

GUIDELINES FOR ENVIRONMENTAL
AND SOCIAL PERFORMANCE

STANDARD 9: GENDER EQUALITY



9

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The development of the Guidelines for the Environmental and Social Policy Framework was coordinated by Iván Besserer, under the guidance of Joseph Milewski, Unit Chief of the Environmental and Social Solutions Unit, and Oscar Came, Operations Manager.

The Guidelines were prepared by Alberto Villalba; Alessandro Sidore; Alvaro Adam; Andrea Gaviano; Daniela Zuloaga; Iván Besserer; Juan Martínez; Juan Carlos Vásquez; Julia Miguez; Julio Rojas; María Amelia Viteri; Maricarmen Esquivel; Melissa Barandiaran; Natasha Ward; Patricia Díaz; Patricia Henríquez; Pilar Larreamendy; Robert Langstroth; Roberto Leal; Soraya Senosier; Ute Reisinger; and Zachary Hurwitz. Special thanks to Bilal Rahill and Motoko Aizawa for their support during the preparation process. Thanks also to Joaquín Espinoza and Oscar Castillo for their assistance on different tasks during the preparation process.

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Environmental and Social Solutions Unit (ESG)

Inter-American Development Bank

1300 New York Ave, NW, Washington, D.C. 20577

E-mail: bid-mpas@iadb.org | Website: <https://www.iadb.org/en/mpas>

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INTRODUCTION

The following Guidelines correspond to Environmental and Social Performance Standard 9 which, together with the other nine Environmental and Social Performance Standards (ESPS) and the Policy Statement, make up the IDB's *Environmental and Social Policy Framework* (ESPF). The ESPSs are:



Assessment and Management of Environment and Social Risks and Impacts



Community Health, Safety, and Security



Land Acquisition and Involuntary Resettlement



Indigenous People



Biodiversity Conservation and Sustainable Management of Living Natural Resources



Stakeholder Engagement and Information Disclosure



Labor and Working Conditions



Resource Efficiency and Pollution Prevention



Cultural Heritage



Gender Equality

These Guidelines provide guidance to Borrowers on the requirements of Environmental and Social Performance Standard 9: Gender Equality, with the overall purpose of improving project performance and environmental and social outcomes. The relevance of each ESPS and its Guideline depends on the nature, scale, and complexity of an operation and is proportionate to its level of environmental and social risks and impacts. It is important to note that ESPS 1 and 10 are likely to be relevant to all projects.

To facilitate reading:

1. All text belonging to the ESPF is formatted with a light blue background. The ESPF's text, including its footnotes, has kept its original paragraph and footnote numbering.
2. All Guideline paragraphs begin with the acronym "GL."
3. All footnotes are ESPF footnotes.

The Guidelines and other reference material will be publicly available on a dedicated website (<https://www.iadb.org/en/mpas/guidelines>). The IDB will periodically update the material on the website to reflect best practices and evolving needs.

DISCLAIMER

Guidelines are not policy, nor are they mandatory. The information presented in the Guidelines is for informational purposes only. Guidelines do not substitute the need to exercise sound judgment in making project decisions that are consistent with the ESPs. In case of any inconsistency or conflict between the Guidelines and the ESPs, the provisions of the ESPs will prevail. In case of any inconsistency or conflict between the Guidelines and the Policy Statement in the ESPF, the provisions of the Policy Statement will prevail. Guidelines are approved by IDB Management and not by the IDB's Board.



INTRODUCTION

- 1. This ESPS recognizes that gender equality has intrinsic value. Gender equality is not only a matter of justice and human rights, but also a driver of sustainable development. There is overwhelming evidence that integrating gender equality in development projects contributes to their successful design, implementation, effectiveness, and environmental and social sustainability.**
- 2. This ESPS recognizes, regardless of the cultural or ethnic context, the right to equality among genders as established in applicable international agreements.¹⁸⁵ The pursuit of equality requires actions aimed at equity, which implies providing and distributing benefits and/or resources in a way that narrows existing gaps, recognizing that the existence of these gaps can harm people of all genders.**
- 3. Conversely, gender inequality limits the ability of project-affected people to participate in and benefit from project-derived opportunities, as well as to resist, cope with, and recover from the adverse impacts that projects may generate.**
- 4. This ESPS aims at identifying potential gender-based risks and impacts and introducing effective measures to avoid, prevent, or mitigate such risks and impacts, thereby eliminating the possibility of reinforcement of pre-existing inequalities or creating new ones. For purposes of this ESPS, affirmative action¹⁸⁶ specifically aimed at closing existing gender gaps, meeting specific gender-based needs, or ensuring the participation of people of all genders in consultations will not constitute discrimination or exclusion.**
- 5. This ESPS pays close attention to how gender inequalities interact with other inequalities such as socioeconomic, ethnic, racial, disability, and other factors, and how this intersectionality may exacerbate barriers to accessing project benefits, limit the ability to deal with negative project impacts, and create other vulnerabilities.**

¹⁸⁵ Such as the Universal Declaration of Human Rights (1948), the Convention on the Elimination of All Forms of Discrimination against Women (1979), the UN Declaration on Elimination of Violence against Women (1993), the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (1994), the Programme of Action of the International Conference on Population and Development (1994), the Platform for Action of the Fourth World Conference on Women (1995), UN General Assembly Resolution on Measures for the Prevention of Crime and the Criminal Justice Measures in order to Eliminate Violence against Women (1998), Adopted Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (1999), the Sustainable Development Goals (2015), and Yogyakarta Principles on the Application of International Human Rights Law in Relations to Sexual Orientation and Gender Identity (2006 updated 2017), the ILO Convention on the Elimination of Violence and Harassment No. 190 (2019).

¹⁸⁶ Temporary actions aimed at equalizing historical disadvantages.

6. This ESPS recognizes that diverse sexual orientations and gender identities may have the effect of excluding people making them more vulnerable to negative project impacts, which often bars them from taking advantage of the opportunities available to other members of the community.
7. This ESPS also recognizes that sexual and gender-based violence (SGBV) is a prevalent global problem. Manifestations of SGBV are likely to exist in every environment. Gender-related impacts, including every form of SGBV, including sexual exploitation and abuse, disproportionately affect women and people of diverse sexual orientations and gender identities. Projects involving a large influx of workers into a community can exacerbate the existing risks of SGBV or create new risks, ranging from sexual harassment to sexual abuse and exploitation of women and children.
8. Similarly, this ESPS recognizes that, worldwide and in LAC, most of the unpaid care work falls on women. Unpaid care work is one of the main barriers preventing women from getting into, remaining, and progressing in the labor force. This presents a major barrier to gender equality and women's economic empowerment, including to women's meaningful participation in opportunities available to other members of the community.

