UK PACT

A look at Gender Equality and Social Inclusion in climate mitigation programmes

November 2021

A look at Gender Equality and Social Inclusion in climate mitigation programmes

Governments, companies, and organisations around the world are beginning to realise how greater diversity can drive innovative solutions to tackling climate change. Across the energy, finance, transport, and forestry sectors greater diversity in decision-making, leadership, and programme planning is helping distinguish innovative organisations from others lagging behind.

It has been estimated that narrowing the gender gap could add USD 12 trillion to the global Gross Domestic Product (GDP) by 2030 (McKinsey, 2015). This potential has been made more challenging by the impact of COVID-19, which has had a greater impact on women and girls. The GDP gains from closing the gender gap have since been updated to USD 13 trillion if actions are taken now to reduce gender equality across all sectors.

But even before the pandemic hit, improvements to gender equality were taking place.

In one study that looked at 1,000 large firms across 15 countries, companies in the top quartile for gender diversity in executive teams were 25 per cent more likely to have above-average profitability than those in the fourth quartile (McKinsey, 2019). Another study which looked at 11,7000 companies, showed a positive correlation between having a critical mass of women on the board (>30 per cent) and greater climate governance and climate performance and innovation (BloombergNEF, 2020). Complementary research has shown that more women on leadership boards can also lead to better returns on sales, assets and equity (Calvert Impact Capital, 2018).

Being more diverse is also likely to bring financial gains for investment portfolios. As of 2018, there were 35 gender lens investment offerings in the public market, with approximately USD 2.4 billion worth of assets under management (Veris, 2018). The increased focus on Environmental, Social and corporate Governance (ESG) investing is also a testament to a trend in finance where investors are looking to invest in companies with strong gender diversity. Some investors, such as The Carlyle Group, have also tied credit lines to board diversity (Carlyle, 2021).

Governments have also started to set precedents. In the United Kingdom (UK), from 2017 the government made it a legal requirement for companies with over 250 employees to publicly report their gender pay gap.

In South Africa, due to the apartheid regime, the government launched the Broad-Based Black Economic Empowerment (BBBEE) programme to encourage businesses to integrate black people, support black-owned businesses through preferential procurement, and give back to poor black communities.

Even local governments have taken the initiative. Under the leadership of Mayor Claudia Sheinbaum, Mexico City introduced its Gender and Mobility Plan 2019-2024 (BID, 2017) that tackles issues related to women's different transport needs, harassment, and unequal participation in the labour force.

GESI in UK PACT

UK Partnering for Accelerated Climate Transitions (UK PACT) is a GBP 270 million flagship programme under the UK's International Climate Finance portfolio.

This brief presents a snapshot of different Gender Equality and Social Inclusion (GESI) trends in energy, transport, finance, and forestry and how some of the UK PACT Country Programme projects are tackling these issues. It shares lessons about how UK PACT projects have been able to help countries achieve their Nationally Determined Contributions (NDCs) whilst improving women's empowerment as well as supporting the representation, capacity-building, and coordination of local communities.

Energy: Setting the scene

According to the 2020 International Energy Agency (IEA) World Energy Outlook, a rise in poverty levels due to COVID-19 may make basic electricity services unaffordable to more than 100 million people in Asia and Africa. This lack of affordability may push households to rely on more polluting and inefficient energy sources that could have disastrous effects on countries reaching their NDC targets. Many countries have set sustainable recovery plans to improve affordable access to renewable electricity, reduce national emissions, and create new jobs. But as of June 2021, IEA points out that "full and timely implementation of the economic recovery measures announced to date would result in carbon dioxide (CO2) emissions climbing to record levels in 2023 [and] continuing to rise thereafter" (2021).

Since 1992, global greenhouse gas emissions have increased across all countries but most significantly in middle-income countries or countries that have since reached middle-income status. By 2013, emissions from middle-income countries tripled due to industrialisation and rapid population growth, of which the energy sector has contributed to around 80 per cent (EBRD, 2018). Additionally, several low and middle-income countries still use fossil-fuel subsidies, which distort markets and make it harder for households and firms to convert to renewable energy (see Figure 1).

