible for unpaid domestic work and have less time to invest in income-generating opportunities. Women’s access to economic opportunities is also affected by lack of childcare services, lower wages, and lower quality of employment (Angel-Urdinola et al 2015). According to the National Institute of Statistics, employed women are paid on average 20 to 30 percent less than men. Furthermore, in the agricultural sector, many women perform unpaid work in family farms.

According to ILO's data, employed women are mostly represented in the manufacturing industry (43 percent). Despite women's low overall participation in the labor market, employed women predominate in paid care jobs (education, health, personal care, early childhood education), mostly in the public sector.

**Figure 36: Share of women in different economic sectors, 2010-2019**



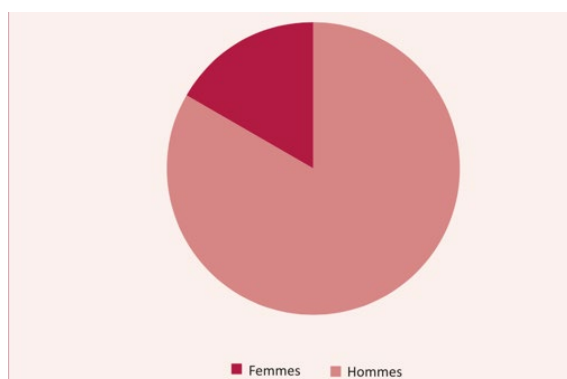
Source: UN Women report, 2020

#### 4. Entrepreneurship and women's access to ownership and finance

**Female entrepreneurs have limited access to credit, land ownership and financial services compared to their male counterpart.** According to the World Economic Forum 2020 Global Gender Gap report, only 2.7 percent of Tunisian companies have majority female ownership. Urban women are more likely to start and own companies than women from rural areas: according to IFC's 2007 Enterprise survey, the majority of female-owned businesses are in the greater Tunis area (49 percent) followed by Sousse (16 percent) and Sfax (12 percent). Women-owned businesses are concentrated in three main industries: textile and clothing products (25 percent), service (12 percent) and the agri-food industry (19.3 percent).

**Access to financial products is a key challenge for female entrepreneurs who are disadvantaged by the Personal Status Code and can only inherit half the share of men.** Unequal inheritance rights affect women's capacity to apply for bank loans and provide collateral. Data from the Financing Bank for Small and Medium Enterprises (BFPME) indicate a significant gender gap with regards to loan access as well as allocated amounts. Among all approved projects by the BFPME, 17 percent were sponsored by women compared to 83 percent sponsored by men. The average cost of female-sponsored approved projects was 568 thousand dinars while projects initiated by men averaged 800 thousand dinars, namely a 40.8 percent gap in favor of men.

**Figure 37: Allocation of projects approved by BFPME, according to sex**



Source: BFPME, 2015 and Rapport National Genre Tunisie 2015

**Bank account ownership is relatively low for men and women in the country, averaging 37 percent.** However, Tunisian women are considerably less likely to own a bank account than men. The gender gap in terms of account ownership reached 17 percentage points in 2017.

**Figure 38: Account ownership, 2017**

Economy	Account ownership, 2017		
	Adults with an account (%)	Gap between men and women (percentage points) <sup>a</sup>	Gap between richer and poorer (percentage points) <sup>b</sup>
Tajikistan	47	10	14
Tanzania	47	9	16
Thailand	82	4	7
Togo	45	15	18
Trinidad and Tobago	81	15	6
Tunisia	37	17	26