OBJECTIVES

- To anticipate and prevent adverse risks and impacts based on gender, sexual orientation, and gender identity, and when avoidance is not possible, to mitigate and compensate for such impacts.
- To establish actions to prevent or mitigate risks and impacts due to gender throughout the project cycle.
- To achieve inclusion in project-derived benefits of people of all genders, sexual orientations, and gender identities.
- To prevent SGBV, including sexual harassment, exploitation and abuse, and when incidents of SGBV occur, to respond promptly.
- To promote safe and equitable participation in consultation and stakeholder engagement processes regardless of gender, sexual orientation, and/or gender identity.
- To meet the requirements of applicable national legislation and international commitments relating to gender equality, including actions to mitigate and prevent gender-related impacts.

GL1. Environmental and Social Performance Standard (ESPS) 9 recognizes gender equality as a fundamental human right, as established in numerous international agreements and conventions, and the national legal frameworks of most countries in the Latin America and Caribbean (LAC) region. ESPS 9 also recognizes gender equality as a foundation of development: more egalitarian

societies are more prosperous; projects that integrate gender equality into its objectives are more successful and sustainable. Despite significant progress, achieving gender equality remains a work in progress. Gender inequality is still widespread in LAC and predominantly hurts women and people of diverse sexual orientations and gender identities.

GL2. In most societies, women and men are given different roles within the public and private spheres and have differential access to assets, resources, livelihoods, relationships, and opportunities, and decision-making. In the LAC region these differences are reflected in women participating less than men in public decision-making spaces and the labor market; having lower wages and fewer instances of ownership of land and housing; dedicating more time to unpaid care work; and in being disproportionately impacted by widespread gender-based violence.

GL3. Similarly, discrimination and exclusion of people of diverse sexual orientations and gender identities manifests in every society. For the purpose of ESPS 9, the term “people of diverse sexual orientations and gender identities” refers to individuals whose sex, gender, sexual orientation, and/or gender identity differs from those of the majority. In many cases these individuals identify as lesbian, gay, bisexual, and transgender, but it is important to note that other terms such as “sexual and gender minorities” and “LGBTQI+ individuals” are frequently used in some regions and countries.



GL4. Gender, sexual orientation, and gender identity and expression can shape how people experience the impacts, both positive and negative, of projects. Although all genders can suffer a project's adverse impacts, prevailing gender inequality and underlying norms and expectations tend to place women, girls and sexual and gender minorities at a disadvantage to avoid, cope with, and recover from the adverse impacts that projects may generate. Consequently, projects that ignore existing gender inequalities may end up exacerbating them or even creating new ones, including those that underpin Sexual and Gender-Based Violence (SGBV).

GL5. ESPS 9 aims at avoiding a project's risks and impacts falling disproportionately on women and people of diverse sexual orientations and gender identities and expression (i.e., gender-based risks). Where avoidance is not feasible, risks and impacts should be minimized and/or compensated for in a manner commensurate with their scale and severity, and through mechanisms tailored to the specific characteristics and expressed interests of project-affected people.

GL6. ESPS 9 emphasizes the need to consider how gender inequalities overlap with other sources of disadvantage linked to ethnic and racial identities, socioeconomic status, age, disabilities, etc., and how these intersections may exacerbate peoples' vulnerabilities. For example, women and sexual and gender minorities who are also Indigenous Peoples, African descendants or migrants may suffer a double burden due to intersecting identities which are associated with forms of exclusion by society, and as such are more likely to be harder hit by a project's adverse impacts.

SCOPE OF APPLICATION

9. The applicability of this ESPS is established during the environmental and social risk and impact identification process. The implementation of the actions necessary to meet the requirements of this ESPS is managed through the Borrower's ESMS, the elements of which are outlined in ESPS 1. Implementation of this ESPS must also consider relevant requirements of ESPSs 2, 3, 4, 5, 7, and 10.

GL7. The application of ESPS 9 is established during the Borrower's environmental and social risks and impacts identification process, as set out in ESPS 1 - *Assessment and Management of Environmental and Social Risks and Impacts*. In addition to ESPS 9, identification and management of gender-based risks and impacts is also required in other ESPSs, specifically ESPS 2 - *Labor and Working Conditions*, ESPS 4 - *Community Health, Safety and Security*, ESPS 5 - *Land Acquisition and Involuntary Resettlement*, ESPS 6 - *Biodiversity Conservation and Sustainable Management of Living Natural Resources*, ESPS 7 - *Indigenous Peoples*, and ESPS 10 - *Stakeholder Engagement and Information Disclosure*. Consequently, the Borrower should read ESPS 9 and its Guideline in conjunction with these ESPSs and their corresponding Guidelines.

GL8. ESPS 9 focuses on a project’s gender-based risks and negative impacts. However, consistent with the Bank’s Operational Policy on Gender Equality in Development (OP-761), the Borrower is encouraged to seek opportunities to mainstream gender issues and incorporate specific actions to enhance gender equality within the scope of the project.

10. When national laws are silent on gender equality, the Borrower will meet this ESPS. In circumstances where national law is inconsistent with this ESPS, the Borrower is encouraged to carry out its project consistent with the intent of this ESPS and applicable international agreements, to the fullest extent of applicable local and national laws.

GL9. In most countries in the LAC region, many of the ESPS 9 principles and requirements will be reflected in countries’ laws, including ratified international agreements. In countries where the law is silent on gender equality or non-discrimination as relates to sexual orientation or gender identity, the Borrower is expected to meet the requirements of ESPS 9. In countries where certain aspects of national law are in contradiction with these standards, the Borrower will seek to find ways to adhere to the intent of non-discrimination and gender equality among all project-affected people and the objectives of ESPS 9.

REQUIREMENTS

Identification and Assessment of Sexual and Gender-Based Risks and Impacts

11. The Borrower will screen the project for potential gender-based risks and impacts that may disproportionately affect women, girls, and sexual and gender minorities. If potential gender-based risks and impacts are identified, the Borrower will conduct a gender analysis (GA) as part of environmental and social due diligence. The GA will assess how gender relations in the project’s area of influence may lead to disproportionate impacts by gender. Disproportionate impacts may be caused directly by project activities, and/or by excluding people from project benefits due to their gender, and what resources they can access to recover from the negative impacts and benefit from the positive ones. The GA must also assess the measures that are best suited to manage gender-based risks and impacts, per the mitigation hierarchy.

GL10. Consistent with the requirements of ESPS 1, the environmental and social risks and impacts assessment process presents an opportunity for the Borrower to identify, assess, and manage gender-based risks and impacts associated with the proposed project.