These market distortions in energy have the greatest impact on women. Globally, women make 80 per cent of household purchases, including energy supply. They also have different energy needs and preferences than men, which stem largely from unpaid household work and caregiving responsibilities. Compared to men that spend between half an hour and two hours on unpaid care activities daily, women spend on average between three and six hours (OECD, 2014). Women spend a significant amount of this time collecting fuel, cooking, and cleaning up.

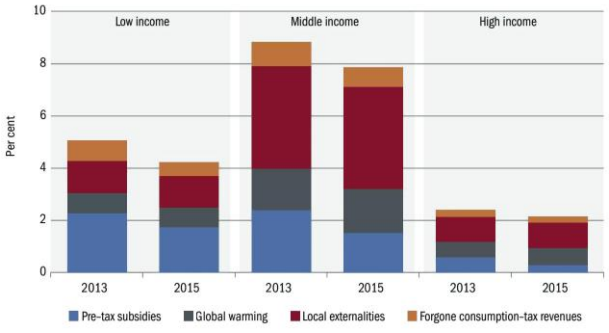
With 2.7 billion people (40 per cent of the world's population) dependent on wood, charcoal, or animal waste for their basic energy needs, these high carbon energy choices have greatly affected women. Not only does open fire cooking lead to greater health risks, but the time needed to collect fuel takes away from income-generating activities, education, or other leisure activities (UNDP, 2013). And COVID-19 is exacerbating this issue with more women losing their jobs and spending more time taking care of children at home.

But it isn't just at the household level that energy considerations are impacting women. Women's representation in the energy sector remains stubbornly low.

From a study of roughly 2,500 firms in the energy sector, women only account for 22 per cent of the labour force and held only 14 and 12 per cent of senior management and leadership positions, respectively (OECD/IEA, 2021). Not only is this likely contributing to a lack of diversity of thought in how projects are designed but by not tapping into the skills sets of half of the population, companies are unlikely to reach their full potential.

We also know that governments are not unlocking their full potential when it comes to women's participation in energy decision making. In C3E's (Clean Energy Education and Empowerment) member countries, female energy-related ministers from 1980 to 2017 made up less than 24 per cent (with the exception of Sweden that reached 31 per cent) (C3E).

Figure 1. Fossil-fuel subsidies as a percentage of GDP are highest in middle income countries



Source: EBRD, 2019. Available here.

> Achieving the Clean Energy Transition will require innovative solutions and business models to be adopted and greater participation from a diverse talent pool will be needed to achieve this objective."
>
> - *International Energy Agency, Equal by 30 Campaign*

UK PACT: Energy portfolio

The UK PACT programme supports partner countries in tackling market distortions, clean energy transition barriers, and achieving national electrification targets. The programme supports innovative energy projects across seven countries: Colombia, Malaysia, Mexico, and South Africa in the Country Programmes portfolio, Ethiopia and Nigeria through the Green Recovery Challenge Fund (GRCF) portfolio, and Kenya in both. Within the Country Programme portfolio, 18 energy transition projects are being supported.

Box 1. Supporting local organisations to design GESI-informed energy solutions in Kenya

In Kitui County, Kenya, the International Institute for Environment and Development (IIED) is identifying the cultural and gender dynamics, needs and priorities of rural communities. This work is disaggregating between men and women and other marginalised groups to design initiatives that work for many people, especially women. The project will use the Energy Delivery Model (EDM) design approach to create energy initiatives that support the needs and priorities that communities themselves choose.

Through their partnership with the Catholic Diocese of Kitui-Caritas Kitui and Loughborough University, the team will undertake participatory research with community members, working with different people to understand, validate, and build on their needs and priorities, particularly in the agriculture and poultry sectors. The project will build capacity within government and civil society organisations to implement the EDM process as an inclusive tool for designing better solutions for livelihoods and public services.

This work will include discussions with local government officials, civil society organisations, and other stakeholders to identify inclusive planning and design capacities, including general mainstreaming to improve future programme designs and implementation. Doing so will ensure that initiatives include beneficial impacts for women and marginalised farmers within Kitui County.