Source: Findex report, 2017

## 5. Women's political participation

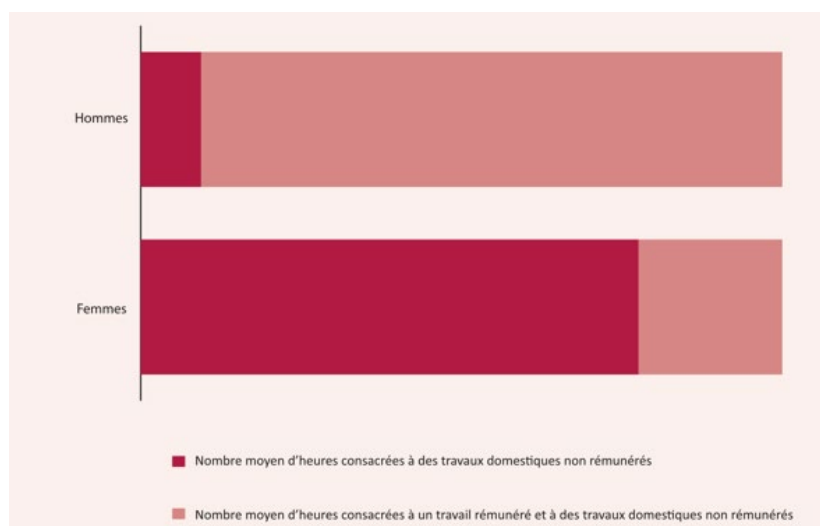
**Although Tunisian women actively participated in the 2011 revolution, they remain excluded from main power structures and are under-represented in political leadership positions, especially at the Government level.** Article 46 of the 2014 Constitution guarantees equal opportunities for men and women to access various opportunities in all fields. Furthermore, the GoT committed to achieving equal representation for men and women in elected councils. Tunisia's electoral law requires party to present an equal number of men and women candidates for seats at the National Constituent Assembly (NCA) as well as municipal and regional councils. However, the inclusion of the principle of parity in the electoral law did not translate into equal representation of women in the NCA, since 93 percent of the candidate lists were headed by men. As of 2021, only 26 percent of parliamentary seats are held by women, namely 57 women out of 217 deputies. At the government level, 28 percent of minister under Hichem Mechichi's government are women, representing a clear increase since Ilyes Fakhfakh's previous government which only included 6 women out of 32 members, or 19 percent. Furthermore,



for the first time in the country's history, two women were appointed at the head of core ministry (Justice) and as government spokesperson.

**Women's political representation increases at the local level but remains low in leadership positions.** Since the last municipal election of 2018, women account for 47 percent of elected officials but only 19 percent of them head municipalities. Souad Abderrahim who is a member of the conservative party Ennahda is notably the first Tunisian woman to have been elected mayor of the capital Tunis. Female access to power structures is hampered by women's lack of time to invest in political and civic life. Tunisian women are still largely responsible for household responsibilities and dedicate nearly 78 percent of their time to unpaid domestic work compared to 9 percent for men.

**Figure 39: Average number of hours dedicated to unpaid domestic work in Tunisia**



*Source: 2005-2006 Tunisia time-use survey and Rapport National Genre Tunisie 2015*

## **6. Gender-Based Violence (GBV)**

**Despite significant improvement in State response to GBV since the adoption of a comprehensive law in 2017, violence against women remains a widespread phenomenon in Tunisia.** The first national survey on violence against women in Tunisia (ENVEFT) was conducted in 2010 and indicates that nearly half of the female population (48 percent) has suffered from at least one form of gender-based violence. Although official statistics lack in assessing the scale of each form of violence, domestic violence and intimate partner violence (IPV) appear to be extremely prevalent, affecting one in three Tunisian women. However, according to the 2018 Multiple Indicator Cluster Survey (MICS), social tolerance towards violence against women appears to be relatively low compared to neighboring countries: 80 percent of men and 85 percent of women oppose domestic violence regardless of the justification.

**The Organic Law on Eliminating Violence against Women adopted in 2017 includes the creation of several mechanisms to improve the prevention and institutional response to gender-based violence.** The Ministry of Health and the Ministry of Social Affairs are required to provide GBV trainings to health and social workers and to build their capacities to receive and provide care to survivors. The COVID-19 crisis has deeply affected the

Government and women's associations abilities to protect women victims of violence, while increasing the number of cases. On March 2020, the GoT imposed a strict lockdown to mitigate the effect of the pandemic, confining many women with potential abusers and preventing them from accessing protection services (UN Women, 2020). The Ministry of Women, Family, Children, and the Elderly announced a five-fold increase in reported incidents of GBV in three months.