G11. The Borrower will screen the project to identify as early as possible risks and potential impacts that may disproportionately affect women, girls, and sexual and gender minorities. Each project and context are specific, and so are the risks and impacts involved. However, as a starting point in the identification process, the Borrower may consider the gender-based risks that are more likely to occur in investment projects:

- Physical and/or economic displacement. See G28-GL39 for gender-based risk factors, potential impacts, and mitigation and compensation measures in situations of involuntary resettlement.
- Increase in project related SGBV, particularly sexual abuse, exploitation, and harassment, which can arise from the interaction between project workers and local communities. See GL40-GL49 for SGBV risk factors and prevention and mitigation measures.
- Increase in sexually transmitted diseases, adolescent pregnancies, and human trafficking, which may be a potential issue in projects involving large influxes of outside workers into local communities.
- Uneven increase in unpaid work, which may occur in projects relying on unpaid community work that is mostly performed by women, such as cooking, logging, and community organizing.
- Health and safety hazards linked to gender roles in the community. For example, projects causing water pollution and water borne diseases in communities where women and children are responsible for collecting water; or projects involving circulation of heavy machinery near schools, health centers, markets, or places frequented by children, the elderly, and people with reduced mobility.
- Unequal access to project-derived economic opportunities and benefits, including paid work, training, credit, and business opportunities, which may happen in projects whose requirements for participation may directly or indirectly result in exclusion. For example, an agricultural project that requires beneficiaries applying for a loan to provide land titles as collateral in a region with large gender gaps in land ownership and that distributes seeds through cooperatives that restrict women’s participation in their boards.
- Unequal participation in stakeholder engagement, which may happen in projects that, among other factors, involve decision-making spaces (e.g., indigenous councils, water management committees, forestry cooperative boards) with significant gender gaps in terms of participation, take place in communities that hold traditional views regarding women’s participation in public spaces, or stigmatize sexual and gender minorities See GL56-GL63 for further information on barriers for equitable participation and mitigation measures.

GL12. If the screening indicates any gender-based risk, the Borrower should carry out a Gender Analysis (GA) to determine the likelihood and severity of those pre-identified risks, and define the appropriate measures to prevent, reduce, mitigate and/or compensate for them. The GA should be carried out within the frame of the project’s environmental and social risks and impacts assessment process. The breadth and depth of the GA should be proportional to the nature and scale of the risks and impacts. In most cases, the GA can be integrated into the general Environmental and Social Impact Assessment (EIAS) and Environmental and Social Management

Plan (ESMP) of the project. In other cases, and depending on the type of impacts identified, it may be integrated into relevant management plans (e.g., Resettlement Action Plan and/or Livelihood Restoration Plan, Social Cultural Analysis/Indigenous Peoples Plan, Stakeholder Engagement Plan). Finally, projects with significant gender-based risks might require a stand-alone GA.

GL13. The GA should follow a participatory approach. Early consultations with all project-affected people and other key stakeholders are critical for identifying gender-based risks and associated mitigation measures and for setting the stage for inclusive engagement as the project moves forward. Care should be taken to tackle gender barriers that might hinder women's as well as sexual and gender minorities' participation in public consultations. Paragraphs GL56 to GL63 provide guidance on how to promote equitable participation in the stakeholder engagement process.

12. The GA identifies and analyzes, among other aspects: existing gender inequalities in relation to access and control of resources such as land, natural resources, housing, and assets; gender gaps in employment and employment opportunity, income-generating activities, access to credit, subsistence activities, and uneven distribution of unpaid work; gender norms regarding participation in the public sphere and access to decision-making spaces; and interests and priorities of people of all genders.

13. The GA examines the risk of disproportionate impacts of the project on women, girls, and sexual and gender minorities as a result of their different livelihoods, ownership status, community activities, household loads, and others. Areas of risk include, but are not limited to, the following:

- Introducing unequal requirements for access to project-derived economic opportunities and benefits, including paid work, training, credit, or business opportunities. Projects will apply the principles of non-discrimination, equal treatment, and equal pay for work of equal value.
- Disregarding women's right to inherit and own land, homes, and other assets or natural resources. The Borrower will recognize women's ownership rights regardless of marital status and will adopt measures to facilitate their access to the documents they need to exercise this right.
- Introducing or encouraging existing social norms that perpetuate the uneven distribution of unpaid work, which is disproportionately shouldered by women and girls.
- Introducing conditions that restrict participation in project activities based on gender, gender identity, or sexual orientation or that limit participation based on pregnancy, parental leave, or marital status.
- Increasing the risk of SGBV, including sexual harassment, abuse, exploitation, human trafficking, and exposure to sexually transmitted diseases. Where such risks are identified, the Borrower will support measures such as communication and awareness campaigns, development of community prevention plans, contractors' codes of conduct, survivor support, and reporting systems.

- Restricting access to resources needed to secure the livelihoods and well-being of individuals and households.
- Dismissing safety concerns in resettlement, placing individuals in areas that are perceived to be unsafe based on gender, gender identity, or sexual orientation.

14. The GA considers how gender inequalities interact with other inequalities that are based on socioeconomic, ethnic, racial, disability and other factors, which might exacerbate barriers to opportunities and increase the vulnerability of people who face multiple forms of exclusion.

Avoidance, Mitigation and/or Remediation of Impacts and Risks

15. Where the GA has identified negative gender-based risks and impacts that have the potential to disproportionately affect people due to their gender, the Borrower will incorporate measures in the project design to (i) avoid, minimize, mitigate, and/or compensate the identified negative impacts with mechanisms that promote gender equity and (ii) ensure that people of different genders, including women and sexual and gender minorities, that may be impacted by the project receive social and economic benefits equal to those received by other members of the community, thereby avoiding the reinforcement of gender inequalities.

GL14. The GA should be an integral component of the project’s environmental and social risks and impacts assessment process and its results should be incorporated into its Environmental and Social Management System (ESMS). The GA should include the following elements: (i) Situation Analysis; (ii) Stakeholder Analysis; (iii) Project’s gender-based risks and potential impacts; (iv) Mitigation Measures; (v) Monitoring and Evaluation mechanisms; and (vi) Institutional Capacity.

GL15. The Situation Analysis should present relevant baseline data profiling the circumstances of women, men, and whenever possible, sexual and gender minorities, in the project-affected communities. The data should focus on those aspects that are pertinent to the scope of the project and may be impacted by its activities. Baseline information should be disaggregated by gender and, as much as possible, by other factors of identity of the individuals and groups at risk of marginalization relevant to the community, including but not limited to, ethnicity, race, disability, age, and migration status. While every context and project are unique, the Situation Analysis will often include:

- Legal framework: national and subnational laws and regulations related to the project’s gender-based risks (e.g., ownership and tenancy rights, property rights for civil unions, non-discrimination at work, occupational health and safety, sexual and gender-based violence, rights of sexual and gender minorities).

- Project-affected communities: availability of basic services (e.g., education, health care, water, sanitation, transport services, services supporting survivors of SGBV); security, violence, and social conflicts; prevalence of SGBV; composition in local leadership structures; gender norms regarding participation in the public sphere; perceptions and attitudes towards certain groups in the community (e.g., migrants, ethnic minorities, sexual and gender minorities).
- Project-affected households, as relevant: ownership of land, housing, and other assets; formal and informal sources of income and livelihoods; household head(s); number of children and dependents; levels of education; languages spoken.