Photo: **Understanding community needs, impacts, and gaps through participatory engagement** © Emmanuel Ngeywo/ CAFOD

Box 2. Understanding the needs and aspirations of energy poor communities in Malaysia to plan for the future

In Malaysia, 72 per cent of unelectrified communities are in Sabah, located on the northern portion of Borneo. It is very difficult to get fuel into these places, and most individuals don't have the money. Forever Sabah and consortium partners are designing a rural electrification road map to plan renewable energy sources for at least half of the villages in Sabah by 2027. With support from UK PACT, the team is mapping 400 villages as part of an analysis to understand better the current and future needs of community members and the different options for energy sources.

Many women have highlighted the importance of energy for businesses, education, and clinics in earlier feasibility scoping, but this varies in different communities. Deliberate efforts to speak directly to women and members of minority groups will enable the team to identify options, including different community buildings that could access energy. Supporting access to the greatest number of community members is vital in helping the region access clean energy.

Left Photo: **Micro-hydro Installation Site** © Forever Sabah

Right Photo: **Telecom Tower in Colombia** © Luis Barrios on Unsplash

Box 3. Working with mobile companies to support energy access to rural, non-interconnected zones in Colombia

In Colombia, areas without access to the national grid are called Non-Interconnected Zones and are almost completely dependent on diesel engines. To improve energy access, the Global Green Growth Institute (GGGI) is working with a local developer Innova Solar Colombia and local mobile network operators to power 3,000 telecom towers that will bring digital connectivity to 450,000 new users and power surrounding rural communities.

With UK PACT support, the team is conducting a socio-economic study collecting data from satellite imagery and community interviews to prioritise communities and identify viable options. Ferruccio Santetti, Investment Lead for GGGI, mentioned an important lesson was that the team "had to deprioritise [communities] that have received grants for solar panels because their perception is that energy comes for free". This points out the inherent problems of certain energy projects that do not consider creating sustainable business models for energy. The study will also consider models for how excess tower energy can be used to power homes or stores in the community and the financial options for this. An anchor load (usually a business with a continuous, predictable load of energy and cash flow, in this case the telecom operators) could help supply energy at very low costs to communities that would otherwise be unable to pay for or get access to renewable energy.

Transport: Setting the scene

In 2016, transport accounted for over 24 per cent of global CO2 emissions, most of which (72 per cent) was attributed to road transport. This number is projected to grow unless significant efforts are made to help countries transition to low-carbon transport, including (but not limited) to improving the efficiency and electrification of public transport.

The Paris Process on Mobility and Climate, a multi-stakeholder partnership, reported that more than three-quarters of national NDCs had identified transport as a key mitigation sector. For the sector to move towards zero emissions, the industry will need to find solutions for clean fuels, public transport efficiency, city infrastructure, and improve options for the movement of people and goods.

Transport infrastructure and services are crucial in providing access to economic and social opportunities. They should be designed to be equitable, affordable, and responsive to the needs of women and men. An inclusive, sustainable transport system can contribute to poverty alleviation and a more inclusive social development, in addition to emission reductions. As such, it is essential to ensure the planning, design, construction, operation, and maintenance of infrastructure has the participation of all key stakeholders, including transport user groups and local communities.

Gender equality and women's empowerment in the transport system are still lacking, however. In terms of workforce, the International Transport Forum estimated that around 78 per cent of employees in the European Union's transport sector are men. The Forum also reported that women in Asia-Pacific make up less than 20 per cent of transport jobs. Globally, this gender imbalance has resulted in a lack of gender considerations integrated into the design and implementation of transport projects leading to perpetuating issues such as a lack of harassment reporting.

Globally, the transport sector is beginning to recognise that gender differences exist and women have different mobility patterns than men. Women also rely more on public transport, travel shorter distances, and make more multi-stop trips (Gonzalez et al., 2018). These differences derive from attitudes and behaviours around gender roles in society. While research is still emerging on how men and women use public transport differently, four factors need to be considered when designing transport systems that are accessible, safe, efficient, and affordable. These factors include: 1) comfort and safety, 2) service demand, 3) connecting destinations, and 4) support and encouragement (Urban Agenda for EU, 2019).

