



Impact on Women and Girls of PIDG-Supported Projects

Final Report

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List of Abbreviations

AfDB	African Development Bank
ADB	Asian Development Bank
AusAid	Australian International Development Agency
DA	PIDG Development Advisor
DAC	Development Assistance Committee
DFID	Department for International Development (UK)
EAIF	Emerging Africa Investment Facility
ESIA	Environmental and Social Impact Assessment
GAP	Gender Action Plan
GC	PIDG Governing Council
IFC	International Finance Corporation
LF	PIDG Logical Framework
MAR	Multi-lateral Aid Review
M&E	Monitoring and Evaluation
PIDG	Private Infrastructure Development Group
PMU	Programme Management Unit
RAP	Resettlement Action Plan
RAG	Red, Amber, Green
RMS	Results Monitoring Sheet
SIDA	Swedish International Development Agency
TAF	Technical Assistance Facility
TOR	Terms of Reference
W&G	Women and Girls

Executive Summary

The aims of this study are to:

- recommend and suggest methodologies on how the PIDG can better measure the impacts of PIDG-supported projects on women and girls;
- suggest improvements to PIDG results reporting so that PIDG can begin to systematically collect and report disaggregated project impact data by gender;
- assess related resource implications.

The need to incorporate better measures of impacts on women and girls is in response to comments in reviews, including the Department for International Development's (DFID) recent Multi-lateral Aid Review (MAR) and AusAid's Multilateral Assessment.¹ Lessons from the literature highlight that the inclusion of women and girls in developmental benefits is a vital component of alleviating poverty and achieving sustainable economic growth. The rationale for the comprehensive inclusion of women and girls in development is clear: a country's economic growth is undermined by failing to invest in the capabilities of, and capitalise on the potential of, half the population. This under-utilisation of half the labour force is inefficient and inequitable, and the returns to investment in women and girls are high.

This study covers five PIDG facilities: DevCo, Emerging Africa Infrastructure Fund (EAIF), GuarantCo, InfraCo Africa and InfraCo Asia. The Technical Assistance Facility (TAF) was not part of the study TOR but is seen as a resource for supporting recommendations made in this report. A sample of 16 PIDG projects across facilities was selected and reviewed to identify entry points, clarify indicator requirements, and determine options.

It is argued that an awareness of potential impacts on women and girls needs to be built into all stages of the project cycle if measures are to be meaningful and sustainable. Entry points identified by this study include the recently revised International Finance Corporation (IFC) reporting standards, Environmental and Social Impact Assessments (ESIAs) generally undertaken as part of PIDG appraisal, TAF, governance bodies and frameworks.

Key indicator requirements identified include: the need for simplicity, the ability to respond to needs of different contexts and the maximum use of secondary data sources.

Two main options are presented. Option 1 disaggregates current indicators. With this option, it is imperative that the context-specific assumptions associated with disaggregation are made explicit. Option 1 requires little or no institutional change but measured impacts on women and girls are likely to be less detailed and, on occasion, less precise. Option 2 is more comprehensive and requires both institutional change and the development of "new" indicators.

PIDG Programme Management Unit (PMU) and other PIDG stakeholders will need to decide how ambitious they want to be regarding the inclusion of disaggregated indicators in the Results Monitoring Sheets (RMS). Least ambitious but also least precise is the incorporation of

¹ Findings of the 2011 DFID Multilateral Aid Review (MAR) and the 2012 AusAid Multilateral Assessment

disaggregation of the current measure: number of additional people served, disaggregated according to women and girls, men and boys. The next level of ambition is to disaggregate current measures but also to include a generic indicator – the one suggested is levels of service satisfaction – disaggregated by gender. This will require additional data collection but is seen as having both developmental- and market-orientated gains. A third level of ambition is to pick up on areas highlighted in the ESIA's to include project- and context-specific indicators.

It is recommended that:

- The incorporation of measures of impact on women and girls should be viewed as the beginning of a process in which an early step is the development of a PIDG gender policy.
- A number of areas where relatively quick “gains” are likely are initiated. An early entry point is seen as the incorporation of the requirement within the ToR for ESIA's to identify and analyse potential impacts on women and girls, men and boys.
- Disaggregated indicators are incorporated within on-going projects with the intention of including further indicators in new projects. To allow disaggregation across projects, a generic indicator relating to satisfaction with services by men and boys, women and girls is suggested.
- To support skill enhancement in gender- and development-related issues, opportunities to refine TAF policy and mobilise TAF grants should be maximised.

1 Introduction

Independent reviews of the various Private Infrastructure Development Group (PIDG) facilities and the PIDG programme as a whole, have found limited coverage of gender issues, despite this being a focus area for several PIDG members². Yet, the PIDG donors are mandated to support better "measuring and targeting impact of the PIDG on women and girls."³ Despite a number of constraints, the PIDG Programme Management Unit (PMU) recognises that it is necessary to better assess, record and quantify the impact of PIDG-supported projects on women and girls.⁴ The constraints and challenges PIDG faces in doing this successfully are discussed in Section 4.2.

In response to the above, two studies have been commissioned to advise the PIDG PMU. Study One, the topic of this report, is primarily a study of internal PIDG project documents, and has been let, managed and funded by the PIDG PMU. The aims of the study are to:

- recommend and suggest methodologies on how the PIDG can better measure the impacts of PIDG-supported projects on women and girls,
- suggest improvements to its results reporting so that it can begin to systematically collect and report disaggregated project impact data by gender, and;
- assess related resource and capacity-related implications.

This study covers five PIDG facilities: DevCo, Emerging Africa Infrastructure Fund (EAIF), GuarantCo, InfraCo Africa and InfraCo Asia.⁵ The Technical Assistance Facility (TAF) was examined and reviewed as a potential resource for supporting implementation of recommendations made in this report.

Study Two is a study of the wider academic (impact related) literature on women and infrastructure, let, managed and funded by the International Finance Corporation (IFC). It was intended that both studies would run concurrently. Delays have meant that Study One will be completed first. It is assumed that Study Two will be a useful resource in implementing the recommendations laid out in this report.

2 Study Approach

The Terms of Reference (TOR) identify the key objective of this study to be to "advise the PIDG PMU on how better to assess, record and quantify the impact of PIDG supported projects on women and girls".⁶ The inception meeting⁷ defined further objectives to be:

- indicator development;

² PIDG donors, including AusAid, DFID, SIDA, the Netherlands Ministry of Foreign Affairs, the IFC and Irish Aid all address gender with specific targets and policies with a view to achieving MDG 3 on gender equality and mainstreaming gender within their programmes

³ Findings of the 2011 DFID Multilateral Aid Review (MAR)

⁴ Monitoring the Impact on Women & Girls from PIDG-Supported Projects: Summary Update (15 December 2011), Development Impact Advisor, PIDG.

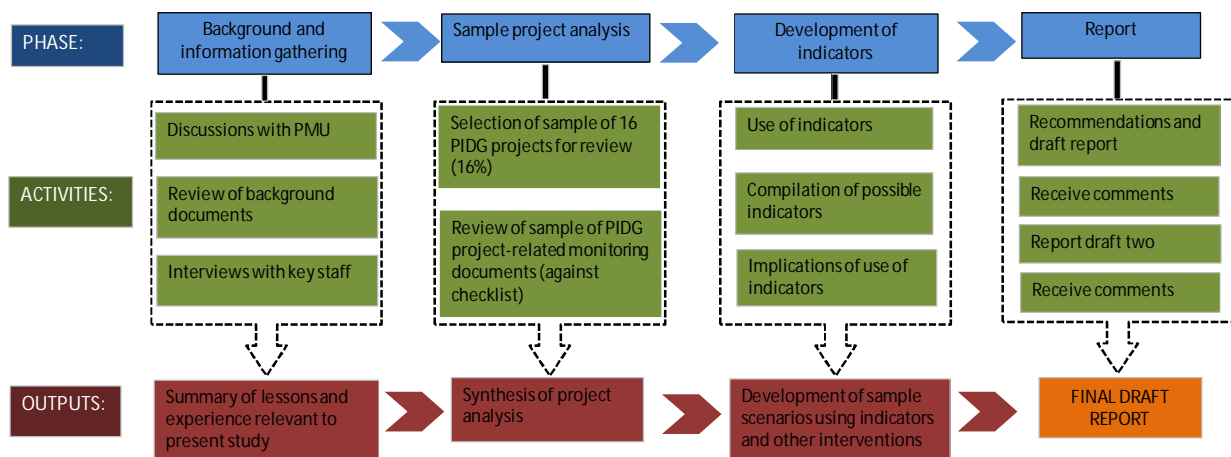
⁵ Infrastructure Crisis Facility – Debt Pool (ICF-DP) was excluded from this study as it is not a project "originator" and has a limited investment life to end of 2013

⁶ Project Terms of Reference, 27 October, 2011

⁷ 25th January 2012 in PIDG PMU office, Sutton

- refinements of logical frameworks to incorporate impact on women and girls, where appropriate;
- to explore, if possible, some kind of simple classification system aimed at illustrating impact to policy makers, and;
- outline the implications of the above.

The diagram below illustrates the approach taken in response to the requirements outlined above:



3 Lessons from the literature: infrastructure impact on women and girls

The aim of this brief section is not to provide a full review of available information⁸ but rather to set the scene: to show how attention to needs of women and girls can have developmental and economic benefits and to show how these benefits can be successfully captured.

3.1 Gender equality and economic progress

Gender equality is no longer an additional consideration in development. It is recognised as a vital component in alleviating poverty and achieving sustainable economic growth. The rationale for the comprehensive inclusion of women and girls in development is clear. A country's economic growth is undermined by failing to invest in the capabilities of, and to capitalise upon, the potential of half the population. This under-utilisation of half the labour force is inefficient and inequitable, and the returns on investment in women and girls are high. For a short review of the links between economic growth and gender equality, see Annex 1.

3.2 Measuring impact

Key lessons relating to measuring impact are briefly summarised below. In the development of results-based management including a measure of impacts on women and girls, the aspects highlighted here should be considered:

Monitoring information is essential for project managers to manage effectively. The inclusion of an early warning system to identify problems while they can be fixed allows effective management.

⁸ A comprehensive literature review is to be commissioned and managed by the IFC.

Impact evaluation measures results and enables learning what has worked and why. M&E plays a crucial role in enabling programmes and projects⁹ to deliver on commercial and development goals¹⁰

Logical frameworks are useful vehicles for summarising projects and programmes. They are also an instrument of accountability – managers are responsible for delivering what is specified. They are not accountable for what is not specified. Logical frameworks provide the basis for budgeting, monitoring & review. The combination of quantitative and qualitative indicators and qualitative, contextual research will produce the most reliable results¹¹.

Measuring impact on women and girls can increase awareness of the importance of women and girls as beneficiaries (and implementers) of programmes¹². Gender should be integrated from the beginning of the project cycle. If early entry points are not identified, then impacts are likely to be few and procedures for measurement will always be an add-on with no certainty that the most appropriate indicators have been identified¹³. To be meaningful, an awareness of potential impacts needs to be built into all stages of the project cycle¹⁴.

Policy commitment is rarely sufficient and “policy evaporation” is common. Committed leadership, political will, adequate incentives and/or other leverage are required if the measuring of impact on women and girls is to be sustained.¹⁵

3.3 Example indicators by sector

Numerous examples of indicators disaggregated by gender are available in the literature and use of existing indicators, where relevant, should be encouraged. Example indicators are provided in Annex 8. A separate study with separate TOR will analyse the available data in detail to develop a multiplier or categorisation structure. This will allow PIDG to use published data to estimate the benefits of a project to women and girls.¹⁶ Examples provided here are seen as a starting point for identification of W&G specific indicators for use in PIDG projects. The suitability of indicators will depend on data available and the specifics of each project.

4 Progress to date within PIDG facilities and projects

4.1 The measurement of impact on women and girls within PIDG

Although to date no satisfactory solution has been implemented for measuring impact on women and girls, there have been some previous activities, which may provide relevant lessons. These include:

- Training on development impact (including gender awareness) given to PIDG facilities (2007).

⁹ Yaron, 2011

¹⁰ World Bank 2011

¹¹ DFID, 2007

¹² World Bank 2011

¹³ World Bank 2010

¹⁴ DFID 2007

¹⁵ Bridge for Swiss Agency for Development & Cooperation, 2001; DFID 2007

¹⁶ This study is let, managed and funded by the IFC. At the time of writing this study, the IFC study commenced in April 2012.