GL16. The Stakeholder Analysis should include a gender-disaggregated mapping of project-affected people and other key stakeholders, and measures to promote equitable participation in the stakeholder engagement process, bearing in mind potential safety and security concerns (see GL57-65).

GL17. The GA should examine the ways in which women, men, and people of diverse sexual orientations and gender identities might be differently impacted by the project. It is important to consider how gender inequalities may overlap with other sources of disadvantage linked to ethnic and racial identities, socioeconomic status, age, disabilities, and other factors that may create added vulnerabilities to project’s negative impacts.. The Guideline for ESPS 9 provides details on gender-based risks related to labor and working conditions (GL21-GL27); involuntary resettlement (GL28-GL39); sexual and gender-based violence (GL40-GL59); child sexual abuse and exploitation (GL50-GL55) and stakeholder engagement process (GL56-GL63). The Annotated Bibliography includes resources on key gender issues in the sectors of infrastructure, transport, water and sanitation, energy, and urban development, among others.

GL18. Based on the outcome of the gender-based risks and impacts assessment and the stakeholder consultation process, the Borrower should define appropriate measures to avoid, minimize, mitigate, and/or compensate for each of the identified risks and impacts. The measures should have clear roles and responsibilities for implementation, a time-bound schedule of activities, and a budget.

GL19. The mitigation measures defined in the GA should be accompanied by gender-sensitive monitoring and evaluation indicators which allow to monitor implementation performance of the agreed measures and their effectiveness.. This requires, at a minimum, that all key indicators should be disaggregated by gender. Depending on the characteristics of the project and the situation analysis,, indicators should also be disaggregated by age, race, ethnic identity, sexual orientation, migratory status, disability status, household composition, and other factors relevant to those at risk or impacted by the project. Ensure a locally-informed framing of what data is collected, how it is collected, and how it is used.

GL20. The GA should analyze the Borrower’s capacity to manage project’s gender-based risks and impacts, including availability of trained human resources; institutional mandate, policies and procedures on non-discrimination, gender equality, and SGBV; existence of a gender-sensitive grievance mechanism and its status and ability to respond; and mechanism to assess and enforce contractor’s compliance with Borrower’s policies and procedures.

16. When considering the requirements related to non-discrimination in labor and working conditions, in accordance with ESPS 2, the Borrower will ensure that there is no discrimination based on gender, gender identity, sexual orientation, pregnancy, parental leave, or marital status. The Borrower will also ensure equal treatment and equal pay for work of equal value for its workers.

GL21. Gender discrimination in employment occurs when persons are treated differently, through distinctions, exclusions, or preferences, based on characteristics that are not inherently linked to the job requirements but to their gender, gender identity, sexual orientation, pregnancy, parental leave, or marital status. Discrimination may be direct or indirect and can be intentional or not. It may occur throughout the employment relationship and relate to recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment, retirement, and disciplinary practices. For example, if during the recruitment process female applicants are asked directly or indirectly about their pregnancy status or are required to take a pregnancy test, this may amount to discrimination. Dismissing a worker on the grounds of pregnancy, parental leave, marital status, sexual orientation, or gender identity is discrimination. Not providing women with necessary personal protective equipment suited to their size and shape might put them at increased risk of hazards and may also be considered discrimination. Sexual and gender-based violence in the workplace, including sexual harassment, is a form of discrimination.

GL22. Project measures to address discrimination in labor and working conditions will include clear policies and procedures, codes of conduct, training and awareness raising, monitoring, and providing for appropriate workers grievance mechanisms. These measures should be included in the Labor Management Procedures in accordance with ESPS 2.

GL23. The Borrower will ensure that there is no discrimination based on gender, gender identity, gender expression, sexual orientation, pregnancy, parental leave, or marital status with respect to any aspect of the employment relationship. men, women, and people of diverse sexual orientations and gender identities should receive the same pay for performing the same or similar work. Pay includes overtime pay, bonuses, allowances, and in-kind benefits.

GL24. To allow for access and retention of equal work opportunities the Borrower may provide special measures of protection and assistance to address specific vulnerabilities considerations of project workers such as pregnant women, women who are breastfeeding, and workers with caregiving responsibilities. Such measures may be necessary only for specific periods of time, depending on the circumstances of the project worker and the nature of the vulnerability. It is common to temporarily reassign a pregnant worker to other functions to avoid exposure to hazards, returning the worker to the same position or one with equal pay and benefits once the hazard exposure is no longer a factor. Other measures that employers may wish to consider to help project workers to balance work and caring responsibilities include providing lactation rooms and childcare facilities at the workplace and offering work flexibility arrangements, extending this possibility to women and men alike.

GL25. In consideration of past discrimination and with a view to achieving effective equality of opportunity, the Borrower may wish to implement additional measures to increase employment of women and sexual and gender minorities in particular jobs within the project. These measures might include training for specific positions or skills, targeted recruitment, quotas, and paid internships. Such affirmative actions will not be deemed discrimination, provided they are consistent with national law.

GL26. Workplace facilities, such as restrooms, locker rooms, nursing rooms, and others should be sufficient, accessible, suitable, and safe. When accommodation is provided by the project, it should be culturally appropriate and sensitive to gender and privacy requirements, including separate sleeping areas and sanitation facilities with lockable doors and windows and safe and hygienic disposal solutions, separate beds for each worker, adequate and well-maintained lighting, and measures to ensure privacy and avoid overcrowding. Transportation provided to community-based workers or to lodging facilities should be safe and secure. When medical or security staff is assigned to project accommodations, female staff should be available to female workers as much as possible. Additional requirements related to workplace facilities are provided in ESPS 2 – *Labor and Working Conditions*.

GL27. Occupational health and safety analyses should consider labor risks that may disproportionately affect women and sexual and gender minorities and may require differentiated protective measures. Personnel protective equipment, for example, must be made to accommodate the physical differences among its users, including the ones caused by pregnancy. Pregnant women, and their unborn child, may be at higher risk if they come in contact with hazardous materials, or are exposed to certain diseases such as the Zika virus, so it is common to recommend that a pregnant worker be temporary reassigned to another function to avoid exposure to hazards. Emergency preparedness and contingency plans also need to be designed to include workers whose mobility is reduced by pregnancy, as well as for other workers who have mobility difficulties or other physical limitations.