#### 4. PROPOSED ENTRY POINTS

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**Building upon this preliminary assessment of key gender gaps in the nine targeted countries, four main areas of interventions have been identified, namely:** (i) Female employment and skill gaps in the energy sector, (ii) Female employment and livelihoods in the areas of implementation of RE projects, (iii) Gender-based violence and (iv) women access to services as energy consumers. Potential mitigations actions for each area are highlighted below and will be explored during project design:

- a. **Female employment and skill gaps in the energy sector:** the main barriers to women participation in the energy sector, as employees and entrepreneurs, include social norms that confine women to unpaid household and care work, occupational sex-segregation, limited capacities, and skills, as well as discriminatory work environments. In some countries, legislation may also prevent women from entering certain industries, affecting their employment in the energy sector. Without a proactive policy to promote female economic participation, men may disproportionately benefit from new employment opportunities across the RE value chain, particularly in construction, operation, and maintenance. Women may already enjoy indirect employment opportunities in ancillary industries such as health, social services, and catering. Increasing female employment in non-traditional fields can contribute to challenging social norms and stereotypes, ultimately enhancing women's voice and agency.

**Entry points for addressing this issue include the promotion of women's participation in the realization of renewable energy projects, in energy generation, transmission and distribution, and the promotion of female-friendly infrastructure and services:**

- Vocational trainings and capacity-building to increase women's technical skills (including programs for women to gain hands-on experience in the energy sector) and focus on reforms in the public utilities managing RE projects;
  - Partnerships with educational and technical training institutes to enhance female school-to-work transition in non-traditional fields;
  - During the procurement phase, technical support would be provided to national stakeholders to ensure a transparent and equitable process. Procuring entities would be encouraged to the extent possible to include non-price factors at relevant stage of the procurement process, to enhance female employment and the participation of women-owned businesses;
  - The adoption of equal opportunities practices at the corporate level would be encouraged through policy dialogue and capacity-building activities; and
  - Outreach initiatives to allow local players to be informed of the program's business opportunities. Special attention would be paid to the extent possible to the promotion of women-run businesses along the project development cycle.
- b. **Female employment and livelihoods in the areas of implementation of RE projects:** RE projects are frequently located in remote areas with good solar/wind resources and large plots of lands, but where living standards are below the country average. Local communities often face numerous challenges hindering their development. Women, if employed, are more exposed to lower-paid, lower-quality

employment in the informal sector (e.g., textile, crafts, food processing, small-scale farming, and retail trading). They also have limited access to ownership of key inputs or assets. As a result, women may face more difficulties with regards to access to entrepreneurship and ownership of micro, small, and medium-sized enterprises.

**The socio-economic needs of the local communities will be assessed, and actions empowering women will be prioritized to the extent possible along the electrification program. Those may include:**

- Providing women and girls with sources of low-risk income and entrepreneurship opportunities while ensuring that community needs are accommodated. The activities to support would be selected after assessing the needs of the local communities and putting in place a scorecard to prioritize projects benefiting women. Actions may cover health services (such as mobile clinics), infrastructures to open-up a village or education and skills-building activities, for instance in traditional home-based activities such as handicrafts, or in agricultural activities. Particular attention would be paid to illiterate women when relevant. Support may be provided through grants, or as a requirement under local bids and/or part of private sector Corporate Social Responsibility (CSR) aspects;
  - Ongoing support would be offered to support female entrepreneurship notably through the creation of peer groups, in partnership with local NGOs.
- c. **Gender-based violence:** women routinely experience sexual harassment and intimate partner violence in target countries and the risk of violence against women can increase during the deployment of solar and wind projects, due to the presence of migrant workers on construction sites. Large-scale energy projects may also increase rates of gender-based violence in surrounding areas, according to studies. For instance, households with a rise in income due to employment in construction sites can see increased expenditures on alcohol, a known driver of GBV<sup>1</sup>.

**The risk of increased GBV, sex trafficking, and child abuse during the realization of large-scale infrastructure projects will be mitigated through adopting the following actions, required by the World Bank procedures, and outlined in the WBG GBV Good Practice Note (2018):**