- Engagement of a Development Advisor (DA) to support facilities to strengthen development impact and to report on the results (2007).
- Development of a monitoring system, including the requirement to measure (or estimate where data is not available) “the number of additional people served, by total, below poverty line, women headed households and the various infrastructure sectors”, and the requirement to provide “a description of improved service levels by total population impacted, below poverty line, women headed households and the various infrastructure sectors.”¹⁷ These indicators were developed in 2008 but, due to the collection of the required data being too expensive and time consuming to collect, they were removed shortly after with the agreement of the PIDG donors.
- Also in 2008, DFID commissioned a Desk Review of its support to private sector investment in infrastructure (including PIDG facilities), in which a number of recommendations were made with regards to gender. This review took the view that it was important to recognise that infrastructure has differentiated impact according to gender and that benefits may not be evenly enjoyed. It also recommended avoiding a heavy-handed approach to monitoring impacts. Recommendations made, included: 1) the provision of more training; 2) the need for facilities to have better access to specialist expertise and resources; 3) the need for facility logframes to have gender disaggregated indicators, and 4) the need to review facility policies and to incorporate gender disaggregated indicators.¹⁸

Despite the activities described above, it has been difficult to measure gender disaggregated impact in a meaningful way. Reasons for this include the difficulty of identifying end users on many of the projects, especially in the case of “generation” projects, the relatively new and experimental nature of PIDG and its projects, the lack of easily available and verifiable data, lack of capacity (in skills and resources) and the need to keep PIDG projects commercially competitive by not burdening them with conditions.¹⁹ The latter is particularly important in light of the fact that the PIDG is structured to deliver results through private sector entities (the PIDG facilities) and there are existing contracts in place governing the roles and reporting requirements of each of these entities vis-à-vis the PIDG council.

4.2 Challenges to the measurement of impact on women and girls within PIDG

As underlined by those directly involved in facility management, the need to balance commercial and developmental objectives can create conflicting priorities. It is the responsibility of Facility Boards to strike and maintain a balance between commercial and developmental interests. The management of PIDG facilities is outsourced and facility managers are rewarded based on agreed performance criteria related to project development and completion, making this balance even more challenging. A number of challenges are likely to be encountered in developing indicators and systems for measuring the impact on women and girls in PIDG programmes and projects. For the five different PIDG facilities reviewed, initiatives are demand driven and the resulting mix of projects reflect different contexts, sectors, countries and vary in the size of the intervention. Projects are directed at private sector goals and also need to meet the requirements of donors. However donor

¹⁷ PIDG, Monitoring and Evaluation Handbook, February 2008.

¹⁸ DFID, Desk Review of DFID’s Private Sector Infrastructure Investment Facilities, March 2008.

¹⁹ Numerous sources including the TOR for this study and discussions with the PMU and Facility Board Members and managers.

management is designed to be “light touch” and incentives and/or leverage to include the measurement of impacts on women and girls are currently undeveloped. A number of further challenges²⁰ are likely to be encountered, including:

Client Country Constraints: Gender and infrastructure is often a “hard sell” to commercial partners and in client countries; decision-makers often lack gender awareness.²¹

Financial Constraints: Funds available for M&E are limited and to date there has been a reliance on secondary data only. Unless funds are increased, this reliance is likely to continue.

Expertise Constraints: Institutional stakeholders come from a variety of backgrounds and many are less familiar with development-related terminology. This has implications for the M&E system design, incorporating gender considerations and the communication of results.

Incentive Constraints: Currently there are no incentive measures to capture impact on W&G.

These constraints are considered under Section 7.1: Requirements of PIDG indicators.

5 Potential entry points for the identification of impact on women and girls

This section outlines the entry points identified by this study through which actions could be taken. These entry points are used further in Section 8.2 below to illustrate how changes could be realised.

5.1 Reporting standards

PIDG projects are required to produce due diligence reports according to the standards set out in the IFC Sustainability Framework and Performance Standards.²² In January 2012, an updated Sustainability Framework was introduced. As with the 2006 Framework, the updated Framework is based on eight Performance Standards established as criteria that the client has to meet throughout the life of an investment by the IFC, or another financial institution.²³ The Standards are designed to manage social and environmental risks and impacts, and to analyse and enhance development opportunities as part of private sector initiatives.

There are several changes in the 2012 Framework and Performance Standards which have implications for PIDG in terms of the impact on women and girls.²⁴ The major change is that the 2006 Framework makes reference to gender differences only as part of the more general category of ‘vulnerable groups’. The 2012 Framework outlines unambiguous requirements to address gender categorically and specifically. These changes are in line with general efforts among donors, including PIDG donors, to address gender considerations throughout their programmes as a matter of course.

²⁰ As identified during interviews and discussions with stakeholders and review of documents

²¹ A Review of World Bank Infrastructure Projects (1995 -2009) World Bank, 2010

²² The IFC Performance Standards on Environmental and Social Sustainability were first introduced in 2006 and apply to the assessment and monitoring of projects from 2006 until 31 December 2011. Projects financed before 2006 were subject to Safeguard Policies.

²³ The eight PSs are: 1) Social and Environmental Assessment and Management System; 2) Labour and Working Conditions; 3) Pollution Prevention and Abatement; 4) Community Health, Safety and Security; 5) Land Acquisition and Involuntary Resettlement; 6) Biodiversity Conservation and Sustainable Natural Resource Management; 7) Indigenous Peoples; 8) Cultural Heritage

²⁴ IFC (2012) IFC’s Policy on Environmental and Social Sustainability, (January 2012)

5.2 Preliminary Studies, Environmental and Social Impact Assessments

Many of the Environment and Social Impact Assessments (ESIAs) in the sample study focus on environmental rather than social issues. However, all include sections that assess impacts on people and/or communities. Where potential impacts are identified, these are rarely disaggregated by gender. This study included a review of a number of ESIs, only one of which included gender analysis.²⁵ Project ESIs are required to follow IFC Reporting Standards which, prior to January 2012, did not have a specific gender dimension. New standards were adopted in January 2012 and gender is now clearly addressed. In ESIs carried out to international standards²⁶, and even to local standards, differentiated impacts on local people would be expected, particularly where resettlement is to take place. A clear entry point for enhancement of M&E of impacts on women and girls would be the inclusion in ESIs of a specific requirement to differentiate potential impact by gender, and to include a Gender Action Plan (GAP). Each project currently employs an Environmental Safeguards (ESG) consultant to monitor compliance. ESIs are intentionally only shared with facility management and Boards. There is no obligation for them to be sent to the PMU for review or further monitoring, though distribution to and review of the ESIs by the PMU could allow wider sharing of areas of particular impact on women and girls.

Depending upon the nature of the project or the findings of preliminary studies or ESIs, other reports may be triggered, including Resettlement Action Plans (RAPs), and Impact Mitigation Monitoring Plans. These are often comprehensive studies, done to a high standard by international consulting professionals. TAF has sometimes been used to provide money for engaging consultants to produce IFC-standard ESIs. Given the high level of expertise that goes into these reports, and in line with changes in IFC reporting requirements placing greater emphasis on gender (see Section 5.1), the ESIs present a good opportunity for a gender disaggregated analysis, both qualitative and quantitative, from a very early stage. Reviewing and recording the impacts presented in project reports would need some dedicated resources, probably at the PMU level. The Development Advisor (DA) reviews some project documents as part of gathering secondary data for post-completion impact monitoring so gender aspects could be part of an expanded review process.²⁷ Responsibility for tracking for collating potential impacts identified at ESIA stage throughout the life of the project would be part of project management and should be the responsibility of facilities.

5.3 The Technical Assistance Facility

The Technical Assistance Facility (TAF) is a pool of funding available to the PIDG facilities to support activities above and beyond those covered by the facilities' working capital, for example, capacity building or additional scoping. As with the other PIDG facilities, TAF has no gender-based indicators as part of its monitoring and consideration of impacts on women and girls are not included in its logframe. TAF monitoring only covers consulting activities and outputs paid for with its money. According to its Policies and Procedures, TAF has several key strategic objectives,²⁸ including to:

²⁵ Chanyanya Pilot Irrigation Project ESIA

²⁶ See for example Integrated Environmental and Social Impact Assessments, African Development Bank, 2003; A User's Guide to Poverty and Social Impact Analysis. World Bank 2003

²⁷ PIDG Results Monitoring Handbook, 2010 edition, Pg. 90

²⁸ At the time of this study, TAF was under-going some changes and was rewriting its Policies and Procedures and revising its application forms. Changes, including some changes to the TAF Windows, have not yet been approved by the Board so they have not been included in this overview.

- enhance inclusion and other social development opportunities associated with projects supported by the PIDG facilities. (Objective D), and;
- facilitate affordability by the poor of infrastructure services provided on a commercially viable basis (Objective H)

The nature of TAF as an extra resource for PIDG facilities makes it an obvious entry point for providing support on women and girls, though it may be more appropriate for activities intended to increase, rather than simply measure, impact.²⁹ There is scope to develop TAF-specific monitoring indicators and logframe targets. TAF could ultimately serve two useful functions: 1) to identify on a project-by-project basis entry points for measuring impact on W&G (including follow-up for post-completion reporting where necessary³⁰), and 2) assist in the development of a strategic framework for PIDG facilities, to make explicit their requirements vis-à-vis women and girls. This could occur through interventions such as funding technical expertise on gender-related issues to projects specifically targeting women and girls or through grants providing subsidies or advice on mitigating negative impacts, for example. Any activities undertaken by TAF should be in keeping with its role in providing additional support, rather than due diligence that should be undertaken by facilities as a matter of course.

5.4 PIDG governance bodies (PMU, Boards, PIDG Governing Council)

Given that this is a new initiative, strategic direction will be required in order to effect the necessary change and provide additional resources. This will likely need to be coordinated by the PMU, who could provide the technical expertise through their DA or additional specialists as required, and could also look at a more regular training programme on development impact, including on women and girls. The Boards have a crucial role in ensuring that the requirements of donors are met. This has implications for Board composition with regards to their awareness, understanding and skills, and in terms of recruitment of Board members. There may need to be an active effort to recruit Board members with expertise in gender issues. The GC may have a role to play in allocating or approving dedicated resources as required, and ensuring that PIDG is operating according to member priorities, while still enabling it to remain flexible and commercial. It is important to note that different stakeholders have different views on the increased emphasis on women and girls – some are more supportive than others, so some work may be required to reach agreement on the best way forward.³¹ It will be important for PIDG governance bodies to provide leadership on striking a balance between focussing on women and girls and PIDG's general development and commercial goals – and monitoring requirements.

5.5 PIDG causality framework

The PIDG Monitoring Handbook 2010 presents the PIDG Causality Framework in diagram form (see Annex 3), which schematically illustrates a number of phases in PIDG operations. Potential areas that are relevant to enhancing emphasis on W&G are outlined in Table 1 below.

²⁹ Specifically increasing impact of PIDG projects on W&G is not currently a goal. A first step would be a clear mandate based on consensus from PIDG members on how much emphasis should be placed on reporting on W&G vs. explicit targeting.

³⁰ The PIDG Monitoring Handbook 2010 (Pg. 90) requires the engagement of consultants (local where possible) to gather in situ post-completion monitoring data where secondary sources are considered inadequate. It is not known how frequently this occurs.

³¹ Based on interviews with key PIDG stakeholders done as part of this review.

Table 1: Selected entry points for enhancing emphasis on women and girls, from PIDG Causality Framework

PIDG Causality Framework Header	PIDG Causality Framework Text	With emphasis on W&G
Design of PIDG Strategy	Development role of infrastructure	Development role of infrastructure for male and female citizens
PIDG GC Effects on Facilities	Design of Facility's strategy and programme	Facility's strategy to include gender strategy
Facility Outputs	Projects consider pro-poor and capacity building opportunities	Projects consider pro-poor and capacity building opportunities for men & boys, women and girls
Facility Level Outcomes	People in poor developing countries have access to services	Men & boys, women and girls in poor developing countries have access to services that respond to their needs
Wider Outcomes	Enhanced economic opportunities / employment effects	Enhanced economic opportunities / employment for men and women

5.6 Facilities and their operating principles³²

Key aspects of the facilities in relation to the current study are summarised in more detail in Annex 7. All facilities require some analysis of environmental and social impact and a demonstration of development impact, though there is variation in prescriptiveness of requirements. The operating guidelines, as well as requiring sound financial investments, require a demonstration that investments are aimed at eliminating³³ poverty. None of the Facility operating principles make explicit mention of gender or women and girls. However the operating principles do represent an opportunity for facilities to outline their analysis requirements vis-à-vis potential impact on women and girls.

The facilities have limited scope as an entry point at present due to resource constraints and lack of expertise. However they are at the front line of implementation and therefore are central to the process. It will be critical to ensure that operational guidelines and policies include an awareness of gender issues and a requirement for gender reporting. The PMU and Boards would need to work closely with the facilities to enable any changes to take place successfully.

6 Lessons from PIDG projects

6.1 Review of sample projects

A sample of PIDG projects were reviewed with the following aims:

1. To gain an overview of selected projects and current monitoring
2. To cross-check and identify further entry points
3. To identify current indicators that can be disaggregated
4. Identify areas of impact on women and girls that could/should be measured but have not been measured to date
5. To identify indicators required.

³² As relate to impact on women and girls

³³ Eliminating poverty is the term used in the documents, although poverty reduction might be a more realistic scenario.

For details of review matrix, see Annex 4.

6.2 Sample design

A sample of 16 projects (16%) was selected in response to TOR requirements³⁴ from a total portfolio of 99 active projects using a combination of purposive and random sampling. An initial sample was drawn up and reviewed and refined in collaboration with PMU. Details of sampling procedure and resulting sample are given in Annex 2.