Managing Disproportionate Impacts in Situations of Involuntary Physical Resettlement or Economic Displacement

- 17.** Various types of land transactions, including land acquisition and restrictions on land use, can cause physical resettlement and economic displacement. The Borrower must consider the requirements related to ESPS 5 Land Acquisition and Involuntary Resettlement for all cases with the potential for involuntary physical resettlement or economic displacement. Depending on the significance of impacts, these may include the following: (i) intra-household analysis to identify differences based on gender sources of livelihoods, including informal ones; (ii) an analysis of women's rights over land and land use, including co-ownership and usage rights over communal lands and other assets; and (iii) an analysis of the impact of the resettlement on women's ability to work. Additional considerations:
- Compensation entitlement and delivery will take into account: (i) women's productive and household activities, (ii) fair modalities of cash compensation payment, (iii) shares in resettlement property ownership, (iv) resettlement preferences, and (v) any other gender-related issue.
 - Documentation of ownership or occupancy and compensation arrangements should be issued in the names of both spouses or heads of household.
 - The consultation process shall ensure that all perspectives are obtained and that the interests of individuals by gender, gender identity, or sexual orientation are factored into all aspects of resettlement planning and implementation. The Borrower will explore and document all gender-disaggregated preferences with respect to compensation mechanisms, replacement land or alternative access to assets and natural resources rather than cash, and perceptions of safety for people of all genders, gender identities, and sexual orientations.
 - The Borrower will make available to individuals equally regardless of gender, and adapted to their respective needs, assistance to livelihood improvement or restoration, such as improvement of existing agriculture activities, skills training, access to credit, entrepreneurship, and job opportunities.

GL28. The economic and social dislocation caused by involuntary resettlement might exacerbate existing gender disparities and inequalities at community and household level. ESPS 9 requirements include consideration of gender risks and impacts associated with the resettlement planning and implementation in accordance with ESPS 5. Consequently, the following paragraphs should be read in conjunction with ESPS 5 and its accompanying Guideline.

Stakeholder engagement

GL29. People of different genders, even from the same community or household, may have different views on how resettlement impacts should be assessed, what are the best alternatives to avoid or minimize displacement, and how assets and livelihoods should be valued and compensated for. To obtain a full understanding of these potentially different perspectives, the Borrower should engage with all affected people and not only rely on community leaders or household heads, who very often are men. In doing so, the Borrower should be aware of how gender relations play at community and household level and may influence participation and access to decision-making. For guidance on how to promote equitable participation in stakeholder engagement processes, refer to paragraphs GL56-GL63 below.

GL30. Resettlement committees, when put in place, should have a gender-balanced representation, including from disadvantaged groups such as informal settlers, migrants, indigenous peoples, African descendants, persons with disabilities, and single-parent households, as relevant.

Resettlement and/or Livelihood Restoration Planning

GL31. Effective resettlement planning entails conducting a socio-economic survey of the economically and/or physically displaced persons, in accordance with the requirements of ESPS 5. This information is crucial for identifying all the project-affected people; establishing the nature and extent of risks, impacts, and vulnerabilities; and determining who will be eligible for compensation and assistance. It also serves as a reference point against which the results of rehabilitation and income restoration efforts can be measured. To ensure that all project-affected people's loss of assets and income are properly identified and accounted for, the survey should be gender-disaggregated and, if relevant, carried out at intra-household level. Depending on the type and severity of impacts, the survey might include gender-disaggregated data on ownership of affected assets; income sources, including non-formal activities such as gathering of natural resources, subsistence agriculture, and trading; ownership and use rights of communal land; education and literacy levels; languages spoken; participation in communal and social organizations; reliance on social and economic networks including extended family ties; and use of public services such as transport, schools, and health centers.

GL32. The planning and implementation of the resettlement process should be based on an understanding of the national and subnational legal framework and local cultural norms regarding civil unions, common law marriages, and same-sex unions; marital property systems; and inheritance. When communal properties are affected, gender-based differences in terms of ownership, tenure and use rights should also be considered (for example, some indigenous communities' customary practices might exclude women from being registered as community members and, thus, from receiving compensation).

GL33. It is important that all project-affected people are informed early in the planning process about the project's impacts, their entitlements and available compensation options, and that their interests are factored into all aspects of resettlement planning and implementation. People or groups in situation of vulnerability such as the elderly, persons who cannot read, persons with sensory or intellectual disabilities, and ethnic minorities who speak different languages may require additional assistance to understand the proposed compensation options.

Compensation

GL34. People who lose land, housing, and other assets, through land acquisition or restrictions on land use and access to assets and natural resources, should be compensated in accordance with the requirements of ESPS 5. When establishing the entitlements of project-affected people, it is important to identify and address gender-based circumstances that may hinder some people's access to the compensation for which they are entitled. For example, rural women who cannot prove ownership of the land they farm because it is titled only under their husband's name; and same-sex couples in countries or regions that do not recognize their union. The Borrower should ensure that compensation (including documentation of ownership or occupancy and monetary compensation) is issued in the names of both spouses or household heads. Where national law does not recognize same-sex partnerships, provisions should be made to ensure equivalent security of tenure to both members of the couple. The Borrower should assist displaced persons with the process of titling and registering the new home and land, including, if necessary, helping them to get a national ID and other documentation that may be required. In the case of monetary compensation, the Borrower should provide help to open bank accounts in joint names.

GL35. If people living in the project area are required to move to another location, the Borrower should offer: (i) choices among feasible resettlement options, including adequate replacement housing with security of tenure; and (ii) relocation assistance suited to the needs of each group of displaced persons. Different genders might have different views and preferences on issues such as the compensation mechanism (e.g., cash vs. in-kind), relocation site, and features of the new home. Women may tend to prioritize criteria such as the maintenance of the family and social networks; proximity to health clinics, schools, and daycare centers; access to public transportation; and low levels of criminality, insecurity, and social conflicts in the area. Also, since many of the income-generating activities carried out by low-income women take place within their home (e.g., small shops, personal services such as hairdressing, home gardening), they might prefer a design and layout that allows for productive and domestic needs.

GL36. Relocation assistance should take into consideration the needs of all household members. It may include transportation, food, shelter, cash allowance, help with the move, and assistance to enrol children in a new school and restore support networks. Additional measures, such as the provision of emergency health care during physical relocation, should be designed for persons in situation of vulnerability, particularly pregnant women, children, the elderly, and persons with disabilities.

GL37. In many rural communities, women and children are responsible for collecting water, firewood, medicinal plants, and other natural resources that are necessary for family maintenance. When these resources become scarce because of land acquisition or restrictions on access, they may need to dedicate more time for collection, sometimes having to forego other productive activities or educational opportunities. Assessing the value and hidden costs of these losses is difficult. Compensation options should, as far as possible, maintain access to the same or equivalent resources or to new ones with greater value to the family. They may also include assistance to minimize hardship for women and children (e.g., providing structures to reduce water and firewood consumption, such as efficient cooking stoves and pumps).

GL38. Economic displacement is especially hard on people with informal sources of income, such as street vendors, waste pickers, and small shopkeepers, which are occupations where women tend to be overrepresented. Economically displaced persons whose livelihoods are adversely affected should be provided with opportunities to improve, or at least restore their livelihoods. All restoration measures, including compensation for lost wages during the resettlement period and employment, training and/or credit opportunities, should be equally available to people of all genders and adapted to their needs, circumstances, and interests. This requires taking into consideration the socioeconomic disadvantages that women often face and that, if not addressed, might limit their capacity to access to and take advantage of the opportunities offered, such as time and mobility restrictions due to care responsibilities; knowledge and working experience concentrated in a small number of productive activities; limited access to training, financing, and technology; cultural expectations about male and female employment, etc. Additional measures might also be necessary to prevent discrimination against sexual and gender minorities in the provision of restoration measures.

