






	<b>'Do Minimum'</b> Address basic needs and vulnerabilities of women		<b>'Empowerment'</b> Build assets, capabilities, and opportunities for women	<b>'Transformation'</b> Address unequal power relationships and seek legal, institutional and societal level change
	<b>'Minimum Compliance'</b> for PIDG <sup>1</sup>	<b>Additional aspects also in 'minimum compliance'</b> <sup>2</sup>		
 <b>Due Diligence</b>	<p><b>PIDG Facility Investment Decision Making</b> – review proposed investment opportunities with the Ambition Framework in mind to determine the possibility of achieving different levels of gender ambition as part of the standard environmental and social due diligence that PIDG undertakes. This stage provides the greatest opportunity to influence and achieve gender impact. Gender is integrated into the conditions attached to PIDG's investment in a project. A 'bankable' project is developed with clear requirements for gender, linked to the appropriate level of the Ambition Framework</p>			
 <b>ESIA Application</b>	<p><b>Environmental &amp; Social Impact Assessment (ESIA)</b> <i>Assessment of environmental and social risks and development of mitigation measures, compliant with the IFC Performance Standards. Requires that women and vulnerable groups are addressed specifically:</i></p> <ul style="list-style-type: none"> <li>• Risk mitigation of the site selection, construction and operation of the project. Ensure that the ESIA (and associated baseline studies) has used data which is disaggregated to consider all groups in society.</li> <li>• Assessment of site and design alternatives take into consideration the views of women and marginalized groups.</li> <li>• Evidence that gender-disaggregated information collected for the ESIA's are in fact utilized in the design of the projects.</li> <li>• Vulnerable people are identified with an explanation of reason for inclusion.</li> </ul>	<p>Explore the potential to use the risk management process (ESIA) to go beyond just mitigation to enhancement of economic and social conditions for women and other groups that may be marginalize, for example:</p> <ul style="list-style-type: none"> <li>• Health mitigation measures that increase overall awareness of preventative measures.</li> <li>• Safety training of local schools during construction that would increase overall awareness amongst youth of safety issues.</li> </ul>	<p>Identify potential within the ESIA process for initiatives that could create transformational change.</p> <p>For example, this may be about changing views on how society and the company views what kind of jobs can be accessed by women.</p>	
	<p><b>Participation and Information Disclosure</b> – <i>Meaningful participation with all sections of affected people is a key requirement of the performance standards:</i></p> <ul style="list-style-type: none"> <li>• Requires measures such as ensuring that people who are not able to read and write have</li> </ul>	<p>If the IFC Performance Standard measures for participation and information disclosure under 'minimum compliance' are implemented as the policy requires, this will lead to empowerment. This is because the standard already requires that consultations are designed and conducted in a way that all affected persons are able to participated.</p>	<p>Participative process that can bring about a societal change in the way that gender relations are viewed and impact on overall decision making in an area, not just related to the project. E.g. behaviour change initiative, ethics/equity training.</p>	



<sup>1</sup> Which for PIDG typically means following IFC PS, AfDB E&S Guidelines and UK Gender Equality Act. The performance standards of the IFIs are concerned with environmental and social assessment.

<sup>2</sup> According to ICED, the 'minimum compliance' level of the framework relates not only to environmental and social risk assessment but also to a project's business rationale and design.

<b>Participation/ Information</b>	<p>the option to hear a verbal explanation as often as needed e.g. through a community leader or a dial in service, or any other mechanism that is preferred by the community.</p> <ul style="list-style-type: none"> <li>Evidence that views of people consulted are actually addressed in the project's environmental and social risk assessment.</li> </ul>		
 <b>RAP / LRP</b>	<p><b>Resettlement and Livelihood Restoration Plan</b>- <i>In the case of resettlement, whilst IFC policy requires that at a minimum livelihoods be restored, with enhancement of livelihoods as a desired end, in the case of AfDB, the policy states that livelihoods should be enhanced<sup>3</sup>.</i></p>	<p>Development of resettlement action plans that enable women to make decisions about location and design of housing and surrounding urban design as well as location of communal facilities.</p> <p>Livelihood restoration plans developed build on the work and capacities of women.</p>	<p>Livelihood restoration plans change the perception of traditional gender roles and open up new work and business opportunities for women.</p>
<b>Sector-Specific Examples</b>			
 <b>Localized electricity grid systems</b>	<p>Information on energy services such as tariffs and billing, presented in a way that is accessible to all.</p> <p>Timetable for intermittently available energy to be developed with awareness of times of high energy need by women.</p>	<p>Aim to make government bodies aware of the differing energy needs of women and marginalised groups with regard to timing.</p> <p>Review potential to influence government bodies responsible for pricing structures to consider the introduction of structured tariffs based on an in-depth understanding of local socio-economic context.</p> <p>Structured tariff systems that allow women entrepreneurs to gain affordable access to energy in the early stages of business development.</p> <p>The vast majority of women-run businesses are in the informal sector – thus mechanisms need to be developed to enable this sector to gain access to energy e.g. reducing the need to demonstrate formal registration as a company to be eligible for programmes that target access to energy for female owned businesses.</p>	<p>Encourage governments decision-making bodies to promote and consider women's household needs and economic needs.</p> <p>Research commissioned on the use of energy by women and used to design equipment and pricing structures that is supportive to the needs of women as household and economic actors. This is different from a social analysis which describes the current situation. Example research around finding energy solutions<sup>4</sup>.</p>