This rapid review is based on Results Monitoring Sheets (RMS) and ESIA's (as available). For a full list of documents reviewed for the sample projects, please see Annex 5. RMSs and ESIA's were selected as those most likely to provide evidence of existing M&E and potential impact on women and girls. The RMSs are the principle monitoring instrument of PIDG projects by PMU. ESIA's provided an early indication of where impacts, both positive and negative, were expected.

Projects were reviewed against a matrix of relevant criteria. Issues which guided the review included:

- Project policy and strategic aims
- Evidence of gender awareness
- Actual and potential measures of impact on W&G

Categorisation of policy and strategic aims acknowledges that only a very small number of projects will be focused on bringing direct benefits to poor people (and/or women and girls). Most benefits will be indirect. Initially projects were classified using categories defined in the policy and operational procedures for EAIF, GuarantCo, InfraCo Africa, InfraCo Asia³⁵. However it became apparent that employment opportunities were insufficiently included in these categories. Therefore a similar categorisation which included an indication of employment opportunities was also used (see Annex 4, row 1 in matrix). This further category, described as "Inclusive" actions, describes broad based actions which will improve conditions and services generally and also may provide short- or long-term employment. Short- or long-term employment is an area that can be disaggregated according to gender. In some projects where impacts are very indirect, employment and/or training for women and girls may be the only area where impacts on women and girls as a specific group can be attributed to the project.

Some projects play an important role in developing an enabling environment. They include broad-based actions which will improve conditions and services more generally. An example of such a project is ALAF, Tanzania, which produces low-cost roofing material. This is not to say that there will be no differentiated impact on men and women, nor that it should not be measured, but this will have implications for the type of indicators to be developed, see Section 8.2.2.

Project documents were reviewed for evidence of whether projects are gender aware; i.e. whether both men and women have been consulted during assessments, whether environmental

³⁴ The TOR for this study asked for a 10-20% sample

³⁵ a) Economic growth that contributes directly or indirectly to poverty elimination and leads to social, environmental or economic benefits for poor people; b) Benefits the population including poor people and pro-actively addresses equity issues and barriers to participation by poor people; c) Promotes social, cultural and economic rights and interests and needs of poor people

management plans recommend on-going measurements of impacts on women and girls (and whether or not they considered gender in the first place), whether female beneficiaries have been estimated, or whether projects have invested in women and girls³⁶.

Project documents were also reviewed to see if there are examples of indicators that measure impact on women and girls, whether there is potential to disaggregate existing indicators and other measures, and whether new indicators are needed to capture potential project impacts on women and girls.

6.3 Review Findings

Table 2 provides a brief summary of main findings across 16 projects. A more comprehensive summary table of findings is in Annex 6. A number of further areas were also looked at. These included availability of secondary data sources, possible entry points for incorporation of measures of impact on W&G, and additional points of relevance.

As provided in the above documents, there is little evidence of impacts on W&G, as has been highlighted in reviews of PIDG.³⁷ This is not to say that impacts have not occurred, only that there has been little or no capture of such impacts.

One project, Chanyanya Pilot Irrigation Project, supported under InfraCo Africa, involves 126 small-scale Zambian farmers all of whom are below the poverty line. 23 per cent of targeted households are female headed. Two TAF grants have been received by this project, totalling \$920,000 to fund technical, environmental and other feasibility studies, establish a new company, support capacity building and purchase some equipment. The ESIA of this project explicitly identifies potential impacts on women and the RMS identifies the number of female-headed households but this project is the exception rather than the norm. Despite demonstrating some gender awareness, the ESIA for Chanyanya does not include the monitoring of impacts on W&G under its Management and Monitoring Plan.

In the majority of projects reviewed, potential project gains by W&G are not identified nor are they measured. However in most of the reviewed projects, current measures can be disaggregated. Aspects such as employment, training and consultation activities could have been recorded by gender without significantly increased expenditure on monitoring.

Table 2: Brief summary of review findings

Review question	No. of projects		Further comments
Are benefits to women & girls included in RMS?	Yes	No	Only one project, Chanyanya Pilot Irrigation Project, Zambia includes benefits to W&G – as % of female-headed households.
	1	15	
Is there potential to disaggregate current indicators	Yes	No	There is potential to estimate the number of male and female beneficiaries in all projects with the
	15	1	

³⁶ Adapted from The Gender Manual. A Practical Guide, DFID 2008.

³⁷ DFID, Multilateral Aid Review of PIDG, DFID, 2011.

DFID, Desk Review of DFID's Private Sector Infrastructure Investment Facilities, March 2008.

InfraCo Asia Design Document Peer Review Meeting Minutes, February 2012.

AusAid, Australian Multilateral Assessment: Private Infrastructure Investment Group March 2012

			possible exception of AP Coastal Roads project. In AP Coastal Roads it is unclear from the documentation reviewed what is meant by the “number of people served” whether this is potential passengers, numbers employed in transport related activities or those living in the area. In all cases, including estimates of beneficiaries below a poverty line, associated assumptions are needed.
Does the project need additional indicators to measure impact on women & girls?	Yes	No	As few measures of impact on W&G are included to date, additional indicators will be needed if impact is to be captured. Examples from the literature are given in Annex 8, specific examples are given in Section 6.3.1 below
	16	0	
Are women & girls identified as a specific group in the ESIA*? *or other project documents, where ESIA were unavailable (see Annex 5 for details). For two projects (AP Coastal Roads: V-K Coast Road-II India or Shiriam Transportation I) no additional documentation was available.	Yes	No	W&Gs are identified as a specific social group in the following projects: i) Chanyanya Pilot Irrigation Project, Zambia (InfraCo AF) ii) Addax Bioenergy, Sierra Leone (EAIF) iii) Kpone Independent Power Project, Ghana (InfraCo AF) For further details – see Annex 6. Celtel Africa Telecoms Project, Uganda (EAIF) – identifies W&G as a specific group in terms of corporate responsibility only, rather than in project development. Some corporate responsibility initiatives are targeted at W&G ESIA were not available to this study for 5 projects ³⁸ i) AP Coastal Roads: V-K Coast Road-II India ³⁹ ; ii) Nairobi Commuter Rail Project, Kenya iii) Rajasthan Power Project, India; iv) Shiriam Transportation I, India ⁴⁰ ; v) Spencon, Uganda/Kenya & Tanzania). In the case of Bugoye Hydro Power Plant an Annual Monitoring Report was available and reviewed 3 other documents were reviewed: a scoping study (for Nairobi Commuter Rail), a Project Memo for Rajasthan Power Plant, a 3 page report for Spencon, Uganda/Kenya & Tanzania. No documents were available for AP Coastal Roads: V-K Coast Road-II India or Shiriam Transportation I, India
	3	11	

6.3.1 The identification of further impacts on women and girls

As noted above, a number of process indicators could easily have recorded results by gender. Examples of possible impacts are given in Table 3 and Table 4 below using information provided in

³⁸ This was mainly due to the projects still being at an early stage, the ESIA being under review, etc. See Annex 5 for details, and for details of the documents that were reviewed instead of an ESIA.

³⁹ ESIA not provided as under review at time of study.

⁴⁰ ESIA was not available as done by co-financier.

ESIAs. Example impacts on W&G and building on impacts identified in the ESIAs are taken from the wider literature.

Table 3: A selection of possible positive impacts on W&G

Project	Facility	Possible +ve impacts	Example impacts on W&G, example indicators (bullet points)
Maldives PPP – Solid Waste Management	DevCo	<ul style="list-style-type: none"> Reduced disease burden 	<p>W&G as primary carers would have their care burden reduced</p> <ul style="list-style-type: none"> Number of males and females who experienced illnesses caused by unsafe waste management Time spent by men, women, boys, girls disposing of trash Time spent by women on caring for HH members Satisfaction of male and female customers with solid waste management, services, convenience, effectiveness, and affordability
Kpone Independent Power Project, Ghana	InfraCo	<ul style="list-style-type: none"> Domestic Power usage⁴¹ Domestic water usage Small business development 	<p>Improved reliability of pumped water supply will result in reduced time spent on storage and collection of water, a task which is the primary responsibility of women</p> <ul style="list-style-type: none"> Time spent by men, women, girls and boys collecting water Small businesses owned by men and women.
Addax Bioenergy (SL) Limited	EAIF	<ul style="list-style-type: none"> Agricultural skill levels Increased farmer income from biomass production 	<p>In this project there are numerous opportunities to identify impacts on women: in training, employment and as producers.</p> <ul style="list-style-type: none"> Training courses attended by men & women, girls & boys Numbers of men & women employed Numbers of male & female headed HHs producing biomass
ALAF Tanzania	EAIF	<ul style="list-style-type: none"> Time spent in roof repairs Longevity (quality) of roof material 	<p>In rural Tanzania, women are largely responsible for cutting and carrying thatching grass and men for laying thatch. Time burdens for women (and for men) are likely to be reduced.</p> <ul style="list-style-type: none"> Satisfaction of male and female customers with services, convenience, effectiveness, and affordability Roof repair time by men & women
Ackruti City Slum Redevelopment	GuarantCo	<ul style="list-style-type: none"> Improved housing Improved access to services and amenities 	<p>There are a number of opportunities to measure impacts on women in this project: in the consultation process, in resettlement processes and in post-resettlement monitoring and rehabilitation</p>

⁴¹ Note: Measures of power usage will only be available on a household basis. Although the number of female-headed households using power can be measured, female-headed households are only one category of women. Water collection is more likely to be a responsibility of women, hence its inclusion together with other “indirect” measures.

			<p>of livelihoods.</p> <ul style="list-style-type: none"> • Satisfaction of male and female customers with services, convenience, effectiveness, and affordability • Numbers of men & women receiving resettlement compensation • Income sources of men & women
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Table 4: A selection of possible negative impacts on W&G

Project	Facility	Possible -ve impacts	Example possible impacts on W&G
AP Coastal Roads: V-K Coast Road-II India	DevCo	<ul style="list-style-type: none"> • HIV/AIDs prevalence 	<p>Due to influx of (mainly) male workers during construction, HIV/AIDs may increase. W&G will be particularly vulnerable both to the disease and in their role as principle carers</p> <ul style="list-style-type: none"> • HIV/AIDs prevalence in men & women
Addax Bioenergy (SL) Limited	EIAF	<ul style="list-style-type: none"> • Loss of productive land 	<p>Compensation will be paid for loss of land. However distribution of compensation within the household will determine impacts on women</p> <ul style="list-style-type: none"> • Numbers of men & women receiving resettlement compensation
Ackruti City Slum Redevelopment	GuarantCo	<ul style="list-style-type: none"> • Resettlement • Loss of ground-based housing & land • Loss of community linkages • Change in land use from mixed-use to residential 	<p>Resettlement and a full Resettlement Action Plan will be done, which should ensure that women are meaningfully consulted and should count number of female-headed households. Women can experience a number of negative impacts, including: loss of ground-based productive space, loss of community linkages for childcare, and the sharing of other domestic duties, and the potential loss of services, amenities and changes that may stem from a change in land use from mixed to residential.</p> <ul style="list-style-type: none"> • Numbers of men & women receiving resettlement compensation
Nairobi Commuter Rail	InfraCo Africa	<ul style="list-style-type: none"> • Resettlement (to be determined) • Transport that does not address their needs 	<p>Positive impacts are possible from this project but careful consultation that includes women and girls should ensure that they are not excluded from system designed to carry workers (often seen as male) from one area to another resulting in schedules and routes that do not best meet W&G's needs.</p> <ul style="list-style-type: none"> • Time spent by males and females travelling to earn an income • Satisfaction of male and female customers with services, convenience, effectiveness, and affordability

Two thirds of the projects reviewed can be described as creating an enabling environment. Actions are intended to promote economic growth, and improve conditions and services generally and do not target any part of the population specifically. In these projects, at a minimum, it would be

expected that employment and training opportunities would be disaggregated to allow outputs to be measured by gender. Employment and training records should be available as part of day-to-day running of the company.

More problematic is the identification of higher level indicators at outcome and impact levels for “enabling” projects. Although indirect impacts on women and girls would be expected, and examples of appropriate indicators for each sector are available from the literature, resource demands in terms of data collection are likely to be high. A possible generic indicator would be “Satisfaction of male and female customers with services, convenience, effectiveness, and affordability”⁴².

In some cases, data may be collected as part of national development plans, for example, Celtel Africa Telecoms. The National Development Plan (at least for Uganda) includes the indicator: Equitable access to affordable and innovative communication services with specific emphasis to rural areas. The source of data against this indicator is the Ministry of Information and Communications Technology’s annual administrative data. As part of the National Development Plan, where this data is collected, it is likely to be disaggregated. However availability of secondary data will vary on a country by country basis.

In cases, such as Maldives PPP – Solid Waste Management where DevCo provides advice to develop a project and eventually closes it with little role thereafter, additional responsibilities would need to be incorporated into DevCo’s remit. Secondary data on disease burdens is likely to be available through local health facilities while some primary data would need to be collected. Consultants would need to be employed to establish baseline data and to collect comparable data after the project is operational.