GL39. Because resettlement can be stressful on individuals, households, and communities, it may lead to an increase in violence against women and children. Moreover, compensation measures that help increase women's economic empowerment can be perceived as a threat to traditional gender roles and men's status within the family, which in turn may trigger violence. The Borrower should be aware of gendered power dynamics at home and in the community and define actions to detect and minimize the risk of increased gender-based violence.

Assessing and Managing Project-related Sexual and Gender-based Violence

- 18.** The Borrower will assess and prevent risks of project-related SGBV and respond promptly and appropriately to incidents of SGBV¹⁸⁷ including, as appropriate:
- Identify and assess any project risks that exacerbate SGBV in the community, including trafficking, sexual harassment, exploitation, and abuse.
 - If the assessment indicates a risk of SGBV, define and implement measures to prevent and address it (e.g., contractor’s sexual harassment policies and workers’ codes of conduct, sensitization of project workers and local community, among others).
 - Respond to any indication of or verified SGBV incident, ensuring that survivors have access to multiple forms of support and services.
 - Ensure the availability of effective grievance mechanisms that minimize the reporting burden on victims, provide services in a gender-sensitive manner, and minimize reprisal risk. These mechanisms should have specific procedures for SGBV, including confidential reporting with safe and ethical documentation.

GL40. SGBV is any harmful act that is perpetrated against a person’s will because of their sex, gender, sexual orientation, or gender identity. It includes acts that inflict physical, sexual, mental, and economic harm, threats of such acts, coercion, and manipulation, whether occurring in public or in private. SGBV is rooted in unequal gender-based power relations, which means that it disproportionately affects women and girls, and people of diverse sexual orientations and gender identities. It is estimated that one in three women worldwide will experience sexual or physical violence in their lifetime. Although being recognized as a human rights violation, SGBV is widespread and occurs in all countries in the world.

GL41. Despite its prevalence, SGBV is often a hidden issue. If not intentionally addressed, it may be easily overlooked. ESPS 9 requires the Borrower to explicitly identify and assess risks of project related SGBV; define and implement measures to prevent and address these risks; and should any SGBV incident be reported, respond promptly and appropriately. For the purpose of ESPS 9, “project-related SGBV” refers to any act of sexual exploitation, abuse and harassment perpetrated by a project worker against a member of the project-affected community or another project worker.

¹⁸⁷ SOGI: Sexual minorities, and especially transgender women, might be subjected to specific forms of SGBV and hate crimes and as a result may require additional protections. [I think the reference to SOGI here is a mistake]

GL42. Projects bring people and social changes to the communities where they operate, and, in doing so, may exacerbate the risks of SGBV that already exist in those communities. They may also create new SGBV risks, particularly sexual abuse, exploitation, and harassment by project workers against vulnerable community members. Project workers may also be exposed to sexual harassment and abuse in the workplace, especially women and sexual and gender minorities working in traditionally male-dominated working environments, isolated work contexts, or occupations or shifts where they are a small minority. Groups confronting multiple disadvantages, such as migrants, refugees, racial and ethnic minorities, persons with disabilities, and sex workers face higher risks of SGBV.

GL43. The Borrower should identify and assess SGBV risks that the project might pose to local communities and project workers. SGBV risks are present in every project. However, the level of risk will vary depending on the local context, the characteristics of the project itself, the Borrower's capacity to respond, among other factors. Factors that might indicate a heightened risk of project related SGBV include:

- The project involves large influxes of male workers into communities with low absorption capacity and scarce social services; employs security personnel; carries out large scale infrastructure construction over long periods of time; takes place in remote, isolated, or geographically dispersed areas, or in the proximity of schools.
- Project-affected communities have preexisting high levels of gender-based violence, insecurity, and criminality; poverty and lack of economic opportunities (which increases the likelihood of sexual exploitation); and social tolerance and normalization of violence against women and sexual and gender minorities.
- Legislation on SGBV is weak (e.g., it does not consider certain types of violence such as sexual harassment).
- The Borrower does not have a policy to prevent and respond to SGBV or lack mechanisms to assess and enforce contractor's compliance with this policy.

GL44. The identification of SGBV risks should be part of the project's environmental and social risks and impacts assessment process, and its results integrated into the ESIA, stand-alone GA, or other relevant social assessment instrument. Since project-related risks might change over time, they must be continuously assessed through the life of the project, especially when project circumstances change. In projects where the risk of SGBV is high, this assessment should be conducted by experts in the subject matter to ensure it is carried out in a sensitive, safe, and ethical way.

GL45. The process of identifying SGBV risks and defining prevention and mitigation measures should be carried out with the participation of key stakeholders such as local women's organizations, organizations advocating for the rights of sexual and gender minorities, health care providers, law enforcement, and others, as relevant in the local context. Due to the sensitivity of the subject, care should be taken to ensure that the process is considerate of social norms and does not create tensions within the community while ensuring that particularly vulnerable groups can engage safely and with privacy and confidentiality.



GL46. Based on identified project related SGBV risks, the Borrower should establish prevention and mitigation measures that are proportionate to the scale and complexity of the risks identified. Possible measures include:

- Developing, implementing, enforcing, and monitoring a project’s policy or Code of Conduct establishing a zero-tolerance for SGBV against community members and project workers. A code of conduct should define behaviors that are not tolerated and establish sanctions and disciplinary procedures for violations. Sanctions should be proportional to the violations and must be consistent with local labor legislation and applicable industrial agreements. Examples of potential sanctions include informal or formal warning, awareness training, temporary suspension of employment, changes in job assignments, termination of employment, and/or referral to the police or other authorities as warranted. All project workers should sign the Code of Conduct.
- Educating all project workers on SGBV and project-related SGBV risks, local customs, appropriate interaction with communities, the project’s Code of Conduct, how to report violations of the Code, and how they will be handled. This training can be standalone and/or incorporated into other mandatory training, such as wider occupational health and safety meetings and general induction courses.
- In projects employing security personnel, carrying out dedicated training and encouraging the recruitment of female security staff.

- Mapping and engaging with support services available for SGBV survivors, including health services, psychosocial support, legal advice, law enforcement, and shelters. Borrowers are encouraged to strengthen those services whenever possible.
- Informing local communities about project-related SGBV risks, prevention and mitigation measures put in place, how to report complaints of SGBV through the project’s grievance mechanism and what the process entails in terms of processes and possible outcomes, and available support services for SGBV survivors.
- Building relationships with women’s and sexual and gender minorities’ organizations.
- Including SGBV considerations in the physical design of the worksite: sufficient and accessible facilities such as restrooms, locker rooms and accommodation, as necessary, that guarantee privacy and security to women and gender minorities; sufficient lighting in and around grounds and access routes; safe transportation between the worksite and lodging facilities.