> **"Respecting and supporting the rights of persons with disabilities is not only a matter of human rights but also of business success. Among other things, persons with disabilities represent huge potential and power as employees, suppliers, consumers, investors and business partners."**
>
> *- Transformative Urban Mobility Initiative*

Economic capabilities and social status also play critical roles in shaping people's transport needs and use. For instance, lower-income groups might not choose certain transport options because of their price or location. Evidence has shown that low-income groups are more likely to have fewer transport options and an overall lower standard of transport services in terms of reliability, safety, and comfort. This inequality further marginalises certain groups such as the 15 per cent of the world's population that live with some form of disability.

UK PACT: Transport portfolio

UK PACT is supporting 15 transport projects across the Country Programmes and Green Recovery Challenge Fund (GRCF) portfolios, of which 10 fall under the Country Programme portfolio. Transport projects in the Country Programmes portfolio span three countries (Colombia, Mexico, and South Africa), whereas GRCF mobility projects cover Bangladesh, India, and Indonesia.

Both photos: **bikeNcity launch of their new training platform** © bikeNcity Twitter

Box 4. Working with governments in Mexico to include women and disabled persons in future active mobility and public space projects

In Mexico, bikeNcity is working with 15 local governments and the federal government to help them in the planning, budgeting, and low carbon strategies in mobility and public space projects. The team is doing this by ensuring the inclusion of people with disabilities, women, and priority groups in urban mobility across their workshops and skills training. By mainstreaming the vision of the SDG Universal Value, "Leave No One Behind", this work aims to help governments consider disability and gender criteria in the design of future strategies, monitor and evaluate programmes by engaging these groups, and work with relevant organisations to communicate strategies and support in their design, planning and implementation.

The team will be creating a tool focused on guiding local governments on how to meaningfully engage minority groups in the design, implementation, and monitoring of future active mobility and public space projects. This will ensure that other cities will be able to follow suit and design and implement inclusive public space projects in the future.

Box 5. Raising awareness of GESI issues in transport in South Africa

The Shifting the Transport Paradigm for South Africa (STRPSA) project is led by the uYilo eMobility Programme hosted by Nelson Mandela University. It supports the national government in its sustainable transition to e-mobility by providing capacity building and technical assistance. To date, mobility plans have not considered an inclusive system that accommodates the different needs of public transport groups, including women and other vulnerable groups. As Edem Foli, uYilo Programme Manager, mentioned, "there are many aspects in mobility that are not gender-neutral".

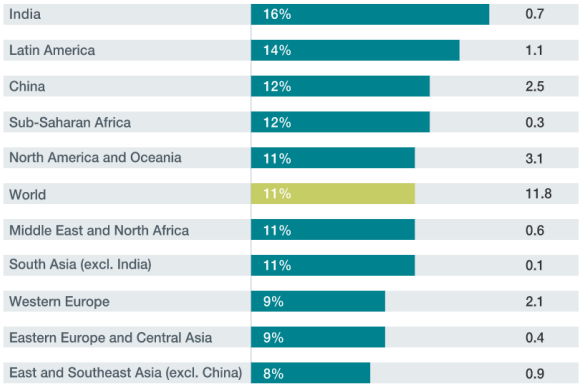
Women are the most prominent public transport users, yet they face many challenges that limit their mobility. The project team discovered that while men normally use a private car for daily activities and travel to work, women's travel behaviour changes quite often as they need to accompany children to school and other family members to certain places. While women rely more on public transport than men, women's safety in accessing public transport is still a major issue. To address this, the project team will raise awareness of how e-mobility can support poverty alleviation and achieve a more inclusive mobility service. They will be organising GESI specific webinars that will share lessons on sustainable mobility options and their benefits. This will be complemented by GESI discussions with government officials and leaders on the issues women and other groups face.

Finance: Setting the scene

Women face more barriers in accessing salaried employment, loans and financial support and generally have lower financial literacy than men. Despite this, significant research has shown women are more responsible in how they repay loans, spend their money, and invest their savings.

According to McKinsey, narrowing the gender gap could add USD 13 trillion to global GDP by 2030 if all countries matched the rate of improvement of the best country in their region (2020) (see Figure 2). This would require wider cultural changes and would need companies to adopt a more proactive approach to growing the share of women in their workforce.