6.4 Lessons from review of projects

Based on the 16 sample projects and discussions with PIDG stakeholders, little information was made available that could plausibly demonstrate PIDG’s impact on women and girls. As previously mentioned, this is not to suggest that there have not been impacts. Impacts are possible to identify, see Table 3 and Table 4 above, but have not been captured yet. Two ways forward are suggested:

- 1) disaggregation of currently used measures
- 2) the development of project and context specific “new” indicators

Each method presents its own challenges. Both could be successful, if supported by some institutional and policy changes and dedicated M&E resources. This is discussed further below.

7 Indicator development for PIDG

In this section, we briefly review the requirements for indicators in the context of PIDG before discussing disaggregation of currently used indicators and the development of further indicators against the PIDG objectives.

⁴² Even with such a broad indicator, it will not be applicable to all projects, see Section 8.2

7.1 Requirements of PIDG indicators

In the development of appropriate indicators, the question needs to be asked: How will the data be used? For PIDG, data will be collected to demonstrate that projects and programmes are meeting donors' goals of assessing impact on W&G. Additionally results may demonstrate the importance of W&G as services users to other stakeholders (see Section 3.1 above).

From an early identification of challenges in the Section 4.2 above, PIDG indicators should ideally have the following characteristics:

- a) should be useful to both development and private sector partners
- b) should be specific to the M&E needs of different projects or capable of adaptation⁴³
- c) should be simple – be easy to understand and simple to apply
- d) data sources – maximum use should be made of secondary data (to minimize additional resource requirements).
- e) at least some data must be capable of aggregation to higher levels, i.e. allow aggregation across all projects.
- f) results should be communicated in a form that is easily accessible.

A further possible requirement, noted by PIDG, is for donors to compare results across their own portfolios of programmes. This would require a degree of consistency across donor institutions and considerable discussion among donors to agree on common indicators⁴⁴. At this stage in PIDG development, there is concern that this would delay PIDG efforts to move forward on the measuring of impact on W&G. However a final decision should be taken by PIDG following the completion of Study 2: A study of the wider academic (impact related) literature on women and infrastructure – to be let, managed and funded by the IFC.

7.2 Disaggregation of indicators in current use

As highlighted above, two ways forward are suggested – the first involves the disaggregation of indicators in current use by PIDG. Currently the PIDG uses four key proxy indicators to assess direct impact, namely:

1. Private sector investment mobilised for a particular project;
2. Expected number of additional people served and/or expected number of people with improved quality of service, and;
3. Expected fiscal saving for the host government (in terms of up-front fees to Government and subsidies avoided by Government).
4. Expected number of direct jobs created (during both construction and operation)

⁴³ Facilities should use some indicators in common to allow comparison across the PIDG portfolio though Facilities may move at different speeds to incorporate indicators for W&G. In addition some projects may have specific requirements for the M&E of impacts on W&G.

⁴⁴ As suggested by PIDG, use of UK HM Treasury Green Book which include distributional benefit impacts might be a starting point. However this may not fit with donors beyond DFID

From the above, it can be seen that proxy indicator 2 is the area of focus with most potential for measuring direct impact on W&G. Currently the RMSs provide on-going monitoring of the number of people served and this indicator is disaggregated to estimate numbers of people falling below the poverty line according to national estimates. This approach can be adopted for disaggregating numbers of W&G served by the project. Thus the indicator currently used in the RMSs would be refined as follows:

2a. Number of People Served	Predicted No of People	Actual No of People	Additional Information
i. Number of Additional People Served			
ii. Number of People Below Poverty Line			
iii. Number of women & girls served			<i>Assumptions associated with usage by women & girls</i>

Source: Adapted from PIDG RMS

It is imperative that the context-specific assumptions associated with this disaggregation are included, see column relating to "Addition information". The estimate of women and girls served will be a combination of percentages in the relevant population – either national or more specific to the project location, and an assumption on the usage by women and girls.

In relation to assumptions, a suggestion from PMU is that this is in the form of a "ready reckoner" for Facilities to refer to as needed. This would need to be developed, using consultancy resources coordinated centrally and updated on a regular basis.

7.3 Development of new indicators

In the majority of projects there is the potential to develop "new" indicators. A number of example indicators are given in Tables 2 and 3 above.

In general terms, in the measurement of impact (and the monitoring that contributes to it) the following question is asked: *What has been the impact of the project or programme?*

In the development of indicators to measure impact it is worth returning to the overall aims of PIDG investments. As stated in the PIDG Results Monitoring Handbook, 2010:

*The PIDG approach is based on the belief that infrastructure provision enhances economic growth, which in turn positively impacts on poverty reduction. Thus, support for programmes which encourage the private sector to develop an/or finance infrastructure provision in developing countries is essential to increase the level of infrastructure overall, and to directly and indirectly improve the livelihoods of the poor.*⁴⁵

⁴⁵ Livelihoods is used in the sense to mean more than just income but to include all the capabilities and assets (both material and social) that people use to as a means of living. Adapted from DFID, 1998.

Box 1: Objectives of PIDG

1. Enhance provision of sustainable infrastructure services (quality and quantity).
2. Increase numbers of poor people able to access and use infrastructure services.
3. Increase flows of local, regional and international investor capital and expertise to infrastructure.
4. Transfer of skills at a local level and building of domestic capacity to harness private participation in infrastructure for the benefit of the country and especially the poor.
5. Pro-poor economic growth.

Figure 1: Development of monitoring and evaluation questions from PIDG objectives

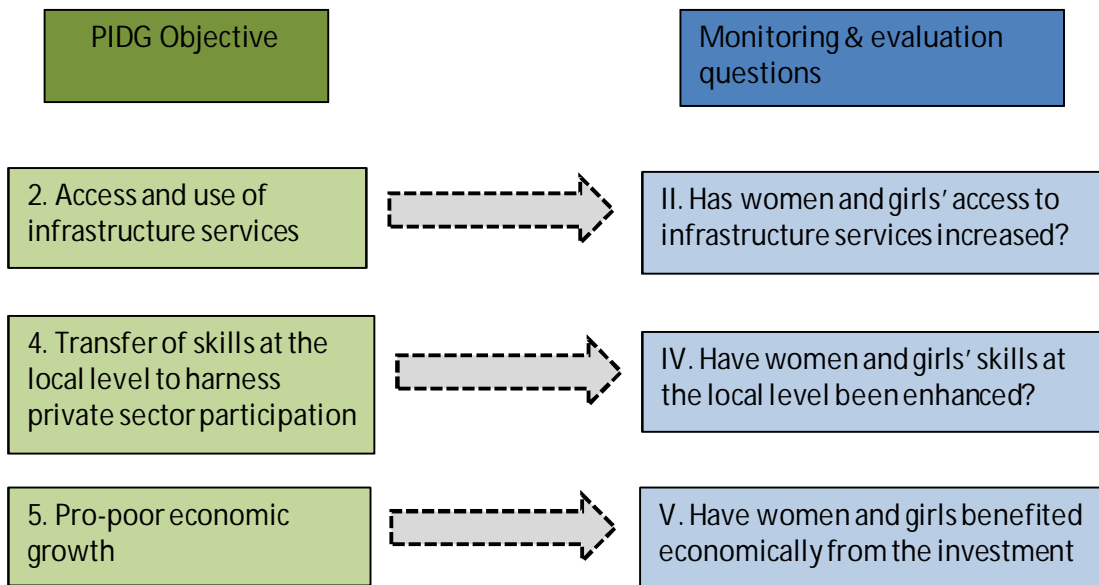


Figure 1 identifies three main areas of impact: access to services, enhancement of skills and economic benefits.⁴⁶ The M&E questions provide the areas where indicator development should be focused. From the RMSs and ESAs it is possible to suggest a number of indicators that would enhance the measurement of impact on W&G. A number of indicators are common across projects. Potential common indicators across the majority of projects reviewed relate to training and employment.

Training is an aspect included in many projects. As for employment (see below) records of training attendance should be disaggregated (*key question IV*). The suggested RMS indicators are as follows:

- a) No. of women & girls who have received training
- b) No. of men & boys who have received training

⁴⁶ See DFID's work with the Nike Foundation on GirlHub. Came up with a strategic vision for women and girls in which 4 pillars are presented – health, education, economic power, violence. This DFID-supported work includes a fourth area: violence against women – this is an important area and may be of particular relevance in post conflict locations. However its measurement is considered to be beyond the current capacities available to PIDG.

Employment is increased across all projects reviewed. Employment indicators can and should be disaggregated by gender using employment records for the company or employment in the locality, where data is available (*key question V*). The suggested RMS indicators are as follows:

- c) No. of additional women employed
- d) No. of additional men employed

Increased access to infrastructure is a critical component of many investments (*key question II*). Data may be available from national statistics. For example, data collected against national poverty reduction plans, and such data may be disaggregated by gender. In other circumstances, such data may not be available and would need to be collected. Suggestions for indicators from the literature by sectors are available in Annex 8. An indicator from the water sector that has been adapted to a generic indicator is given below.

- e) Satisfaction of male customers with service convenience, affordability & effectiveness
- f) Satisfaction of female customers with service convenience, affordability & effectiveness

This indicator will apply to those projects that provide an infrastructure service that is used by the public. It is likely to entail the collection of primary data from a sample of users both male and female. As primary data collection will be required in most circumstances, additional resources (funds, time, expertise) will be required. Time and expertise can be sourced using local consultants and it is recommended that funds are dedicated to M&E, see Section 8.2 below. The findings against this indicator are seen as having benefits to both donors and commercial companies. In the case of the latter, findings would contribute to their market research.

7.3.1 Other indicators

A number of process indicators which allow for relatively straightforward capture, are also highlighted in the ESAs. In most circumstances such data is already collected as part of good management and recording according to gender is unlikely to be resource intensive.

1. Occupational safety: to be recorded for men *and* women.
2. A number of projects likely undertook public consultations, or in the case of projects involving resettlement, possibly even full household census (no Resettlement Plans were reviewed but household surveys are common for those of international standard). These should be disaggregated and reported. If separate consultations were held for women and men, women's concerns should directly feed into the project.

Although these indicators may fail to capture the principle impacts of the investment, they have value in increasing awareness among implementers and, on occasion, may be significant. In Addax Bio-energy, for example, consultation of women should allow the incorporation of women's needs into project design.

8 Options for PIDG

In this section a number of options for the measurement of impact on women and girls within PIDG projects are presented. Option 1 is seen as relatively straightforward to implement but has disadvantages. Option 1 requires little or no institutional change but it should be noted that measured impacts on women and girls are likely to be less detailed, and on occasion, less precise. There is a danger in this approach that the measurement of impacts on W&G are seen as an add-on, with no real change in sensitivity to gender issues or improved targeting of projects. However with regards to requirements listed in Section 7.1 above, it scores highly on c), d) and e).

Option 2 takes a comprehensive approach, and requires considerable commitment and institutional change.

There is a third option which can be described as a “mix and match” option. In this third option, Option 1 would be adopted and PMU, in conjunction with facilities, would identify aspects of Option 2 to implement over time. For example a PIDG gender strategy would be developed and each facility would roll-out elements of Option 2 to match time and resources available.

8.1 Option 1: steps required

Option 1 – the simplest option – involves adjustment of current indicators to include measurement by gender. Steps required are given below.

Steps	Actions	Comments
Step 1	Identify beneficiaries	As in current RMS
Step 2	Identify no. of female beneficiaries	In a similar way as is currently done to disaggregate according to numbers falling below (national) poverty lines and adjust according to estimates of usage by W&G
Step 3	Include assumptions to explain estimation given in Step 2 above	Assumptions & additional information to involve: <ul style="list-style-type: none"> i) Obtain % of females in national population ii) Outline assumptions about use of particular service in terms of percentage of female users⁴⁷ iii) Outline any particular measures (if any) to increase no. of female beneficiaries undertaken as part of project implementation⁴⁸

A worked example for Option 1 is provided in Annex 9 to show how the steps would be calculated with a PIDG project.

⁴⁷ Assumptions may be drawn from a list of assumptions based on regional findings in the literature and updated at regular intervals – a “ready reckoner” as mentioned in Section 7.2.

⁴⁸ Currently it is noted that this is not an aim of PIDG projects. However there may be exceptional circumstances where commercial activities are directed at women and/or girls.

8.1.1 PIDG Logframe

Using the steps above with the PIDG logframe, the following indicators were developed.

Table 5: Disaggregation of current indicator (PIDG LF)

Purpose-level indicator	Disaggregated indicator	Assumptions & comments
Increased availability / improved quality of infrastructure services in poorer developing countries, to an additional 13.07 million people by end 2012	Increased availability / improved quality of infrastructure services in poorer developing countries, to an additional 13.07 million men and women, boys and girls by the end of 2012	Pro-poor economic growth should benefit men and women, boys and girls. It is recognised that not all projects will have equal benefits. However disaggregated benefits should be measured

8.2 Option 2: steps required

Option 2 is comprehensive and requires both institutional change and the development of “new” indicators. Option 2 puts forth a number of institutional and process changes to deal with the constraints identified in Section 4.2 above. It uses the entry points identified in Section 5. These are outlined first, followed by an outline of steps required in indicator development.