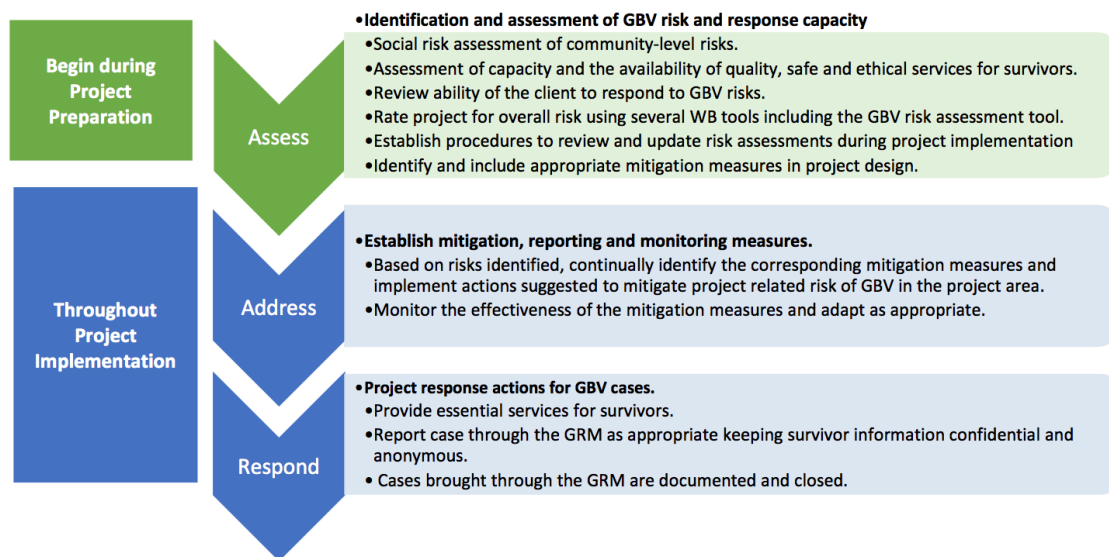
- Assessment of GBV risks by the World Bank task team using the World Bank GBV risk assessment tools;
- Assessment of GBV risks by the client country during project preparation and particularly during community consultations. GBV considerations will be included in Safeguard documents (Environmental and Social Assessment ESA, Environmental and Social Management Plan);
- Development of a GBV Action Plan;
- Assessment of the project capacity to provide access to safe and ethical services for survivors;

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<sup>1</sup> Kuriakose, A. and de Boer, F. 2015. Gender and Renewable Energy: A Literature Review.

- Establishment of GBV Risk and Mitigation Response Measures such as including specific requirements during procurement process based on ESA findings, and providing GBV trainings to contractors, consultants and clients;
- Monitoring and reporting of GBV activities;
- Responding to GBV incidents in cooperation with GBV service providers.

**Figure 40: WBG mandatory requirements in Major Civil Works**



Source: WBG GBV Good Practice Note (2018)

- d. **Women access to services as energy consumers:** Among project countries with lower electrification rates such as Guinea-Bissau and Somalia, women suffer from time-poverty and a health-burden, as they shoulder the responsibility of food preparation, as well as fuel and water collection. In target countries, the main barrier to women accessing energy services from renewable energy may include high cost of connecting to the electrical grid, resulting in possible certain households being left behind. Women may resort to biomass fuels for cooking and heating purposes increasing their time poverty and limiting their ability to create income-generating opportunities. Furthermore, women-headed businesses routinely face more constraints than men in accessing grid electricity, such as delays in obtaining electrical connections and the expectations that they will pay bribes for these services<sup>1</sup>. Improving access to electricity services can therefore reduce the time and labor burden of women, generate health and education benefits, increase female labor participation and incomes. Research shows that in rural areas, energy access is correlated with 59 percent higher wages<sup>2</sup>.

<sup>1</sup> The United Nations Development Programme (UNDP). 2016. Gender, Climate Change and Food Security.

<sup>2</sup> O'Dell, K., Peters, S., & Wharton, K. 2014. Women, Energy and Economic Empowerment; applying a Gender Lens to amplify the impact of energy access.

**The following interventions would be promoted to increase women's access to electricity:**

- Conduct household surveys as a tool to assess affordability of services and willingness to pay, in order to better target financial support;
- Inclusion of women and men's differentiated needs in the design of electrification programs, including by promoting women's engagement during stakeholders' consultations;
- Targeted subsidies or credit schemes to the extent possible to provide electricity to some of the poorest and most under-developed regions, especially in countries where mini-grid projects will be deployed ;
- Micro-financing schemes to the extent possible to help women-owned businesses overcome the initial cost of connection. Partnerships with local NGOs could be considered to manage loans.

