



PURSuing GENDER EQUALITY

Through Infrastructure and Natural Resources

With the recent capital increase, IFC has made even stronger commitments to create equal opportunities for women and men to participate in, and benefit from, our projects. Teams across INR are rising to this challenge and integrating innovative approaches to close gender gaps and create the greatest development and business impact. This brief features examples of work happening across INR and outlines support that teams can receive from the INR gender team.

IFC'S GENDER-RELATED CAPITAL COMMITMENTS

As a part of the most recent World Bank Group capital increase, IFC has committed to several specific gender-related goals by 2030. INR's projects aim to contribute to helping IFC reach these goals.

- Quadruple annual financing dedicated to women and women-led SMEs (up from \$0.4 billion)
- \$2.6 billion in annual commitments to financial institutions specifically targeting women
- 50% share of women directors IFC nominates to boards of companies where it has a board seat
- Flag all IFC projects with a gender component, as applicable, by 2020. (For new projects approved in FY18, Sustainable Infrastructure Advisory was at 56%; for committed projects INR IS was at 1%)

INSPIRATION FOR ACTION:

Examples of Closing Gender Gaps in INR Projects

POWER

Nachtigal Hydropower Project, Cameroon

In the context of IFC's largest power investment in Africa, IFC is working with the Nachtigal Hydropower Company (NHPC) to improve the project's impact on women in host communities, including by identifying and addressing ways in which the project might create or exacerbate risks of GBV, and also by increasing women's potential to participate in the project supply chain as well as in the NHPC workforce. A joint Sustainable Infrastructure (SI) Advisory and CES mission in December 2018 identified two primary gender gaps that the project will address—a high risk of GBV on the project site and towards community members, coupled with insufficient services to support survivors, and low skills and few opportunities for women's employment and integration of women owned or led businesses into the supply chain. To address these issues, SI Advisory has proposed a two-year program including support for NHPC to improve GBV risk mitigation and increase women's participation in the workforce, supply chain, and as community stakeholders, and support for local capacity building to improve local procurement and economic development.

Azito Power, Côte d'Ivoire

SI Advisory is supporting Azito, in Côte d'Ivoire, to realize its commitment to inclusivity and gender diversity in its business, and to strengthen its social license to operate through gender-inclusive community engagement. Specific activities are expected to include a gender audit of Azito's workforce and community engagement activities, to assess recruitment, retainment and development of women in Azito's workforce, as well as an assessment of how community investment activities are conceptualized, prioritized, and implemented. Activities are likely to also include community scorecard activities to facilitate participatory monitoring of Azito's youth and gender programs, support to Azito to strengthen its community investment program, and capacity building for local women and youth cooperatives. Activities are expected to take place between March and June 2019.

NATURAL RESOURCES

Canada-IFC Local Economic Development Program

Gender is a key theme in this Canadian supported four-country program, providing support to natural resource companies, entrepreneurs, local government, and civil society to improve local economic benefits for natural resource host communities in Ghana, Guinea, Kenya, and Côte d'Ivoire. Focus on closing gender gaps includes support for individual women entrepreneurs, natural resource companies, and local government to address

the sociocultural barriers that hold women entrepreneurs back from participating actively in the natural resource benefit sharing process as compared to their male counterparts.

Dedicated **gender assessments** in each country examined social, economic, and traditional factors that enable or inhibit women from participating in local economic opportunities in the natural resources and related supply chains as compared to their male counterparts. **Activities** are being designed in each country to address identified gaps and support women to more equally share in economic benefits. Progress is **monitored** through country-level results frameworks. Activities under the Canada-IFC program currently include:

- **Capacity Building and Networking for Women-Owned Businesses | Guinea:** Women-owned entrepreneurs are being identified and, based on a training needs assessment and diagnostic screening of each company, will receive training in management, leadership, administration and business operations. Participating entrepreneurs will have access to a web-based supplier portal containing relevant business resources, training materials, and news about potential contracting opportunities run by the newly established Suppliers & Partnership Marketplace. The portal will focus primarily on mining, but in the future will expand to other sectors. The program is also rolling out dedicated training and support for smaller microenterprises engaged in agricultural and non-agricultural activities.
- **Capacity Building to Increase Participation of Women in Natural Resource Operations | Côte d'Ivoire:** Representatives of natural resource companies and consultancy firms received training on IFC's new toolkit *Unlocking Opportunities for Women and Business: A Toolkit of Actions and Strategies for Oil, Gas, and Mining Companies*. The training familiarized participants with the toolkit, to enable them to encourage its use by natural resource companies. The training curriculum is currently available in French, for use in other contexts.
- **Study of Employment and Supply Chain Opportunities | Côte d'Ivoire:** An assessment of the barriers and opportunities for improving women's employment and participation in supply chains in the mining sector in Côte d'Ivoire has been launched. Results will be used to inform government policymaking in the sector, especially the National Local Content Policy (currently under preparation), as well as to inform dialogue with mining companies.
- **Support to Establish Women Solar Entrepreneurs in Turkana | Kenya:** To address the unmet market need for affordable, reliable clean energy solutions in Turkana, the program is working with off-grid solar companies, the World Bank's Kenya Off-Grid Solar Access Program (KOSAP), and

Practical Action, to train and establish groups of female entrepreneurs who can retail solar products to households in their communities. The approach enables solar companies to gain access to a new market while addressing the challenges of distribution and logistics in remote areas. At the same time, by enabling potential female retailers, it creates income-generating opportunities and training for women, with the flexibility to fit their work as solar entrepreneurs around other domestic and livelihood responsibilities.