1. Business development and strategic direction – Currently the PIDG facilities do not have a Gender Policy nor any specific requirements to address impacts on women and girls. This could be addressed with the development of a standalone Gender Policy for PIDG, and for each of the facilities (including TAF) to incorporate a Gender Policy into Policy & Operations manuals. The Gender Policy would be a good opportunity for the PIDG itself to clarify its aims with regards to gender impacts, and for each of the facilities to set out their own aims, which could be specific to the nature of each facility. The Policies could include general statements of intent as well as specific measures undertaken by the facilities, covering such things as employment, supply chain and consultation. *(Possible entry points: PIDG governance bodies, PIDG facilities)*
2. Training and capacity building – no regular training is offered to PIDG facilities and capacity for analysing impact on W&G from an early stage is limited. Regular training could be offered and materials developed to guide facility managers. This would help address expertise constraints noted in Section 4.2. Training would be aimed at building general awareness and capacity rather than at building expertise. *(Possible entry points: PIDG governance bodies, TAF, PIDG facilities)*
3. Dedicated resources – PIDG currently has no dedicated resources for M&E. The allocation of dedicated resources to M&E, and more specifically the M&E of gender aspects, could be discussed through the PMU or individually through the facilities – or both. This would help address both financial constraints and incentive constraints noted in Section 4.2. It would also help to clarify roles and responsibilities, as well as member priorities. However any such sum may need to be additional, i.e. provided from public funds rather than the private

sector, and the need to maintain low administrative costs needs to be taken into account⁴⁹.
(Possible entry points: PIDG governance bodies, PIDG facilities)

4. Initial review – From the beginning, there could be a requirement on the facilities for a rapid assessment or reflection on the likely impacts on women and girls based on known factors about a project and a sector, including whether or not resettlement would be a factor, how directly the project could be linked to end users, and the known impact of a certain sector on W&G. This could identify any likely negative impacts on W&G, any positive impacts, and any potential opportunities to maximise benefits to women and girls. A checklist could be developed, or an existing one adapted,⁵⁰ to assist with this assessment. Training (see Point 2) would also be helpful. The purpose of this review would be to get facilities thinking about impacts on women and girls in the same way that they are required to do with other development impacts (Possible entry points: PIDG governing bodies, PIDG facilities)
5. Project appraisal – the TOR for the ESIA's should be required to contain a Gender Action Plan (GAP) to identify positive and negative impacts on W&G and to identify areas for monitoring within environmental and social management plans. They could potentially also be a source of baseline information, where this is available. (Possible entry points: TAF, project reports, PIDG facilities)
6. Negotiations – any of the information collected as part of project review and appraisal could be used to identify adjustments that can maximise benefits to W&G. The scope for doing this is greater for project development facilities, with less scope for project financing facilities. Specific requirements could also be implemented, for example: the need for public notification to take place using channels accessible to W&G and the need for consultation processes to be gender segregated to give women equal opportunity to speak freely. These specific measures could also be outlined in the Gender Policies (see Point 1 above). (Possible entry points: PIDG governance bodies, PIDG facilities)
7. Board review and approval – the Boards will have a central role in ensuring that the ESIA's consider effects on W&G and contain a specific GAP, in ensuring no significant negative impacts on W&G that cannot be mitigated and look particularly favourably on those projects that can demonstrate benefits to W&G and/or include female staff. (Entry points: PIDG governance bodies, PIDG facilities)
8. Evaluation – Each of the PIDG Facilities undergoes an independent review every three years. TORs of independent evaluators could include the specific requirement to evaluate impact on W&G. (Entry points: PIDG facilities)

⁴⁹ Current best practice for donor-supported development initiatives suggest a 3 to 5 per cent spend on monitoring and evaluation. See for example: Monitoring and Evaluation for Business Environmental Reform: A Handbook for Practitioners. 2008, prepared by the IFC Advisory Services BEE Business Line in Association with GTZ and DFID. The World Bank Group. in more experimental projects or more “substantive” (not explained) recommends this rule of thumb to be nearer 10% of project costs. Using a lower figure of 3 per cent, calculated as a percentage of public money invested, on the current portfolio of 77 PIDG projects that have been financially closed (as on 31 December 2011), this would be approximately \$15 million with an average of \$0.2million per PIDG project.

⁵⁰ For example: the work of the CDC and the tools in the IFC/GRI report: Embedding Gender in Sustainability Reporting, 2009

9. Closing – at the point of project completion, lessons relating to W&G could be identified, collected and shared. Impact on W&G is frequently context specific. However this could be helpful in beginning to identify the best context for success, and more difficult challenges. *(Entry points: PIDG governance bodies, PIDG facilities)*
10. Client country – Gender and infrastructure is often a “hard sell” to commercial partners and in client countries; decision-makers often lack gender awareness. In this respect, PIDG projects have a role to play in showing “leadership”⁵¹ – demonstrating through the provision of evidence that women and girls, as well as men and boys, will realise development impacts from projects. *(Entry points: PIDG governance bodies, especially donors)*

Option 2 Steps for project indicator development are summarised below.

	Steps	Actions	Comments
As for Option 1	Step 1	Identify beneficiaries	As in current RMS
	Step 2	Identify no. of female beneficiaries	In a similar way as is currently done to disaggregate according to numbers falling below (national) poverty lines and adjust according to numbers of W&G users
	Step 3	Include assumptions to explain estimation given in Step 2 above	Assumptions are likely to involve: iv) Obtain % of females in national population v) Outline assumptions about use of particular service in terms of percentage of female users vi) Outline any particular measures (if any) to increase no. of female beneficiaries undertaken as part of project implementation
	Step 4	Add further indicators relating to training, employment and consultation disaggregated by gender	See Section 7.3 above
	Step 5	Identify suitable indicator for measuring service use* by men & boys, women & girls	See Section 7.3 for suggested indicators
	Step 6	Identify data sources for indicators	This is likely to be a combination of secondary and primary data collection

⁵¹ Leadership here does not imply a particular level of skills or knowledge – more it shows a commitment to see potential impacts on women and girls as an area of developmental and commercial importance that can be demonstrated through awareness and measurement

	Step 7	If data collection is assessed as too resource-intensive ⁵² , revise	For suggestions of further indicators from the literature, see Annex 8
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*See Section 8.2.2 for further discussion on "service use"

8.2.1 Implications for PIDG from Option 1

It is likely that at least some of the steps of Option 1 will need to be implemented, given comments from past reviews, donor priorities and to maintain PIDG's status as an innovative impact investor. The implications of implementing Option 1 include:

- It emphasises reporting more than process and is on its own unlikely to lead to actual improvements in impact.
- There is a danger that it will be viewed as an inconvenient add-on rather than as a potentially helpful tool for reflection and analysis. This could be mitigated through greater support to facility managers and more training and skills-building on infrastructure issues as they affect women and girls specifically.
- To be done well, it requires specialist expertise and skills, as evidenced by the fact that previous attempts at measuring were not successful; there are some resource implications in terms of the need for help from a gender specialist to assess, monitor and report on impact⁵³.
- It may face questions of the validity of data, particularly where estimates are made using secondary data.
- It would require a change in the PIDG logframe and may require some changes to contracts to include the obligation to collect and provide more data.

Overall, Option 1 requires few changes to reporting and ways of working. Demands on resources are fairly minimal. Option 1 may meet short-term requirements to show results for women and girls and it may raise some awareness on gender issues. However it is unlikely to embed heightened gender awareness across facilities.

8.2.2 Implications for PIDG from Option 2

Option 2 is a wide-ranging option (or set of options) with correspondingly wide-ranging implications. They depend foremost on at least some level of support at all levels of PIDG. Getting consensus and moving forward, particularly where policy or contractual changes are required, may be a challenge. This study included discussions with a number of PIDG stakeholders and found that views ranged from opposed to this initiative through to a practical view that something needs to be done to satisfy donors to very supportive and enthusiastic about the possibilities. One of the stakeholders will need to take the lead and provide strategic guidance and practical support. This will likely need to come via the PMU, which will require additional resources, both to draft and implement changes, and to provide on-going support in the form of training, analysis of projects and information and data

⁵² As a guide resource intensiveness would be assessed against a 3-5% of project spend on M&E

⁵³ This will be particularly so in developing assumptions associated with disaggregation. One option is the use of a checklist developed per region using figures from the research literature and updated on a regular basis. To develop this, some information may come out of Study 2 but it is likely to require specialist personnel to develop.

collection. A number of strategic decisions need to be made, not least of which will be an implementation plan.

PIDG is often praised for its lean management and ability to be flexible and operate with minimal bureaucracy. Some of the points raised above will have an impact on this. However it would be difficult to respond to criticism without directly involving projects and facilities. This study has sought to remain practical and to focus on what could be done to support facilities through PIDG governance bodies and through TAF.

The implications of Option 2 include:

- To embed gender awareness across facilities, their governing bodies and partners will require considerable policy change and to avoid “policy evaporation” will require on-going support. The obvious coordinator of such change is the PMU. However additional resources in terms of personnel and funds are likely to be required. To be done well, it requires specialist expertise and skills, as evidenced by the fact that previous attempts at measuring were not successful; there are some resource implications. Grants from TAF are likely to play a role, but further resources allocated to M&E are likely to be needed.
- Additional persuasion, skills enhancement (in gender and in data collection) and changes to documents will be required.
- Additional measures of impact are required. Even where a generic indicator “Satisfaction of male and female customers with service convenience, affordability & effectiveness” is adopted, this will entail additional data to be collected. Following the principles of best practice in development while maintaining commercial viability, such funds would need to be provided by donor partners. Although primarily driven by donor requirements, the collection of such data would benefit companies through the provision of market research findings and contributions to the growing role of impact investing.
- For simplicity and ease of identification a generic indicator should be considered first. And the “satisfaction” indicator will fit some circumstances, even where a project is seen as a generation project. However PIDG projects are varied in nature and one size is unlikely to fit all. Energy generation projects may sell to a national or local grid. In these circumstances, the service provided by the grid would be expected to improve and satisfaction of customers would remain a valid developmental measure, though market research considerations may be of less value to the generation company. Where products such as cement or iron sheets are bought and used by households or individuals, satisfaction can be measured before and after production. Where users can be identified they can be disaggregated by gender.
- In some projects, people served by investments are not straightforward to identify. An example from the selection reviewed in this study would be SPA Magreb Tubes, Algeria where tubes are sold to further companies for use. As stated in the RMS for this project, “In the absence of a blueprint to follow, as of June 2011, EAIF in collaboration with the PIDG Dev Advisor, was still to agree an appropriate calculation for “numbers” served”. Where those served cannot be identified, then disaggregated employment or in training should be measured as a minimum.

- As for Option 1, questions of the validity of data, particularly where estimates are made using secondary data.
- As for Option 1 change in the PIDG logframe will require changes to contracts to include the obligation to collect and provide more data.

8.3 Rapid screening / communication of results: the use of “Traffic Lights”?

The two options presented above were selected and elaborated because they respond directly to PIDG’s need to both better understand and quantify impacts on women and girls. However there are other options. One possibility which was explored was the “Traffic Lights” approach (also called Red, Amber, Green (RAG) ratings) where green might be used to indicate strong positive impact, amber for neutral impact and red for negative impact. This was considered but, at this time, is assessed as less suitable to meet the requirements of PIDG. Traffic light ratings are generally used for performance monitoring or screening rather than impact monitoring and reporting. As is suggested in this study, PIDG needs to be working towards a system where potential impacts on women and girls are understood and identified throughout the project cycle.

It may be helpful to develop a traffic lights system to screen PIDG projects and use as a quick reference - to rapidly screen for negative and positive potential impact on women and girls⁵⁴, and as an aid in communication to a range of PIDG stakeholders. However as a meaningful measure of actual impact, the system would need to be based on clear data and assumptions. It is expected that a second study referred to in Section 1 will go some way in providing further information on which to base assumptions relating to the use of services by women and girls.

An example of use as a rapid screening and communication tool is provided in Annex 10. Three criteria are used to highlight whether : i) W&G are identified as specific group with differentiated needs & potential outcomes, ii) there are results for W&G documented in RMSs and iii) measurable positive impacts can be demonstrated by a project. Under these criteria, all projects reviewed would be rated red. However it should be noted that the ratings refer to measured rather than *actual* impacts.

⁵⁴ They could, of course, also be used as a screening process looking at all development impacts

9 Conclusions and recommendations

PIDG is a leading impact investor providing practical examples of collaboration between public sector donors and private companies to create development opportunities in poorer countries. To respond to evaluation findings and to maintain its lead position, it will be important for PIDG to demonstrate impact on poorer sectors of society and on women and girls.

A number of options are outlined above which are seen as achievable and practical. The overall aim is to introduce a greater focus on women and girls, while maintaining PIDG's strengths. We recommend a number of ways forward at both at the operational level and at the governance level.