## 5. STRATEGIC APPROACH

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### 5.1 Facility Level

**The Facility will follow a systematic approach and provide support to the projects with a focus on data collection, generating knowledge and providing training and capacity-building activities.** At every step of the project cycle, the Gender and Energy program of the World Bank Energy Sector Management Assistance Program (ESMAP) will be available to provide technical assistance to the project team and the client country. Ethiopia and Indonesia have already benefited from ESMAP Gender and energy regional programs that aim to strengthen women's role in the energy sector as consumers, employees, and entrepreneurs.

**The Facility will encourage the recruitment of a balanced female-to-male employment ratio within the Project Management Unit (PMU) team to the extent possible.** The standard World Bank implementation process will indeed be put in place and include a PMU in each country, responsible for developing, implementing, and monitoring each project. If needed, staff members including the Project Manager and the Environment and Social Protection Specialists may receive capacity-building trainings. This will ensure that identified gaps as well as sexual harassment and GBV risks are considered throughout the project cycle.

**Obtaining stakeholders buy-in will be key in ensuring that interventions to promote women's employment and enhance their livelihood are effectively implemented with measurable outcomes.** Institutional and behavioral change are a long-time process that will require sustained support of all relevant stakeholders (local councils, national energy policymakers, energy ministries and energy companies) throughout the program cycle. Countries adherence to international agreements and national legal frameworks on gender -equality, are a good starting point to strengthen government's support for gender-interventions. The following strategy will be followed to increase stakeholders' commitments, to the extent possible:

- Engage in policy-dialogue with client countries through dedicated meetings, to build awareness and sensitivity about the benefits of promoting women's economic empowerment and agency and remove legal and regulatory barriers to female employment in the energy sector;
- Closely align proposed activities with each country's national priorities and Gender Strategies, such as community development or female employment;
- Identify an institutional gender-focal point to serve as interlocutor during project implementation, if appropriate;
- Offer technical support to help utilities invest in workforce diversification, building on existing internal gender strategies when available. This support may take the form of workshops on gender-related concepts with senior management, or a review of training plans to better integrate female employees.

**In the private sector, companies are increasingly adopting a focus on gender equality in CSR policies.** Indeed, a growing body of research shows that mitigating risks for women and empowering them as consumers, employees and entrepreneurs can lead to increased firm productivity and better performance. During projects design, the private sector can be involved in financing interventions to i) create income-generating opportunities for women in affected areas, ii) implement mechanisms to prevent and respond to GBV incidents, iii) increase connection rates among female-headed households, for instance through capacity-building workshop on maintaining and developing energy services.

## 5.2 Project level

At the project level, the following approach would be followed:

- a. **Data collection to document the baseline situation and identify gaps.** Baseline data will be collected to set targets and measure progress during implementation, with a focus on countries where existing baseline sex-disaggregated data are weak or missing. Research will build upon existing country gender diagnostics and action plans when available, to ensure national priorities are understood and considered. To support project design and implementation, stakeholders' consultations will involve female participants, to understand men and women differentiated needs. In addition, initial assessments will include an analysis of the differentiated impact of the SRMI project on men and women, through the involvement of gender and energy experts (Environmental and Social Impact Assessment, Resettlement Action Plans etc.).
- b. **Identifying and implementing relevant actions.** Based on the initial diagnosis and inclusive stakeholders' consultations, targeted activities will be identified to address key gender gaps. These may include (i) actions to promote female employment in the renewables sector (including capacity building and programs for women to gain hands-on experience in the energy sector such as support for school-to-work transition), (ii) financing local communities projects empowering women in the area of implementation of the RE projects (such as activities generating revenues), (iii) implementation of prevention measures to mitigate GBV in the area of implementation of the RE projects and (iv) facilitating energy access for FHH (including capacity-building workshops to maintain and develop energy services).
- c. **M&E and Knowledge management.** Since 2017, the World Bank Group strengthened its monitoring system with regards to gender, focusing on results and outcomes. A gender-tag was launched to identify projects who effectively promote equality between men and women and are aligned with the WBG gender strategy. The SRMI facility will adopt a gender perspective and aim to close key gaps in its sub-projects. Results will be monitored throughout the project and be used for real-time adjustments during implementation. To expand the knowledge base, projects will build on lessons learnt from prior projects as well as regional and country base knowledge production and exchange learning opportunities.
- d. **Strengthening female participation and voice during Stakeholders Consultations.** Consultations and public meetings with stakeholders will be conducted throughout the project cycle in a participatory



manner and with a special focus on engaging women. This will help gaining knowledge about community concerns during project preparation and help monitor impact and undertake real-time correction during implementation. Special attention will be paid to using local dialect when relevant and including women from minority ethnic groups and other socially vulnerable groups.