GL47. The Borrower must respond promptly and empathetically to any allegation of SGBV. After receiving a complaint, the Borrower should immediately refer the survivor to appropriate SGBV support services, always with his/her consent. These referrals should not be contingent on the outcome of any investigative process. The priority must be to protect the safety and wellbeing of the survivor and any action should always be taken with due regard for the survivor’s safety and needs and with their explicit consent, allowing survivors to make decisions about how to solve issues and providing information together with available support. In contexts where there is mandatory reporting of sexual violence to law enforcement, the Borrower should have an explicit policy on how to manage the potential conflict between this legal requirement and the safety and confidentiality of the survivor. This policy and the legal requirements and its implications should be explained to the survivors before they disclose, so they have as much control as possible over what they share, and the consequences of their disclosures.

GL48. Every project-related SGBV allegation should be registered in the project’s grievance mechanism. Borrowers can consider different models to receive, record, and manage cases of SGBV: adapt the project’s general grievance mechanism to allow for the proper uptake of SGBV allegations; link the general grievance mechanism with an existing intermediary, such as a SGBV service provider, to handle such allegations; build an independent SGBV grievance mechanism by outsourcing the role to a third party; among others. In all cases, the Borrower should define clear procedures for how SGBV complaints will be received, registered, acknowledged, investigated, and handled, by whom and within what timeframe, and the range of possible disciplinary actions. To respond to the needs of different groups of project workers and community members, the mechanism may need to provide multiple channels to initiate a complaint, including anonymous options (e.g., independent helpline, project’s website, mobile phone app, suggestion boxes, SGBV service provider, local women’s organization, etc. depending on the local context and the identified risks). The channels must allow for anonymity, and be free of charge and accessible. Due to the sensitive nature of SGBV and the risk of stigma, reprisals, and rejection associated with

this type of incident, special attention must be paid to protect the confidentiality and safety of survivors along the entire process and to ensure a fair assessment and due process for all those implicated. The identities of complainants, survivors, witnesses, and alleged perpetrators must be safeguarded to minimize the risk of reprisals and to protect a person's right to privacy.

GL49. SGBV allegations should be evaluated by a gender-balanced committee. Any person involved in the grievance mechanism should be specifically trained to manage SGBV complaints confidentially, empathetically, respectfully, and without judgment. It is important that the grievance mechanism be continually and widely publicized.

19. The Borrower will also assess the risk of child sexual exploitation and abuse (CSEA). If the assessment indicates a risk of CSEA, the Borrower will define and implement differentiated measures to prevent and address it.

GL50. Children are more vulnerable than other groups to certain types of SGBV, especially sexual exploitation and abuse. There is a high co-occurrence of SGBV against adults and sexual exploitation and abuse of children, and risk factors are shared among them. However, treating children who have experienced violence necessitates specific measures that differ from the response to SGBV against adults.

GL51. For the purpose of ESPS 9, and consistent with the UN Convention on the Rights of the Child, a child is anyone below the age of 18 unless under the law applicable to the child, majority is attained earlier. Child sexual abuse is any form of sexual activity between an adult and a child who, according to the relevant provisions of the national law, has not reached the legal age for sexual activities (this does not apply to consensual sexual activities between minors). Child sexual abuse becomes sexual exploitation when a second party benefits monetarily, through sexual activity involving a child. Mistaken belief regarding the age of the child and/or consent from the child is not a defense in sexual exploitation and abuse of children.

GL52. Identification of child sexual exploitation and abuse (CSEA) risks should be integrated into the project's environmental and social assessment. CSEA is a very sensitive issue unlikely to be raised in general stakeholder engagements. The Borrower might therefore wish to engage with stakeholders specialized in children's rights such as local child protection authorities, child rights organizations, and women's rights organizations.

GL53. The Borrower must have a zero-tolerance policy on violence, exploitation, and abuse of children, including but not limited to CSEA. The policy should prohibit project workers from engaging with children in a manner that might constitute CSEA and define a range of employment sanctions for violation of the policy. Project workers and local communities should be educated on the policy and how to report misconduct.

GL54. The Borrower should have in place a grievance mechanism to receive and handle allegations of CSEA submitted by or on behalf of a child. Children's safety, identity, dignity, and privacy must be protected throughout the reporting procedure to guarantee that they do not experience retaliation from the alleged perpetrator or others. The best interests of the child must be the primary consideration. The persons involved in receiving and investigating CSEA allegations should have child-protection expertise and be trained to communicate with children and young people in a sensitive way and in a language that they can understand.

GL55. When a case of CSEA occurs, the Borrower should arrange immediate assistance for the child and referral to the appropriate local child protection authority or, if no government authority is available, refer to a local child rights organization. The Borrower should be aware of and comply with the legal requirements that the country might have about mandatory reporting to the police of allegations of CSEA.

Equitable Participation of People of All Genders in Consultations

- 20.** In addition to considering the requirements related to stakeholder engagement and information disclosure in accordance with ESPS 10, the Borrower will ensure the effective engagement and participation of people of all genders in the following ways:
- Ensure that the consultation process reflects the concerns of people of all genders, gender identities, and sexual orientations. Different genders may have different views and interests even within the same stakeholder group. Differences may arise regarding how risks should be assessed, how different things are valued, or how harm can be avoided or remedied.
 - Ensure there is no discrimination based on gender that may hinder one group's ability to influence decision making in the consultation process.
 - Identify and address obstacles faced by women and people of diverse sexual orientations and gender identities to participate in consultations (e.g., lower education, time and mobility restrictions, lower access to information, language barriers, less decision-making power and participation experience, safety problems, etc.). Women and people of diverse sexual orientations and gender identities may be less able to speak in public settings, or mobility constraints, such as caring for children or the elderly in the case of women, may prevent them from attending consultation events held in locations that are some distance away from their homes.
 - Facilitate measures to ensure meaningful participation of women and people of diverse sexual orientations and gender identities in consultations, including appropriate times of meetings, transportation, and childcare support, and convene separate meetings when necessary.

GL56. In addition to possibly having different perspectives and priorities on key issues regarding a project, women, men, and sexual and gender minorities may also have different opportunities and venues to make their voices heard. A project that fails to engage the full diversity of people risk capturing only a partial view of the community’s circumstances, which can lead to risks and impacts not being identified and thus, not addressed. The stakeholder engagement process should consider appropriate forms to engage all project-affected people so that their different concerns and priorities are properly factored into the project’s environmental and social assessment and management. The general characteristics of the stakeholder engagement process are described in ESPS 1 and ESPS 10 and their respective Guideline. The following paragraphs provide supplemental guidance on promoting equitable participation of all genders in the stakeholder engagement process.