1. The incorporation of measures of impact on women and girls should be viewed as the beginning of a process. It is recommended that PIDG, through the PMU, draws up a gender policy document for discussion among stakeholders, drawing on external expertise as necessary. The overall policy should be developed to include an action plan - mapping out those areas that require change over an 18 month time period. For areas of suggested focus, see Section 8.2 in particular.
2. Areas of change should be supported by expertise enhancement with the aim of supporting decision makers to balance the gender and development requirements of donors with overall commercial objectives. It is suggested that it be made explicit that interventions that are likely to bring positive benefits to women and girls will be looked upon favourably, and that decision-makers are supported with the skills required to make decisions vis-à-vis gender.
3. Following the development of gender policies, a number of areas where relatively quick "gains" are likely should be initiated. An early entry point is seen as the incorporation of the requirement to identify and analyse potential impacts on women and girls, men and boys within the TOR for ESIA's. Where impacts are identifiable, these should be included in the ESIA management plans, as stated in the ToR.
4. PIDG PMU and other PIDG stakeholders will need to decide how ambitious they want to be regarding the inclusion of disaggregated indicators in the RMS. Least ambitious but also least precise is the incorporation of disaggregation of the current measure: number of additional people served, disaggregated according to women and girls, men and boys (Option 1 in the text above). The next level of ambition is to disaggregate current measures but also to include a generic indicator – the one suggested is levels of service satisfaction – disaggregated by gender. This will require additional data collection but is seen as having both developmental- and market-orientated gains. A third level of ambition is to pick up on areas highlighted in the ESIA's to include project- and context-specific indicators. The recommendation of this study is to incorporate disaggregated indicators as far as possible within on-going projects with the intention of including a "satisfaction" indicators and/or project-specific indicators in new projects.
5. It is suggested that to support best practice in PIDG projects, donors allocate 3 to 5 per cent of grant funds to M&E activities. This should be additional to those donor funds required to

support project development. To support skill enhancement in gender- and development-related issues, opportunities to refine TAF policy and mobilise TAF grants should be maximised.

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Annex 1: Context – Gender equality and contribution to growth and development effectiveness

Gender equality is no longer just an additional consideration in development. It is now recognised as a vital component in alleviating poverty and achieving sustainable economic growth. The rationale for the comprehensive inclusion of women and girls in development is clear. A country's economic growth is undermined by failing to invest in the capabilities of, and capitalise on, the potential of half the population. *Figure 2* demonstrates the strong correlation between gender equality and economic development.

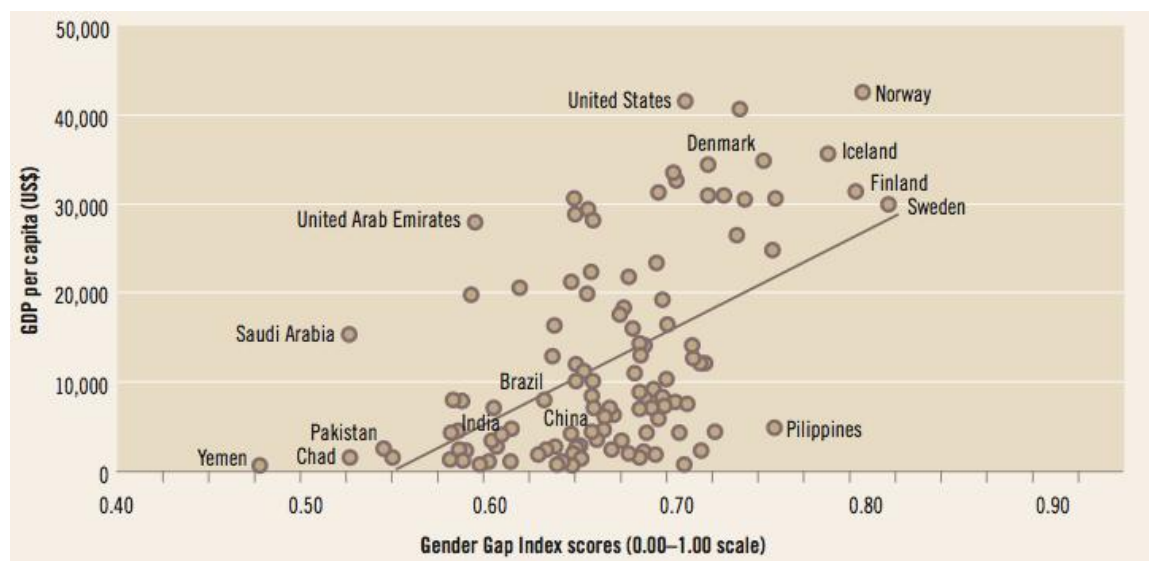


Figure 2: World Economic Forum 2005, Women's Empowerment: Measuring the Global Gender Gap

However, women are systematically under-invested in across the developing world - girls have lower access to education (for example there are 95 girls for every 100 boys in secondary school in the developing world).⁵⁵ Women are less able to capitalise on their human capital, with less access to labour markets, and lower earnings than men in similar jobs.⁵⁶ Women have less access to credit and financial instruments.⁵⁷ This under-utilisation of half the labour force is inefficient and inequitable. The returns to investment in women and girls are high for a myriad of other reasons too. Doing so can lead to reductions in maternal and child mortality, better-educated and healthier children, higher participation in governance, and better and more sustainable use of natural resources. These have well-established links to economic growth, as well as being direct development aims in themselves.

The mainstreaming of gender equality into development

⁵⁵ UNDP 2008 –

http://www.undp.org/content/undp/en/home/mdgoverview/mdg_goals/mdg3/where_do_we_stand.html

⁵⁶ Duflo, E (2005), *Gender Equality in Development*

⁵⁷ A study of farm credit found African women's share of loans was just 10%: FAO report (2009) – FAO's programme for gender equality in agriculture and rural development

The concept of mainstreaming gender into development has its roots in the Fourth Conference on Women in Beijing in 1995, and has since been widely endorsed by many international organisations including the World Bank, UNDP and international aid agencies worldwide. MDG 3 reaffirmed the commitment to gender equality in the development agenda, aiming eliminate aspects of gender disparities by 2015.

In 2007 the World Bank launched a \$63m initiative - the Gender Action Plan – to improve economic opportunity for women, and accelerate implementation of MDG 3. The World Economic Forum has emphasised in their 2011 report on measuring gender gaps the economic disadvantage of countries that do not capitalise fully on half of their population. It is becoming increasingly best practice for development projects to either focus specifically on promoting economic opportunities for women (for example, microfinance initiatives focusing on loans to women), or ensuring that full gender analysis is undertaken in programme design, implementation and evaluation.

The effect of infrastructure on gender equality

Infrastructure is an important component of poverty reduction, and a vital ingredient for the flourishing of private sector development. It makes good sense that women should share in the benefits that infrastructure brings. Moreover, there are reasons that the returns to women's and girl's access to infrastructure are high, increasing both their capabilities and opportunities.

Women are most likely to bear the burdens of time and energy intensive activities for the household economy.⁵⁸ For example, women in sub-Saharan Africa are principle gatherers of fuel and water for the household, and are almost exclusively responsible for raising children. In some parts of Africa, women and young girls spend 8 hours a day collecting water.⁵⁹ Labour saving infrastructure such as improved water access, better transport routes and improved energy infrastructure can increase the productivity of women in the household, increase the amount of the time they have to spend on other competing demands, as well as improving health conditions.

Women are also responsible for a significant amount of income generation and production, particularly in energy and time intensive agricultural production. For example, women account for about 70% of agricultural production in Africa and 50% of the agricultural labour force in Asia.⁶⁰ Labour saving infrastructure in such contexts have obvious benefits for women. Improving transport infrastructure also improves access to labour markets in general, as well as product markets, land markets and financial markets.⁶¹

There is evidence that women are at higher risk of climate related problems than men; irrigation schemes may help to offset the effects of increased climate volatility.

Infrastructure then can increase agricultural productivity, facilitate employment, saves time which can be used for other productive activities, and increases access to markets.

As well as increasing the direct productivity of women as a factor of production, infrastructure also brings 'indirect' benefits, such as through health, basic needs and education. Girls, who are less likely to travel longer distances to school can benefit from more proximate school buildings and transport to schools. Modern lighting can allow children to study at home at night. Girls are also often pulled out of school to help in domestic chores that are often transport related. Safe water and access to healthcare can reduce child and maternal mortality.

⁵⁸ As discussed in Gender, Time Use, and Poverty in Sub-Saharan Africa (2006) World Bank working paper

⁵⁹ World Bank Technical Note: Gender issues in rural travel and transport

⁶⁰ FAO - <http://www.fao.org/docrep/X0198E/x0198e02.htm>

⁶¹ Gender Equality as Smart Economics: A World Bank Group Gender Action Plan (Fiscal years 2007–10)

Aspects of gender equality to be considered in infrastructure projects

Research has challenged the commonly held assumption that infrastructure projects are gender neutral. Instead, there is differentiated access to use of and control over infrastructure facilities and services by men and women, linked to inequalities in intra-household relations, property rights and cultural restrictions (Doran 1990). Bryceson and Howe (1993) point out that attention needs to be paid to household's internal decisions over control and access to infrastructure.

More recently, the Gender and Infrastructure Workshop for the Africa Region (2011) highlight 5 differences between men and women with respect to development, maintenance, access to and use of infrastructure:^{62, 63}

- Differences of needs for the type and location of physical infrastructure;
- Differences in priorities for infrastructure services;
- Unequal opportunities to participate in decision making on the choice of infrastructure services, both within the households and within the communities;
- Unequal opportunities to participate in the design and implementation of infrastructure programs and in the delivery of services; and
- Significant disparities in access to infrastructure services.

Neglecting these differences may lead to unintended consequences. For example, a World Bank programme to support non-motorised transport in Ghana aimed to mitigate the increasing costs of public transport due to privatization. However, negative attitudes towards women making use of bicycles presented differential access according to gender.⁶⁴

In another example, the Feeder Road Programme in Mozambique consistently failed to achieve its target of at least 25% participation of women in the road construction and maintenance programme. Investigation found that men controlled the recruitment process, there was a lack of women in supervisory roles, and work involved staying in camps with few facilities and far from healthcare facilities.^{65, 66}

In sum there are strong and self-reinforcing economic arguments to ensure that women are explicit beneficiaries of development programmes, and the argument is no less strong in infrastructure. Due to the nature of social and cultural contexts, infrastructure projects are not guaranteed to be gender neutral, and projects should take explicit account of gender in the design, implementation and evaluation of projects.

⁶² Gender and Infrastructure Workshop for the Africa Region (2011). A Collaborative Initiative of the Multilateral Development Banks Gender Working Group.

⁶³ For information on how to integrate gender into project design and implementation, see the AfDB Checklist for mainstreaming gender into the infrastructure sector.

⁶⁴ Amponsah et al. 1997

⁶⁵ Baden 1997, citing Forum Mulher 1996

⁶⁶ Another example of unintended negative consequences of failing to take gender into account in infrastructure project is the Jahally Pachar Project in the Gambia, agricultural land that had been traditionally in the control of women came into the control of men after being newly irrigated. See Dey (1990) or Carney (1988) for further details.

Annex 2: Sample selection process for review projects

In summary, the selection process used a combination of purposive and random sampling methods. The resulting sample is not intended to be statistically representative but provides:

- at least one example from each facility,
- includes examples where end users have been identified and those where they have not,
- is broadly representative across sectors, regions and DAC country classifications
- includes one very large project in terms of Total PSI Commitment (Predicted) and eight projects that are larger than average
- includes two examples from the "Industrial Infrastructure" sector⁶⁷.

The following describes the steps undertaken to produce a sample of 16 projects for review and testing under study entitle: Impact on Women & Girls from PIDG Supported Projects.

1. A list of 141 projects was provided by PIDG PMU. Projects identified as "Cancelled", "No PSI generated", "Dormant / stalled" or "Recalled / compliant" were removed. 42 projects fell under this category leaving a project list of 99 projects. This list of 99 projects was used for the following operations.
2. Projects where number of beneficiaries was greater than 0 and where the number of beneficiaries was disaggregated to estimate numbers "Below Poverty Line (Predicted)" were identified. 24 projects fell into this category. This category formed a purposively selected category from which approximately eight projects (50%) were to be selected. From within this category of 24 projects, eight projects were selected randomly (using a random number generator).
3. As only one project is listed as falling under Infraco Asia, this project was also purposively selected.
4. The resulting selection of nine projects was then reviewed to assess whether the projects generated broadly represented the proportions for each sector found within the portfolio of 99 projects. The sample of purposively selected projects was found to over-represent the energy generation/T&D sector and one project was removed. The number of additional projects to make up a broadly representative sample for each sector was then calculated and projects selected to result in a representative sample by sector. Project IV_ID 994 under the Water, Sewerage and Sanitation sector was purposively selected as a project that included an estimate of number of beneficiaries disaggregated by poverty. Project IV_ID 942 under the Transport sector was purposively selected for similar reasons. Projects under other sectors were randomly selected.
5. The resulting sample of 16 projects was then assessed for representativeness by facility. Assessment showed that EIAF facility was over-represented and, as Kenya was also over-represented, one project from EIAF (Kenya) was removed. The assessment also revealed that Guarantco was under-represented. One project was added, selected at random.