Figure 2. Incremental 2025 global GDP over business-as-usual scenario (in per cent)



Source: McKinsey, 2015. Available here.

Although initially the responsibility to change was at the company level, responsible investing, specifically the integration of environmental, social, and governance (ESG) factors, has become big business.

Since ESG was first coined in 2005, there has been a steady growth of research that shows that corporate sustainability is associated with good financial results (Clark et al., 2015). While some sceptics would argue this is just a trend, this change can be seen as a proxy for how markets and people are valuing products and goods differently: opting for cleaner, environmentally friendly, and more ethical options. Today, 80 per cent of the world's largest corporations use standards, such as GRI, that offer reporting on sustainability. A recent report has found that these gender-lens investment offerings in the public market increased to 35 options in 2018, with around USD 2.4 billion worth of assets under management (Veris, 2018).

> "When more women work, economies grow."
>
> - *UN Women, Benefits of Economic Empowerment*

ESG reporting is not the only way companies, and investors are being more responsible. The 2X Challenge is a leading initiative supporting gender equality in middle-income countries. Partners to the initiative must choose one of the five criteria for every investment that they make, including supporting women entrepreneurs, women leadership, an equal workforce, specific women-targeted products, or investments through financial intermediaries that meet 2X criteria. Founded by development finance institutions in G7 countries, the initiative is on its way to supporting USD 18 billion for gender-lens investments by the end of 2022.

A growing realisation that companies with greater diversity outperform those without is fuelling these changes.

A study of companies in the UK, United States (US), and India revealed that companies with gender diversity at executive board-level performed better than companies led by all-male boards. As Francesca Lagerberg from Grant Thronton mentioned, "in the US, S&P 500 companies with diverse boards outperformed rivals by 1.91 per cent. In the UK FTSE 350 the gap was 0.53 per cent, and for the Indian CNX 200, 0.85 per cent. This represents an opportunity cost of USD 567, 74 and 14 billion in each of the three markets respectively - or around 3 per cent of GDP in the UK and US" (2015).

UK PACT: Finance portfolio

The UK PACT programme supports 22 finance projects across ten countries (Argentina, Brazil, China, Colombia, Indonesia, India, Mexico, Peru, South Africa, and Thailand). Country Programmes are funding 16 projects in two portfolios: financing green and greening finance. These projects are based in China, Colombia, Malaysia, Mexico and South Africa.

Fearless girl statue on Wall Street, NY © Robert Bye on Unsplash

Box 6. Raising awareness on the importance of the 'S' in ESG in China

CDP, a not-for-profit charity, is running a UK PACT funded project titled "Promoting green recovery by championing the power of disclosure, transparency and UK China collaboration". The project aims to incorporate international best practice on climate disclosure in the Chinese context. As part of this, CDP raises GESI concerns with companies and directs them to best practice models with environmental and social considerations. The team is incorporating sessions "From E to S" into workshops in three Chinese cities for decision-makers, companies, and financial institutions.

The CDP team in China draw on a GESI lens to broaden stakeholders' views. Ling Zhu, Capital Market Manager from CDP in China mentioned, "hopefully [these activities] can give some ideas on how to adopt the best practice in S element in China".

Box 7. How sustainable finance in Colombia is bringing out female leadership

Climate Bonds Initiative (CBI) and Metrix Finanzas in Colombia have been working with the government and financial institutions to help them issue green bonds and develop a Colombian taxonomy for green projects. To date, the team has engaged with 16 potential green bond issuers and signed Memorandums of Understanding with a commercial bank, two local development banks and a utility company to support with technical assistance to issue green bonds. Besides helping them explore different financial instruments to get investments into sustainable projects, the team supports the alignment of the national Taxonomy with international safeguarding standards, such as the United Nations (UN), the International Finance Corporation (IFC) and the European Union (EU) Taxonomy. While the taxonomy provides a minimum standard for projects to meet, its country-level adaptation can bring a host of positive social impacts for local communities, which will be unique to the context.

Interestingly, Colombia benefits from the representation of women already working in this emerging sector. As Carolina Barreto mentioned, "sustainable finance has attracted the interest of women to support this sector. Women are leading the market in Colombia on sustainable finance". As a result, getting equal representation at training or events has been straightforward.