GL57. Stakeholder identification should include project-affected women and men, paying special attention to those who may be disproportionately impacted or disadvantaged because of their race, ethnicity, socioeconomic status, age, disabilities, literacy, and other factors of vulnerability. It should also encompass people of diverse sexual orientations and gender identities, bearing in mind security and safety concerns in certain contexts. The identification process should consider other key stakeholders, such as local women’s associations, organizations defending the rights of sexual and gender minorities, indigenous and African descendant women’s organizations, and national and subnational gender entities, as relevant for the project and the context.

GL58. In planning the stakeholder engagement, the Borrower should be aware of cultural and gender norms that may undermine equal gender participation. For instance, when the engagement relies mostly on community representatives (e.g., local government officials, community leaders, councils of elders, civil society representatives, water management committees, forestry cooperatives boards), this may lead to prioritizing the voices of established leadership, who are often men.

GL59. Women’s participation may be hindered by gender-specific obstacles such as time and mobility constraints due to caring for children or the elderly; safety issues; language barriers; and less experience and self-confidence to speak in public. Measures that might help to increase women’s attendance include choosing meeting times and days that are convenient for both men and women; convening the meetings in places that are accessible, safe, and culturally appropriate for women to attend; facilitating transportation as necessary; and providing childcare. In some cultural contexts, women and sexual and gender minorities may feel intimidated or discouraged from speaking up in public meetings, so the Borrower should consider having separated focus groups and individual interviews. It is important that the stakeholder engagement team is gender-balanced, especially in contexts where women might be reluctant to talk to unknown men.

GL60. Including people of diverse sexual orientations and gender identities in public consultation events can have the additional benefit of raising their profile as people whose concerns and ideas should be considered. However, in contexts particularly hostile to these people, consultations may need to take place in private to ensure the safety, security, and confidentiality of participants and

to allow for open exchange. It may be advisable to carry out these consultations in collaboration with civil society organizations that have an established, trusted relationship with the LGBTQI+ community. When documenting consultation outcomes, it is important to ensure the anonymity of the participants if that is their wish or is necessary to protect their privacy or safety.

GL61. In indigenous communities, the consultation should take into consideration existing social structures, leadership, and decision-making processes. The Borrower should, however, consider and respond in a culturally appropriate manner to the persistence, in some indigenous communities, of traditions and social norms that may limit women's participation in leadership roles and decision-making. In some indigenous communities, women may be reluctant to speak in public when male leaders are present, have lower educational levels, or speak only indigenous languages. Special measures might then be necessary, such as women-only meetings or door-to-door interviews. Refer to ESPS 7 and its accompanying Guideline for further detail on engagement process with indigenous peoples.

GL62. Project information should be disclosed in relevant local languages, in a manner and format that is culturally appropriate and accessible for non-literate and semi-literate audiences, and through channels that are suitable to the diverse groups of stakeholders. Formats such as location sketches, physical models, drawings, videos, leaflets, and posters may be useful to communicate relevant information to certain audiences. Modes of communication that can be more accessible for women and disadvantaged groups include radio; social media; posters placed in schools, health posts, community centers, and markets; sound trucks; word of mouth; and door-to-door. Reaching out to networks with predominantly female memberships, such as school-parents associations, women's associations, women's cooperatives, and social clubs, may be an effective way to increase women's participation.

GL63. The Borrower must put in place a grievance mechanism to receive and facilitate the resolution of concerns and grievances of project-affected parties, project workers and other stakeholders. Persons in situation of vulnerability may be more reluctant or feel unsafe to lodge grievances in a public manner. To encourage its use by all stakeholders, the grievance mechanism should consider languages and literacy issues; provide different and accessible ways to present a concern or complaint (e.g., in person, by telephone, complaint boxes, online, etc.); advertise them broadly through appropriate media; and ensure that all grievances are treated confidentially, impartially, objectively, and timely. The persons in charge of the mechanism should be trained to handle grievances in a gender-sensitive and compassionate manner, especially when dealing with issues related to gender-based violence and discrimination due to gender, sexual orientation, and/or gender identity.

KEY CONCEPTS

Discrimination against women: The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), adopted by the United Nations in 1979, states that “Discrimination against women shall mean distinction, exclusion, or restriction made on the basis of sex which has the purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”.

Discrimination based on sexual orientation and gender identity means creating a distinction, exclusion, or restriction which has the purpose or effect of impairing or excluding a person based on their real or perceived sexual orientation or gender identity, from being on an equal basis with others.

Gender: social construct that classifies a person as a man, woman, or some other identity. Gender refers to social attributes that are learned or acquired during socialization as a member of a given community. Because these attributes are learned behaviors, they can and do change over time and vary across cultures.

Gender Equality means that people of all genders enjoy the same conditions and opportunities to exercise their rights and reach their social, economic, political, and cultural potential.

Gender Identity: a person’s internal sense of being male or female or something other or in between. A person’s gender identity may or may not correspond with their sex. Gender identity is subjective and self-defined.

Gender minority: Individuals whose gender identity (man, women, other) or expression (masculine, feminine, other) is different from their sex (male, female) assigned at birth.

Intersectionality is the interconnected nature of social categorizations such as race, socioeconomic status, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

LGBTQI+: Lesbian, Gay, Bisexual, Transgender/transsexual, Intersex and other individuals who identify with another sexual orientation or gender identity, such as queer, questioning, asexual, and/or others. The “+” aims to allow for the inclusion of other self-identified groups.

Project worker refers to: (i) people employed or engaged directly by the Borrower (including the project proponent and the project implementing agencies) to work specifically in relation to the project (direct workers); (ii) people employed or engaged through third parties to perform work related to core functions of the project for a substantial duration (contracted workers); and (iii) workers engaged by the Borrower’s primary suppliers (primary supply workers).

Sex refers to a person's biological status and is typically categorized as male, female, or intersex.

Sexual and gender-based violence (SGBV) refers to any actual or threatened harmful act that is perpetrated against a person's will and is based on gender norms and unequal power relationships. It encompasses threats or acts of violence, coercion, and harassment, and other deprivations of liberty including denial of resources or access to them. It can be physical, emotional, psychological, or sexual in nature. SGBV can affect persons at any age across the lifespan, and disproportionately affects women, girls, and people of diverse sexual orientations and gender identities.

Sexual Abuse: actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual Exploitation: actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual Harassment encompasses a range of behaviors and practices of a sexual nature, such as unwanted sexual comments or advances, request for sexual favors, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might be reasonably expected or perceived to cause offence or humiliation to another when such conduct interferes with work; is made a condition of employment; or creates an intimidating, hostile, or offensive work environment. Sexual harassment may be perpetrated by different individuals, including colleagues, supervisors, subordinates and third parties. Harassers or victims may be of any gender.

Sexual Minorities: Individuals who identify as gay, lesbian, or bisexual, or who are attracted to or have sexual contact with people of the same gender.

Sexual Orientation: each person's enduring capacity for profound romantic, emotional and/or physical feelings for, or attraction to, person(s) of a particular sex or gender. It encompasses hetero-, homo- and bi-sexuality and a wide range of other expressions of sexual orientation.