• ⁶⁷ This is 6% as compared to 9% in the overall portfolio of 99 projects

6. The sample was then checked for representativeness against DAC country category. The category "Upper Middle Income Country" was found to be over-represented and the sample was adjusted accordingly.
7. The sample was then assessed to ensure at least some projects of larger PSI contributions were included.
8. The sample was then sent to PIDG PMU who suggested a small increase in projects (one project) from InfraCo Africa and an equivalent reduction from DevCo - InfraCo Africa projects being more likely to provide data useful for the current study. This was completed. In addition, the PMU also felt that it would not be very useful to review 3 Celtel/Zain projects as these have changed ownership several times in the last few years, so it will be impossible to get the requested (ESIA) documentation from the new owners (Bharti Telecom) and because going forward, the PIDG portfolio is seeing a rapid decline in mobile telecoms projects, due to declining additionality. Hence, another industrial infrastructure project (difficult sector re: gender disaggregation) and hydro-power (growing area of the PIDG portfolio) – both EAIF projects, were suggested and replaced, see Table 1 below.
9. The draft final selection of 16 projects was then assessed as having the following characteristics:

Facility	No of projects selected (% of sample)
Guarantco	3 (19%)
EAIF	5 (31%)
Devco	4 (25%)
Infraco Africa	3 (19%)
Infraco Asia	1 (6%)

Note: Infraco is purposively over-represented at 25% of sample, as compared with 12% in portfolio

Sector	No of projects selected (% of sample)
Energy Generation/T&D	5 (31%)
Telecoms	1 (6%)
Water, Sewerage and Sanitation	3 (19%)
Transport	2 (12%)
Housing	1 (6%)

DAC country classification	No of projects selected (% of sample)
Least Developed Country	7 (44%)
Lower Middle Income Country	7 (44%)
Upper Middle Income Country	2 (12%)

Average Total PSI Commitment (Predicted) in above sample: 248.26 (Median 212.5)
 Average PSI Commitment (Predicted) in portfolio of 99 projects: 200.0 (Median 100)

Table 6: Final selection

Project	DAC	Country	Region	Facility Name	Year	Total PSI Commitment (Predicted)	Status*	Sector	Additional People Served (Predicted)
Spenco, Uganda/Kenya & Tanzania	Least / Other Low Income (Multiple Countries)	Multiple Countries (SSA)	Africa	Guarantco	2010	225.00	1	MultiSector	0
Addax Bioenergy (SL) Limited ("Addax"), Sierra Leone	Least Developed Country	Sierra Leone	Africa	EaIF	2011	329.20	1	Energy Generation/T&D	2,103,000
Celtel Africa Telecoms Project – Uganda	Least Developed Country	Uganda	Africa	EaIF	2007	98.60	1	Telecoms	550,000
Chanyanya Irrigation, Zambia	Least Developed Country	Zambia	Africa	Infraco Africa	2006	27.50	2	Agri-Business	0
Kosovo KEK (29107)	Lower Middle Income Country	Kosovo	ECA	Devco	2010	200.00	2	Energy Generation/T&D	1,500,000
Kpone Independent Power Project, Ghana	Lower Middle Income Country	Ghana	Africa	Infraco Africa	2005	450.00	1	Energy Generation/T&D	1,500,000
Rajasthan Power Project, India	Lower Middle Income Country	India	SA	Infraco Asia	2011	330.00	2	Energy Generation/T&D	0
Ackruti City Ltd Slum Redevelopment, India	Lower Middle Income Country	India	SA	Guarantco	2009	1,200.00	1	Housing	150,000
AP Coastal Roads: V-K Coast Road-II, India (27504)	Lower Middle Income Country	India	SA	Devco	2008	80.00	2	Transport - Roads	500,000
New Cairo Wastewater Project, Egypt (552647)	Lower Middle Income Country	Egypt	MENA	Devco	2007	120.00	1	Water, Sewerage and Sanitation	1,000,000
Nairobi Commuter Rail Project, Kenya	Other Low Income Country	Kenya	Africa	Infraco Africa	2009	322.00	2	Transport - Rail	2,800,000
SPA Maghreb Tubes	Upper Middle Income Country	Algeria	MENA	EaIF	2009	24.00	1	Industrial Infrastructure	0
Maldives PPP - Solid Waste	Upper Middle Income	Maldives	SA	Devco	2009	60.00	1	Water,	96,000

Management (#28082)	Country							Sewerage and Sanitation	
Shriram Transportation I, India	Lower Middle Income Country	India	SA	Guarantco	2008	420.00	1	Transport - Roads	64,000
Alaf Tanzania	Least Developed Country	Tanzania	Africa	EAIF	2010	35.00	1	Industrial Infrastructure	1,225,000.00
Bugoye Hydro Power Plant	Least Developed Country	Uganda	Africa	EAIF	2008	50.92	1	Energy Generation/T&D	983,923.00

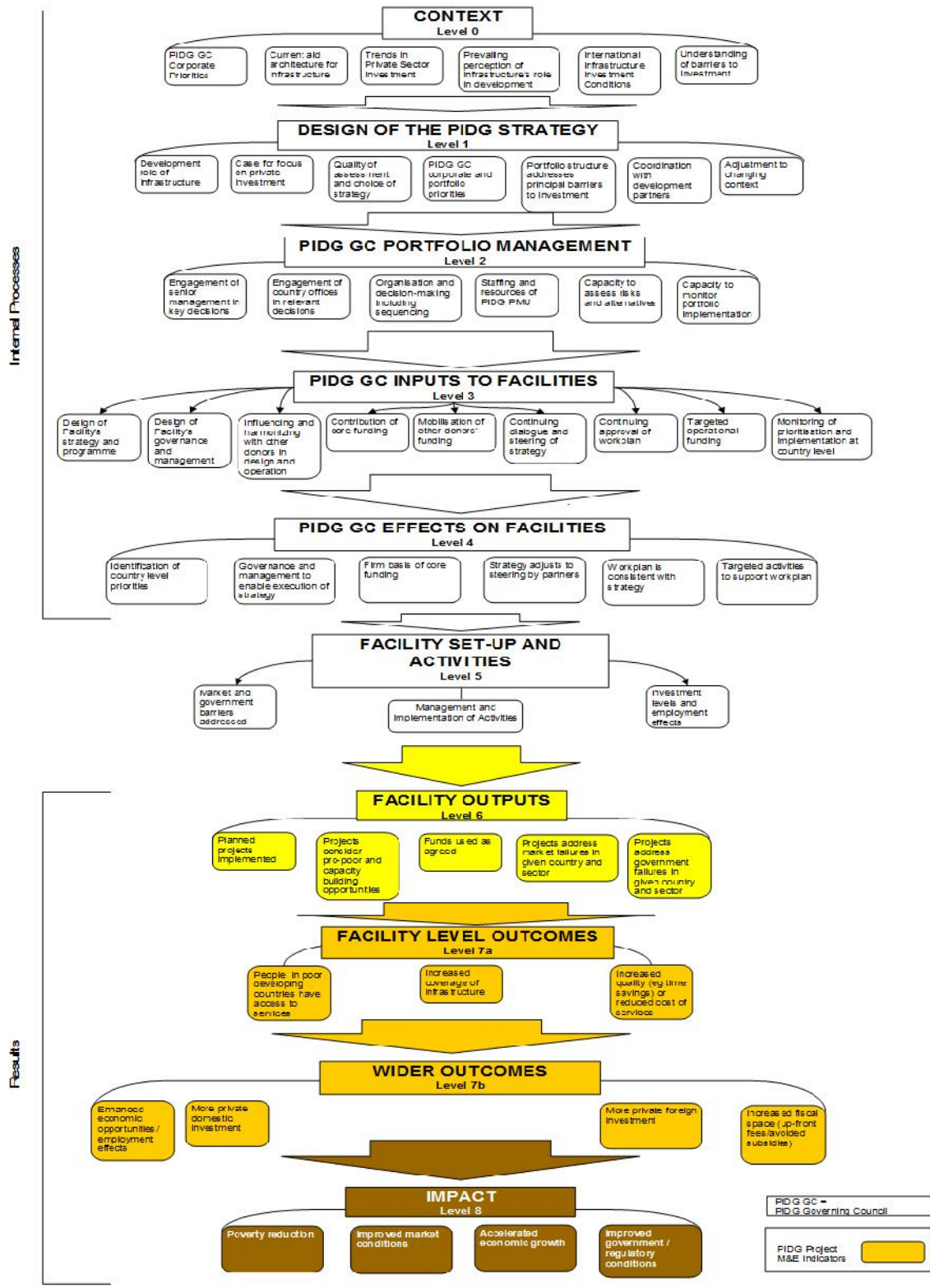
*Project status:

- 1: Project sold/ Loan guaranteed or mandate signed
- 2: Under Active Development
- 3: Loan or guarantee redeemed

∞ Note: the text for Ackruti City Ltd Slum Redevelopment, India states the following:

"Slum redevelopment scheme in which ACL, in partnership with slum dwellers (through a community led housing association), will resettle slum dwellers into high rise buildings on the slum site, freeing up land, which will be shared between the municipal/state authorities and the commercial developer. The project consists of a large slum redevelopment project at Wadala, Mumbai involving an estimated 30,000 families.

Annex 3: PIDG Causality Framework



[Source: PIDG Results Monitoring Handbook, August 2010]

Annex 4: Project Review Matrix

Matrix – checklist for individual projects

Project name:

Project IV_ID:

Country:

Region:

DAC classification: LDC/LMI/UMI

Facility: GuarantCo, EAIF, InfraCo Africa, InfraCo, DevCo

Sector:

Year approved:

Size as defined by Total PSI committed: Small (<100), medium (100 – 350) Large (>350)

Date RMS completed:

Reviewer:

	Project Proposals, LF & M&E sheets	
1.	Which of the following is the predominant means by which the project addresses the elimination of poverty: i) Enabling actions, ii) Inclusive, iii) Inclusive & equitable, iv) Focused ¹	<i>Choose 1 category and add short explanation for choice</i>
2.	Which of the following does the project address (intend to address) ² : A. Economic growth that contributes directly or indirectly to poverty elimination and leads to social, environmental or economic benefits for poor people B. Benefits the population including poor people and pro-actively addresses equity issues and barriers to participation by poor people C. Promotes social, cultural and economic rights and interests and needs of poor people D. None of the above	<i>Choose 1 or more categories A to D</i>
3.	Who are the community or citizen beneficiaries (other than private sector implementers) identified (direct or indirect?) in RMS/project proposal ³	<i>List beneficiaries identified in documents. In RMS:</i>
4.	Are beneficiaries identified included in logical framework/RMS? ³	<i>Yes /No List named beneficiaries</i>

5.	Are women & girls specifically mentioned as beneficiaries ⁴	<i>Yes /No – describe</i>
6.	Are women and girls included in logframe/RMS? ⁴	<i>Yes/ No – describe</i>
7.	In the reviewer's assessment what will be the benefits to women & girls from project/RMS? ⁵	<i>Expand as necessary, using literature references if possible</i>
8.	In the reviewer's assessment are there any areas of negative impact on women & girls from project? ⁵	<i>Expand as necessary, using literature references if possible</i>
9.	Is there potential to disaggregate current indicators	<i>Yes/no – give reason.</i>
10.	Does the project need additional indicators to look at impact on women & girls	<i>Yes/no – give explanation</i>
11.	Suggested indicators (maximum 5) that could be used at Purpose or Output level	
12.	Possible data sources ⁶	
	ESIAs	
13.	Are women & girls mentioned as specific group?	<i>Yes/no – how?</i>
14.	How are impacts on women and girls seen	<ul style="list-style-type: none"> a. +ve b. -ve c. Indeterminate d. Other <i>List impacts on women & girls identified</i>
15.	Is there a recommendation to monitor impact on women & girls	<i>Yes/no – give details</i>
16.	Is there any evidence in project documents that monitoring of ESIA-identified impacts on women & girls has been undertaken	<i>Yes/no – if yes give evidence</i>
17.	Can any indicators be developed from areas of interest/concern included in ESIA –	<i>Yes/no - give examples of a maximum of 3 indicators for women & girls that could be developed from areas of interest or concern identified in ESIA</i>
18.	In the opinion of the reviewer, what impacts would the project expect to have on women & girls.	
19.	Any other entry points that should be considered?	<i>Describe</i>
20.	Additional observations (if any)	

1. ¹ Enabling actions: - actions which are necessary to establish or strengthen the preconditions for poverty reduction and elimination. Broad based actions which will improve conditions and services generally

2. Inclusive: Broad based actions which will improve conditions and services generally and also may provide short- or long-term employment
3. Inclusive and equitable: Broad based actions which will improve conditions and services generally and also addresses issues of equity and barriers to participation by poor people and/or women
4. Focused: Actions which will bring benefits predominantly to poor people and/or women and specifically improve their conditions and remove barriers to their participation.

² The policy & operational procedures for EAIF, GuarantCo, InfraCo Africa, InfraCo Asia include an annex and expect the project to submit “a short submission” that assess contribution to A, B or C. The project may contribute to more than one category.

³ If beneficiaries can be identified, then it is likely that an indicator to measure their benefits can be identified. If Indicator to measure citizen or community benefits can be identified, then likely it can be disaggregated.

⁴ If women & girls are mentioned then this is an obvious entry point

⁵ May provide some areas where indicators need to be developed

⁶ The section in the RMS that deals with “Alignment with National Development Plans” may indicate some sources of data but others may need to be proposed.