Forestry: Setting the scene

Forests make up 31 per cent of the global land area, and more than one-third of this is primary forests. Since 1990, the world has lost over 80 million hectares of primary forests, with agricultural expansion the main driver (FAO, 2020).

Due to consumer pressure and the increasing risk of climate change on supply chains, companies and governments have been setting ambitious commitments to address deforestation. The New York Declaration on Forests and the Amsterdam Declarations have encouraged companies to set stricter targets on their sourcing.

Forests provide more than 86 million jobs, and around 1.6 billion people depend on forests for their livelihoods.

Women and men also have different relationships with forests. For women in forest-reliant communities, forests provide food, medicinal plants, craft materials, non-timber forest products (NTFPs) and wood fuel. For most of them, the sale of wood fuel or NTFPs is their only source of income (Shackleton et al., 2011). Men, in contrast, often focus on the cultivation of high-value food crops and hardwood timber.

Forests are also a source of nutrition for local communities. A study from 22 countries in Asia and Africa found that indigenous communities use an average of 120 wild foods per community (Bharucha and Pretty, 2010). Fruits, leaves, nuts, mushrooms, insects, and wild meat are of great nutritional and financial importance for local communities. Some internationally traded NTFPs include coffee, cocoa, illipe nut (native to Indonesia), Brazil nuts (Brazil, Bolivia and Peru), acai (Colombia), baobab fruit (Thailand), moringa leaves (India), honey, and vanilla.

In 2018, it was also estimated that wildlife tourism directly contributed USD 120 billion to economies (WTTC, 2019). In 2021, information from 29,000 travellers across 30 countries points out that 61 per cent want to travel more sustainably in the future (Booking.com, 2021).

However, cultural attitudes and systems still present persistent barriers to women in related sectors. Who can access, control, and make decisions over forest resources is often determined by traditional forest tenure and customary laws that are typically based on patriarchal systems. These are often complex and not always written down.

> **"Far too many of the most influential companies in these supply chains still have no commitments at all, or commitments that are too weak to deliver change on the ground...Over 40 per cent of the most influential companies are not doing anything to tackle deforestation that they are linked to."**
>
> - Time for Change Report, Forest500

Community-based tenure systems manage 18 per cent of the world's remaining forests (RRI, 2015). While emerging research demonstrates that community-managed lands can effectively reduce deforestation, equal representation of women needs deliberate measures.

Across Africa, women own less than 1 per cent of the land despite contributing to 50 per cent of the agricultural labour force (Akinola, 2018). This disparity also holds in global decision-making bodies where existing climate funds have come short of securing an equal split of women and men on boards. Specifically, Boards of the Green Climate Fund (GCF), Adaptation Fund and the Global Environment Facility (GEF) contain 15, 35, and 25 per cent women representatives, respectively (IUCN, 2015).

While the protection of forests can bring significant livelihood, adaptation and mitigation benefits, communities, local organisations, and governments need to be encouraged to challenge the status quo and work towards greater equality. UK PACT livelihoods and land use policy projects have been trying to tackle just that.

Box 8. Encouraging more women cocoa farmers in Colombia

In Colombia, Alisos supports forest restoration and sustainable livelihoods through deforestation-free and climate-smart cocoa in the Amazon Piedmont Region. Although agriculture is largely seen as a male-dominated sector, women are increasingly interested in participating, especially younger women (<35 years) coming out of university and seeing farming as a career opportunity.

Traditionally, women were not formally invited to farmer trainings, with most expected to want to stay at home to cook and take care of children. Alisos has seen changes in communities' attitudes and started reaching out to women cocoa farmers to participate in activities, including one-to-one discussions. In a traditionally male-dominated sector, one-to-one talks are very useful since some people are reluctant to share their opinions with larger groups. The team believes that women's participation can strengthen cocoa value chains. Most of the Alisos team are women, which also helps change the perception of women's knowledge and skills. It also brings women role models into a male dominated sector, encouraging women to be involved.

UK PACT: Forestry portfolio

There are currently 16 nature-based solutions projects in UK PACT's portfolio. UK PACT funded interventions are split between the Country Programmes portfolio supporting eight nature projects in Colombia, Malaysia, and Mexico and the Green Recovery Challenge Fund (GRCF) portfolio this is currently supporting eight projects in Brazil, Kenya, Nigeria, and Peru.