<sup>3</sup> AfDB requirement for enhancement of livelihoods means that it is a minimum requirement for PIDG, although it is one of the policy requirements which has a high potential to be empowering. This would mean looking at ways to build livelihood capacities of women through support to livelihood activities carried out by women. Thus, the 'minimum' approach has the potential to straddle empowerment if women's lives are improved through the resettlement process.

<sup>4</sup> Recognition by PIDG, private sector investors, MDBs and the government of the informal sector (which account for most of the women-run businesses) and its contribution to the economy – ensure that needs of the informal sector is taken into account in the development of on-grid energy policies. For example, difficulties in gaining access to credit, potentially short term or informal rental agreements which can create difficulties in obtaining connections for energy whether on-grid or off-grid.

		Installed services (meters, wiring, home solutions) made safe and easy to use by women, elderly and persons with disabilities.	
 <p><b>Microgrid electricity</b></p>	<p>Comprehensive consultation process to understand the household and economic needs and constraints of the communities.</p> <p>Consultation that enables an understanding of intra-household differences in use of energy.</p> <p>Data collection/consultation that enables a detailed understanding of use of energy for economic activities by women and other potentially marginalized groups.</p>	<p>Involve women and marginalized groups in the development of access measures to energy. Adopt appropriate pricing measures and equipment design.</p> <p>Explore the potential to develop equipment that can replace inefficient equipment used currently by women. For example, the use of solar-energy fuelled stoves that can be used in food preparation businesses.</p> <p>Develop financing mechanisms to enable the initial cost of equipment and to pay the operating costs.</p> <p>Training programmes developed in a way that is accessible to women and people who do not have a formal education.</p> <p>Create mechanisms that can facilitate access to jobs and income earning opportunities that emerge from the solar value chain. These could be as employees, sales agents, dealers, entrepreneurs.</p>	<p>Involve women's organisations in understanding the utilities needs of their respective communities.</p> <p>Involve women directly or through representative organizations to take part in planning, policy and decision-making around off-grid solar projects serving communities.</p> <p>Key decision-makers recognition of informal economy (majority women-run businesses operate in this space) and its contribution to the economy –needs of the informal sector in taken into account in the development of on-grid energy policies.</p>
 <p><b>Agri-Processing</b></p>	<p>Information collected on the constraints faced by women and other potentially marginalized groups in gaining access to agri-processing inputs.</p> <p>Review and adjust the project so that it reflects and takes account of women involved in agri-processing. i.e. that it provides support to those aspects of agriculture that are the responsibility of women. For example, in some parts of Africa it is women who have the responsibility for land clearing and land preparation including planting.</p>	<p>Build agri-processing projects to specifically respond to women's needs by addressing those areas of farming in which women are involved; providing appropriate employment opportunities for women considering their skillsets and abilities.</p> <p>Build in measures to support female farmers, based on researched understanding of their needs.</p> <p>Ensure that any implementation groups developed (e.g. the Market Garden Committees for the Chiansi Irrigation Infrastructure Project in Zambia) has representation of women farmers and of other groups such as poorer farmers, farmers with smaller farm holdings, ethnicity profile and so forth.</p> <p>Consider how pricing and payment schedule can be reflective of the needs of women.</p>	<p>Involve women / representative groups from the beginning in selecting and developing agri-processing projects and the selecting/planning and development of agri-processing initiatives.</p> <p>Support women to move into higher grade agri-processing activities and positions. For example, moving from drying and selling products to processing. Or being involved in cash crops rather than just subsistence crops.</p>



**Training, credit  
& information  
services**

Collect disaggregated data (by sex, age, ethnicity, religion etc.) on farming practices and the constraints faced to gain access to training, credit and information services.

Develop an understanding of the perception of service providers regarding women's role in agriculture through qualitative consultations.

Information developed not only in appropriate language but using easy to understand text.

Information on different services available distributed in locations which women are likely to frequent such as clinics and schools.

Create forms of credit lines that take account of the needs of women owned enterprises in agri-business and also recognizes that many women have limited ability to provide collateral.

Credit products take into account research which has shown that women are more likely to pay off loans than men. Reliability of women included as one of the criteria in assessing eligibility for loans – similar to for example obtaining insurance on vehicles.

Recognition of the integral role of women in the agriculture sector. – e.g. both PIDG, its investors, developers and agricultural departments develop and support projects that specifically support those aspects of agriculture that are the responsibility of women.