**Building on prior experiences, consultations will be organized at a convenient time for women, taking into consideration their household and childcare responsibilities.** Female facilitators and local female leaders will be identified to ensure that women's voice is heard during consultations. Women-only discussion groups may also be organized if appropriate. The participation of female representatives from utilities and local authorities will be encouraged. To ensure the project's sustainability, partnerships will be created to the extent possible with women's groups and nongovernmental organizations (NGOs).

## 6. GENDER ACTION PLAN

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The Gender Action Plan proposed below is indicative at this stage and may be further amended and adapted according to knowledge gathered during the project inception phase, to reflect local context.

Funding under Component 1 of the Facility will be dedicated to support gender-relevant activities in the countries in the Facility (or outside under the larger energy program supported by the WB in each country but still accounted for in the larger WB reporting per country), taking into account the particular context and needs of each country/project and in line with the Facility's Gender Action Plan. This includes at least US\$ 150,000 per country (i.e., US\$ 1.2 million at the Facility-level – for countries that are not only TA but also Component 2/3 recipients) to support the development of a gender assessment. This gender assessment will identify relevant gender gaps in each country including barriers for women, and countries will have the opportunity to identify priorities to develop specific activities that will contribute to close gender gaps.

Activities	Indicators and Targets	Timeline	Responsibilities
<b>Impact Statement:</b> The program will follow a systematic approach and provide cross-support to sub-projects interventions to narrow gender gaps with a focus on policy dialogue, data collection, training and capacity-building activities. The expected impact includes enhanced female economic participation in the energy sector, increased access to electricity and the creation of income-generating opportunities for women in affected communities.			
<b>Outcome Statement 1:</b> The SRMI facility will focus on the following four key areas: i) sector-specific and country-level gender knowledge to support the design and implementation of projects is generated, ii) an enabling policy and legal environment for women's economic participation is promoted through policy dialogue activities, iii) tailored project and program interventions to address identified gender gaps are designed and implemented iv) Knowledge and learning opportunities are enhanced.			
<b>Output 1</b> <i>Sector specific and country-level gender knowledge is generated and shared to support the design and implementation of projects</i>			

<p>1.1 Undertake sector gender assessments to identify key gender gaps</p> <p>1.2. Organize multi-stakeholder workshops at country level to present key findings from the assessments</p> <p>1.3. Conduct Gender need assessment of institutional partners (utilities)</p> <p>1.4. Hold consultations with key stakeholders to gather knowledge on men and women differentiated needs with enhanced women's participation</p>	<p>1.1Number of gender assessment developed Target: 9</p> <p>1.2.Number of multi-stakeholder workshops focused on gender equality Target:9</p> <p>1.3.Number of gender need assessments of institutional partners conducted Target: [7]</p> <p>1.4.Percentage of female participants in community consultations Target: 30 percent</p>	<p>At the time of project design</p>	<p>Borrowers with the support of the WB team</p>
<p><b><i>Output 2 An enabling policy and legal environment for encouraging gender equality is promoted through policy dialogue activities</i></b></p>			
<p>2.1 Organize dedicated meetings with client countries on women's economic empowerment and legal and regulatory barriers to female employment in the energy sector</p> <p>2.2 Organize community and multi-stakeholder dialogue including with the Ministry of Women's affairs, private sector, NGOs, women's groups and Civil Society Organizations, as applicable</p>	<p>2.1Number of meeting organized with client countries on women's economic empowerment in the energy sector Target: 9</p> <p>2.2 Number of community and multi-stakeholder dialogue organized with the Ministry of Women's Affairs (or equivalent entity) and private sector, as applicable Target: 7</p>	<p>By the Facility's end date</p>	<p>Borrowers with support of the WB team</p>