Photo: Colombian Forest © Alisos

Box 9. Designing ecotourism plans with local communities in Colombia

The Quinchas and Perijá-Zapatosa regions in Colombia have been greatly affected by conflict and have depended on extractive industries such as coal, emerald mining and illegal logging. In both regions, communities have developed environment, development and peace plans to forge sustainable economies. In Phase 1 of the project, E3 (Ecology, Economy and Ethics) and partner institutions, developed ecotourism programmes with local communities and built their knowledge on biodiversity and community ecotourism. In Phase 2 of the project, E3 is providing capacity building and knowledge sharing in marketing and administrative tools to promote tourism and enhance knowledge on biodiversity. Communities also co-developed classes using the local biodiversity to enhance food alternatives for both communities and tourists. Unfortunately, these classes have been closed due to COVID-19. In both regions, community women leaders are very active in all project activities, as most of them depend on these alternative economies to sustain their families.

Additionally, the team works with communities to design and test community agreements that will include measures for distributing the costs and benefits of this new tourism. The first group of tourists arrived in October 2021. The skills developed through this project will help ensure these communities, and especially the women within them, have access to sustainable livelihoods in the future.

Key Recommendations

Integrating gender and social considerations into mitigation projects is not always straightforward but can unlock investments and generate innovations not always obvious at the start of the project.

Below are a few recommendations we have drawn out that organisations working in energy, transport, finance, and forestry can use when designing their GESI workplans.

1) Listen first, design later

To design solutions that address GESI issues within organisations and communities, project teams need to spend time listening to and understanding the opportunities, barriers, perceptions, and aspirations of women and other non-dominant groups. Asking informed questions about culture, institutions, and attitudes is a good first step and can happen at any implementation time. For example, CDP has taken this approach to initiate conversations about gender targets with financial institutions in China (see Box 6). While this is the first step, it can help spark conversations, particularly with interested individuals and organisations to take forward.

2) Deliberate efforts need to be made to ensure women can fully participate

Across all sectors, women's needs, access rights, and preferences are different from men, but patriarchal cultures often mean women only participate when required. Even this can be hard with domestic and other non-paid responsibilities. Solutions like providing childcare at consultations (as E3 has done in Colombia – see Box 9) may be one simple solution, but there may be others that are important in your project's context.

3) To make positive social impacts, companies need to think outside of the box

Focusing solely on what is financially viable could mean you miss out on ethically and socially possible opportunities. Feasibility studies should not miss the opportunity to address more interesting questions that could potentially unlock future gender-lens investments. In Colombia, GGGI has been working with telecom operators to help them move towards renewable energy for mobile towers and find ways to provide nearby communities with access to excess energy (see Box 3).

4) Make sure the design and plans incorporate different user groups

Many sectors (such as transport) have been traditionally designed by and for men despite women being the primary users. Challenging the status quo on who designs, makes decisions, and considers mobility projects successful is important to ensure sustainable and innovative projects. Nelson Mandela University has targeted women leaders and incorporated GESI questions to ensure future e-mobility projects consider the specific issues faced by women and marginalised groups (see Box 5).

5) Not setting gender goals for your organisation's board could be costing you

More investors are requiring companies to diversify their boards as part of their ESG requirements. Additionally, not having diversity at board level has been shown to lead to lower performance. As research has shown, setting longer-term plans is important and can help organisations stand out against their competition and unlock gender investments.

References

ADB (2013) Gender Tool Kit: Transport. Maximising the Benefits of Improved Mobility for All, Link here.

Booking.com (2021) 'Booking.com's 2021 Sustainable Travel Report Affirms Potential Watershed Moment for Industry and Consumers', Link here.

BID (2017) 'Evaluación de impacto del programa "Viajemos Seguras en el Transporte Público en la Ciudad de México": Aportes al diseño e implementación de políticas de prevención de la violencia de género en espacios públicos', Link here.

Calvery Impact Capital (2018) 'Just Good Investing: Why Gender matters to your portfolio and what you can do about it', Link here.