- **Capacity Building on Business and Leadership Skills | Ghana:** Nearly 200 participants (primarily women, but also select men) in 8 communities in Ghana received a range of training events—including basic business skills, advocacy and leadership skills, and functional literacy skills—particularly related to the fisheries sector. The objective of the inclusive training program was to provide both female and male participants with sector-specific knowledge and skills (in the case of the fisheries sector), and also the fundamental life and business skills to facilitate entrepreneurship and economic empowerment.

Ayninakuy Agriculture and Mining Project, Peru

In the context of a broader mining and agriculture project, and leveraging the critical role women play in Peruvian society, this project's specific focus on closing gaps between men and women helped to strengthen project outcomes,



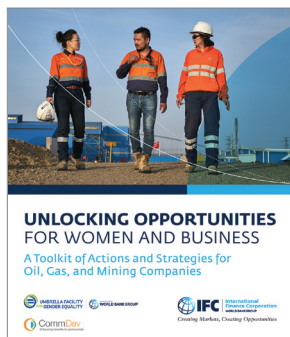
including increasing gross value of agricultural production, boosting income of participating families (average of 250% spike in income), and decreasing food insecurity by 19%. Improving women's engagement in productive agriculture not only improved outcomes for the community, but women also reported experiencing greater control and empowerment—women reported greater influence over productive assets, greater control over the money they made; and an improved sense of 'liberty to choose or decide about their lives.' The project also included a dedicated GBV component, including training of women Yachachiqs (local leaders) and local government on tools for addressing GBV in local communities. In partnership with the Social Development and Compensation Fund from the Ministry of Social Inclusion, IFC prepared the first guidelines for preventing and addressing GBV for a nationwide program, reaching over 750,000 households in rural Peruvian communities.

RESOURCES FOR KNOWLEDGE SHARING:

Gender in Oil, Gas, and Mining Toolkit

In 2018, IFC published *Unlocking Opportunities for Women and Business: A Toolkit of Actions and Strategies for Oil, Gas, and Mining Companies*. The toolkit responds to growing interest and recognition of the fact that gender diversity in companies is not only the right thing to do, but it also makes business sense. The toolkit provides concrete, specific tools, presented in four standalone tool suites, focusing on:

- Increasing Gender Diversity from the Workforce to the Boardroom
- Women-Owned Businesses and the Supply Chain
- Women and Community Engagement
- Addressing GBV in the Workforce



While the OGM toolkit was developed specifically for the oil, gas, and mining sectors, the tools are applicable to the spectrum of INR investments; adapted versions of the toolkit are being planned for the power and transport sectors. The team is actively seeking to identify INR clients who may be interested in piloting tools and providing feedback. The Spanish version of the toolkit was launched in Lima, Peru in February 2019, and the French version will be available by June 2019, on www.commdev.org.

Sectoral Gender Fact Sheets

Short sectoral briefs outline the key gender dimensions of select INR sectors; each includes a summary of how closing gender gaps can influence the sector, entry points for how to address these issues in INR projects, and relevant project examples and key resources.

Business Cases

These more detailed notes provide an in-depth analysis of the business rationale for closing gender gaps in various INR sectors. These are currently available for the transport and power sectors.

THE INR GENDER TEAM

The INR Gender team has expertise on gender in natural resources, power, transport, water, and cities. The team works with investment and advisory teams to improve development and business impact of project activities by incorporating a gender perspective at all project stages, and to respond to corporate requirements related to the Gender Flag:

- **Project Design** | Help to identify the gender gaps and opportunities in projects, i.e., how might women and men be differently impacted, or able to benefit from projects, and what design elements could maximize opportunities for both women and men to benefit and reduce risks. Resources include:
 - **Guidance:** Detailed support on gender to teams—e.g., reviewing concept notes, IPs, ToRs, and helping to brainstorm activities as well as guidance during implementation. Support in preparation of board papers to include gender.
 - **Training:** Trainings on applying a gender lens in the INR context, Gender Flag requirements and how to comply with them.
- **Project Implementation** | Design and provide ongoing operational support for activities related to addressing gender gaps.
- **Monitoring** | Develop and help monitor indicators that measure how those gaps are being reduced.
- **Dissemination, Fundraising, Learning** | Help to share stories around gender-focused work, prepare proposals for projects and fundraising, respond to IFC board paper questions, etc.
- **Develop gender materials:** presentations, briefs, slide decks—to help present INR gender offerings and to assist teams to tell the 'gender story' of their projects. Identifying local experts and organizations.

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About IFC

IFC—a sister organization of the World Bank and member of the World Bank Group—is the largest global development institution focused on the private sector in emerging markets. We work with more than 2,000 businesses worldwide, using our capital, expertise, and influence to create markets and opportunities in the toughest areas of the world. In fiscal year 2018, we delivered more than \$23 billion in long-term financing for developing countries, leveraging the power of the private sector to end extreme poverty and boost shared prosperity. For more information, visit www.ifc.org.

<https://www.commddev.org/topics/gender/>

DRAFT FOR EVENTS



Creating Markets, Creating Opportunities