2.3 Strengthen capacities of institutional stakeholders on the planning and design of gender-sensitive energy policies	2.3 Number of capacity-building workshop organized with institutional stakeholders Target: 4		
2.4 Strengthen capacities of Project Management Unit staff on gender and energy issues.	2.4 Number of capacity-building workshops organized with PMU staff Target: 5		
<b>Output 3 Tailored project and program interventions are implemented to promote gender equality</b>			
<p>At the project and program level, the following approach would be adopted and tailored according to each sub-project context. Examples of interventions to e.g. promote female employment and enhance women's livelihood are listed below and classified by area of intervention. Final decisions will be made at project design:</p> <p>3.1 Overarching the projects under this Facility will focus on meeting the Gender Tag per corporate target of the World Bank.</p> <p><b>Female employment and skill gaps in the energy sector:</b></p> <p>3.2 Provide vocational trainings and capacity-building to increase women's technical skills (including programs for women to gain hands-on experience in the energy sector)</p> <p>3.3 Build Partnerships with educational and technical training institutes to enhance female school-to-work transition in non-traditional fields</p> <p>3.4 Launch outreach initiatives to allow local players to be informed of the program's business opportunities. Special attention would be paid, to the extent possible, to the</p>	<p>3.1 Number of projects that fall under tag requirements that will meet the Gender Tag Target: 60 percent</p> <p><b>Female employment and skill gaps in the energy sector:</b></p> <p>3.2 Number of capacity-building programs to increase women's technical skills designed and supported in RE projects Target: 5</p> <p>3.3 Number of partnerships formed with training centers/schools Target: 5</p> <p>3.4 Number of outreach initiatives to inform local players of the program's business opportunities Target: 5</p>	During the project cycle	Borrowers with support of the WB team

<p>promotion of women-run businesses along the project development cycle</p> <p><b>Female employment and livelihoods in the areas of implementation of RE projects:</b></p> <p>3.5 Provide women and girls with sources of low-risk income and entrepreneurship opportunities while ensuring that community needs are accommodated</p> <p>3.6 Organize meetings with female-led firms to share information on contracts/tenders opportunities brought by the RE projects</p> <p><b>Gender-based violence (GBV):</b></p> <p>3.7 Assessment of GBV risks at project sites as per the World Bank Group GBV mandatory requirements</p> <p>3.8 Development of GBV Action Plans as per the World Bank Group GBV mandatory requirements</p> <p><b>Women access to services as energy consumers:</b></p> <p>3.9 Hold information sessions with local communities on connection procedures, costs, safety aspects and benefits of energy services (health, time-poverty)</p>	<p><b>Female employment and livelihoods in the areas of implementation of RE projects:</b></p> <p>3.5 Number of programs fostering local socio-economic development (focused on women's empowerment) Target: 5</p> <p>3.6 Number of information sessions held with female-led firms Target: country dependent</p> <p><b>Gender-based violence (GBV):</b></p> <p>3.7 Number of assessments of GBV risks at project sites. Target: 9</p> <p>3.8 Number of GBV Action Plan produced: Target: 9</p> <p><b>Women access to services as energy consumers:</b></p> <p>3.9 Percentage of female participants who attend information sessions Target: 30 percent</p>		
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<p>3.10 Develop targeted subsidies or credit schemes to the extent possible to increase FHH connection to the grid</p> <p>3.11 Develop micro-financing schemes to the extent possible to help women-owned businesses overcome the initial cost of connection.</p>	<p>3.10 Number of FHH households connected to the grid. Target: country dependent</p> <p>3.11 Number of women-owned businesses who benefit from micro-financing schemes to access electricity Target: country dependent</p>		
<b>Output 4 Enhanced knowledge and learning opportunities</b>			
<p>4.1 Production of case studies showcasing best practices and findings</p> <p>4.2 Organization of Forums focused on gender through the Facility with the participation of targeted country representatives</p> <p>4.3 Undertake knowledge-sharing with local women's organizations and NGOs</p>	<p>4.1 Number of case studies produced by the facility Target: 5</p> <p>4.2 Number of events with a focus on gender held through the facility Target: 5</p> <p>4.3 Number of events held with local NGOs through the facility Target: 5</p>	On a rolling basis	World Bank