Carlyle (2021) 'Carlyle Announces Largest ESG-Linked Credit Facility in the US at USD 4.1 Billion and First-Ever Exclusively Tied to Board Diversity', Link here.

CDC (N.A) Gender-lens investing through the 2X Challenge: our progress one year on, Link here.

Clark et al. (2015) 'From the Stockholder to the Stakeholder', Link here.

C3E (no date), Status Report on Gender Equality in the Energy Sector, Link here.

DFID & TUMI (2019) Disability Inclusive Public Transport, Link here.

EBRD (2018) 'Chapter 7: Green Growth', in Eight things you should know about middle-income transitions, Link here.

FAO (2020) 'The State of the World's Forest', Link here.

Gonzalez, et al. (2018) 'Improving women's mobility: it's not just about the quality of buses', Link here.

IEA (2020) World Energy Outlook 2020, Link here.

IEA (2020) Transport - Improving the sustainability of passenger and freight transport, Link here.

IEA (2021) 'Key findings', in Sustainable Recovery Tracker. Link here.

IPCC (2014) Climate Change 2014: Mitigation of Climate Change. Contribution of Working Group III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change, Transport, Link here.

IUCN (2015) Gender and Climate Change. Link here.

ITF OECD (N.A) ITF work on Gender in Transport, Link here.

KPMG (2021) Gender Lens Investing, Link here.

McKinsey (2015) How advancing women's equality can add USD 12 trillion to global growth, Link here.

McKinsey (2015) The Power of Parity: How Advancing Women's Equality Can Add USD 12 Trillion To Global Growth. Link here.

McKinsey (2020) 'COVID-19 and gender equality: Countering the regressive effects', Link here.

MDPI (2020) Disability, Mobility and Transport in Low- and Middle-Income Countries: A Thematic Review, Link here.

OECD (2014) 'Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes', Written by G. Ferrant, L. Pesando, and K. Nowacka, Link here.

OECD/IEA (2021) 'Women in senior management roles at energy firms remains stubbornly low, but efforts to improve gender diversity are moving apace', Link here.

PMMC (2015) Nationally-Determined Contributions (NDCs) Offer Opportunities for Ambitious Action on Transport and Climate Change, Link here.

Shackleton et al. (2011) 'From subsistence, to safety nets and cash income: exploring the diverse values of non-timber forest products for livelihoods and poverty alleviation'. Link here.

Thronton, G. (2015) Diversity and business growth prospects, Link here.

UNDP (2013) 'Gender and Energy', Gender and Climate Change Asia and the Pacific, Policy Brief No. 4, Link here.

UNESCAP (2020) Safe and inclusive transport and mobility, Link here.

Urban Agenda for EU (2019) 'Urban Mobility Indicators', Link here.

Veris (2018) Gender Lens Investing: Bending the Arc of Finance for Women and Girls, Link here.

WEDO (2020) 'By the Numbers: UNFCCC: Progress on Achieving Gender Balance', Link here.

World Bank Blogs (2018) Improving women's mobility: it's not just about the quality of buses, Link here.

WTTC (2019) The Economic Impact of Global Wildlife Tourism. Link here.

WHO (2011) World Report on Disability 2011, Link here.

2X Collaborative (2021) Launching a New Global Industry Body that Convenes the Entire Spectrum of Investors to Promote Gender Lens Investing, Link here.

Acknowledgements

This brief is a part of a series developed by Palladium International, who manages the UK PACT Country Programmes portfolio on behalf of the UK Government. This brief was authored by Stephanie Andrei and Andi Poetri.

The team would like to thank Jim McNicholas and Alexandra Pinzon for their inputs and representatives from Country Programme partners for their time and support. A special thank you to: Ferruccio Santetti (GGGI); Nipunika Perera and Kevin Johnstone (IIED); Cynthia Ong and Gabriel Wynn (Forever Sabah); Percy Patrick, Ling Zhu and Fiona Dixon (CDP); Carolina Barreto (CBI); Hiten Parmar (Nelson Mandela University); Claudia Martinez (E3), and; Marianely Patlán (bikeNcity).

UK PACT

www.ukpact.co.uk

For any enquiries, please get in touch via email at communications@ukpact.co.uk