Annex 5: Selected PIDG Documents Consulted

AusAid Multilateral Assessment of PIDG, 2012

DFID Multilateral Aid Review of PIDG, 2011

DevCo Operating Principles 2006

EAIF Investment Policy 2005

GuarantCo Guarantee Policy and Operational Guidelines 2006

InfraCo Africa Operating Policies and Procedures 2007

InfraCo Asia Operating Policies and Guidelines 2010

PIDG Development Advisor, Monitoring the Impact on Women & Girls from PIDG-Supported Projects: Summary Update (15 December 2011)

PIDG Monitoring and Evaluation Handbook, February 2008

PIDG Monitoring and Evaluation Handbook, August 2010

PIDG 2010 Annual Report

Project documents reviewed

Project	Facility	RMS (date completed)	TAF RMS	ESIA
Ackruti City Ltd Slum Redevelopment, India	Guarantco	25-8-11	25-8-11	ESAP
Addax Bioenergy (SL) Ltd, Sierra Leone	EAIF	5-7-11	N/A	Exec Summary & Annex
Alaf Tanzania	EAIF	31-1-12	N/A	Annual Monitoring Reports
AP Coastal Roads: V-K Coast Road-II, India	Devco	6-10-08	N/A	Not available as under review
Bugoye Hydro Power Plant	EAIF	31-1-12	N/A	ESP Annual Monitoring Report
Celtel Africa Telecoms Project – Uganda	EAIF	24-10-11	N/A	Summary doc
Chanyanya Irrigation, Zambia	Infraco Africa	2-2-11	10-12-08	Full report
Kosovo KEK	Devco	24-10-11	N/A	Full report
Kpone Independent Power Project, Ghana	Infraco Africa	1-3-11	7-8-08 (x 2)	Full report
Maldives PPP - Solid Waste Management	Devco	8-8-11	N/A	Full report
Nairobi Commuter Rail Project, Kenya	Infraco Africa	1-3-11	5-1-10 5-7-11	Scoping study only. No ESIA available yet.
New Cairo Wastewater Project, Egypt	Devco	1-12-11	N/A	Full report
Rajasthan Power Project, India	Infraco Asia	14-10-11	N/A	Project Memo supplied

Shriram Transportation I, India	Guarantco	24-10-11	N/A	Not available as done by co-financier
SPA Maghreb Tubes, Algeria	EAIF	24-10-11	N/A	Full report
Spenco, Uganda/Kenya & Tanzania	Guarantco	24-10-11	N/A	3 page report provided

Annex 6: Review of sample projects – Summary table of findings

	No. of projects		Further comments	
Categories A, B, C as defined in facilities policy & operational guidelines				
A. Economic growth that contributes directly or indirectly to poverty elimination and leads to social, environmental or economic benefits for poor people	12		At a minimum impact on women and girls is through measures of employment as a direct consequence of the investment. Other indicators are likely to be sector or context specific.	
B. Benefits the population including poor people and pro-actively addresses equity issues and barriers to participation by poor people	4		Two projects in this category have an agricultural element that has some targeting of poor rural farmers, although one, Addax Bio-energy is primarily an energy generation project. The third project is a Solid Waste Management Project in the Maldives which intends to be rolled out to outlying atolls	
C. Promotes social, cultural and economic rights and interests and needs of poor people	0		No project in the sample can be seen as primarily directed at promoting poor people's rights and interests although it is recognised that projects are implemented in contexts where a significant proportion of the population are below the national poverty line.	
Are benefits to women & girls included in RMS?	Yes	No	Only one project, Chanyanya Pilot Irrigation Project, Zambia includes benefits to W&G – as % of female-headed households	
	1	15		
In the reviewers' assessment are there potentially areas of obvious and significant negative impact on women & girls?	Yes	No	Impacts on W&G may be positive or negative. The RMSs do not provide measures of negative impacts although areas for mitigation, management and monitoring are included in the ESIA's. Although there may be some negative impacts on W&G these were assessed as less significant in Kpone Independent Power Project, Ghana; ALAF, Tanzania and Kosovo KEK	
	11	5		
Is there potential to disaggregate current indicators	Yes	No	Unclear	In AP Coastal Roads project, it is unclear from the documentation reviewed what is meant by the "number of people served" whether this is potential passengers, numbers employed in transport related activities or those living in the area. With greater clarity there is potential to disaggregate this measure. However assumptions associated with disaggregation should be specified. In New Cairo Wastewater, not enough information is provided on beneficiaries is to identify assumptions.
	14	1	1	
Does the project need additional indicators to measure impact on women & girls?	Yes	No	As few measures of impact on W&G are included to date, additional indicators will be needed	
	16	0		
Are women & girls identified as a specific group in the ESIA's?	Yes	No	W&Gs are identified as a specific social group in the following projects: iv) Chanyanya Pilot Irrigation Project, Zambia	

			<p>(InfraCo AF)</p> <p>v) Celtel Africa Telecoms Project, Uganda (EAIF)</p> <p>vi) Addax Bioenergy, Sierra Leone (EAIF)</p> <p>vii) Kpone Independent Power Project, Ghana (InfraCo Af)</p> <p>For further details – see Annex 6.</p> <p>ESIAs were not available to this study for 5 projects</p> <p>vi) AP Coastal Roads: V-K Coast Road-II India;</p> <p>vii) Nairobi Commuter Rail Project, Kenya</p> <p>viii) Rajasthan Power Project, India;</p> <p>ix) Shriram Transportation I, India⁶⁸;</p> <p>x) Spencon, Uganda/Kenya & Tanzania).</p> <p>In the case of Bugoye Hydro Power Plant an Annual Monitoring Report was available and reviewed</p> <p>3 other documents were reviewed: a scoping study (for Nairobi Commuter Rail), a Project Memo for Rajasthan Power Plant, a 3 page report for Spencon, Uganda/Kenya & Tanzania.</p> <p>No documents were available for AP Coastal Roads: V-K Coast Road-II India or Shiriam Transportation I, India</p>
Are women & girls identified as a specific group in the ESIAs?	Yes	No	<p>W&Gs are identified as a specific social group in the following projects:</p> <p>Chanyanya Pilot Irrigation Project, Zambia (InfraCo AF) - in terms of consultations, barriers to participation, possible increased work load, vulnerability of female-headed HHs, opportunities for women</p> <p>Addax Bioenergy, Sierra Leone (EAIF) – in general terms and in terms of “gender workshops” to mitigate social problems that might arise. Also said that “particular attention will be given to women & youth” though specifics are how this will be done are not provided.</p> <p>Kpone Independent Power Project, Ghana (InfraCo Af) – in terms of % of national population, as % of those employed in the municipality.</p> <p>Celtel Africa Telecoms Project, Uganda (EAIF) – in terms of corporate responsibility only rather than in project development, some of which are targeted at W&G</p> <p>ESIAs were not available for 5 projects, but some other documents were reviewed, such as a scoping study (for Nairobi Commuter Rail), AMR (for Bugoye Hydro Power) and a Project Memo for Rajasthan Power Plant. No additional information (other than RMS) was available for Shriram Transport I or AP Coastal Roads, India.</p>
	3	11	
Are women & girls identified as a specific group in the ESIAs?	Yes	No	ESIAs were not available for 5 projects, but some other documents were reviewed, such as a scoping
	3	11	

⁶⁸ In the case of Shriram Transport I, India, an ESIA was not available as done by co-financier (S. Biswas pers. Comm.)

			study (for Nairobi Commuter Rail), AMR (for Bugoye Hydro Power) and a Project Memo for Rajasthan Power Plant. No additional information other than RMS was available for 2 projects
Is there a clear and specific recommendation for on-going monitoring of impacts on women & girls in the ESIA's?	Yes	No	ESIA's not available for 2 projects
	0	14	
Can indicators of impact on W&G be developed from areas of interest/concern included in ESIA's?	Yes	No	ESIA's not available for 2 projects. In the Maldives PPP – Solid Waste Management project ESIA the emphasis was on environmental aspects. The principle stakeholder group identified in the ESIA are male Bangladeshi immigrants who sort solid waste under current systems.
	14	1	
Did the project receive any support from TAF	Yes 3	No 13	TAF provided some assistance to Chanyana Irrigation, Kpone Power (2 grants) and Nairobi Commuter Rail (2 grants). For Chanyana and Nairobi Commuter Rail, grants went to provide training, for which gender records could be kept and women could be proactively targeted. NCR also received a grant to provide an ESIA of a good standard. This could also have required some review of impacts on women and girls.

Annex 7: Facilities and their operating procedures

EAIF provides long term loans to meet the gap created by underdeveloped credit and capital markets for eligible countries in Sub-Saharan Africa⁶⁹. Developmental impact and poverty elimination criteria are set out in an Appendix of its 2005 Investment Policy which projects are required to use to show due diligence. An analysis of environmental and social impacts (ESIA) is required. The ESIA should include steps to mitigate any negative impacts that are foreseen. There is a requirement for a "short submission" that assesses the investment's contribution against the following poverty criterion: A) Economic growth that contributes to poverty elimination and leads to social, environmental or economic benefits for poor people; B) Benefits the poor people including poor people and pro-actively addresses equity issues and barriers to participation by poor people; C) Promotes social, cultural and economic rights, interests and needs of poor people.

GuarantCo provides local currency guarantees to avoid currency risks. Appendices in their Policy and Operational Guidelines set out 1) criteria that must be met with regards to developmental impact and poverty elimination and 2) barriers to participation that need to be addressed. There is a requirement to follow local and international standards with regards to due diligence, and a requirement for analysis of social and ecological impacts and mitigation of negative impacts. In the case of social infrastructure, GuarantCo's Operational Guidelines specifically highlights that there may be a need to collaborate with institutions with an in-depth understanding of the risks involved. The Guidelines also include a reference for definition of rights⁷⁰.

InfraCo Africa and InfraCo Asia develop infrastructure to attract private investment in Africa and Asia respectively. Both facilities are aimed at LDCs and Low Income Countries⁷¹. Where a clear targeting of the poor can be demonstrated, there may be occasional involvement in Middle Income Countries. InfraCo Africa and InfraCo Asia Operating Policies and Guidelines⁷² include two appendices describing 1) poverty elimination criteria and 2) Examples of possible barriers. Both documents expect investment opportunities to adhere to due diligence procedures of the World Bank. Analysis of social and ecological impacts is required together with mitigation of negative impacts.

Infrastructure Development Collaboration Partnership Fund (DevCo) provides advisory services to governments to increase capacity for infrastructure projects. The fund provides assistance in poorer developing countries and a list of eligible countries is provided. Investments follow criteria in DevCo's Operating Principles. This document is shorter than for the other facilities and includes few mentions of poverty reduction or social equity. However it is stated that DevCo works through the International Finance Corporation's Advisory Services Department (CAS) and a requirement of CAS is the demonstration of how the proposed project will contribute to poverty elimination.

⁶⁹ PIDG 2010 Annual Report

⁷⁰ Covenant on Social, Cultural and Economic Rights, UNHCR Copenhagen Summit 1995 - although the website link appears to be out of date

⁷¹ DAC I and II countries

⁷² InfraCo Africa Operating Policies & Guidelines 2007. InfraCo Asia Operating Policies & Guidelines 2010.

Annex 8: Examples of indicators from the literature.

A selection of example indicators is provided below.

Note: these are examples only, for use in developing indicators for projects under the current study. A separate study with separate TOR will review the available literature in more detail.

The selection included here is a starting point for identification of W&G specific indicators for use in PIDG projects. The suitability of indicators will depend on data available and the specifics of each project.

Indicator	Source
Organisational level/working conditions	
Facilities have and are implementing Gender Policies	Adapted from Embedding Gender in Sustainability Reporting, IFC/GRI, 2009
Equal pay and benefits	Adapted from Embedding Gender in Sustainability Reporting, IFC/GRI, 2009
Recruitment and retention of women	Adapted from Embedding Gender in Sustainability Reporting, IFC/GRI, 2009
Engagement with male and female employees on gender awareness	Adapted from Embedding Gender in Sustainability Reporting, IFC/GRI, 2009
Training and development (equal opportunity of career advancement for women and men)	Adapted from Embedding Gender in Sustainability Reporting, IFC/GRI, 2009
Personal protective equipment and facilities for women (e.g., toilets and changing rooms)	Adapted from Embedding Gender in Sustainability Reporting, IFC/GRI, 2009
Health and safety, including sexual harassment awareness and reduction of violence against women	Adapted from Embedding Gender in Sustainability Reporting, IFC/GRI, 2009
HIV/AIDS education/prevention in the workplace	Adapted from Embedding Gender in Sustainability Reporting, IFC/GRI, 2009
Agriculture	
Numbers of men and women reached by extension services	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Numbers of men and women reached by new technology services (seeds, tools, fertiliser support)	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Number of men and women having official title to land	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Percentage access to credit (men, women)	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Position and no of women in agricultural association	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Irrigation water utilisation rate by men & women	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Women & men's share of benefits provided (e.g. training courses)	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Women and men's access to capital, credit, formal banking services	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Number of micro, small, medium enterprises used by i) women, ii) men	Adapted from Gender in Agriculture Sourcebook. World Bank, IFAD, FAO. 2009
Urban Development & Services	
Proportion of male headed and female headed household upgraded	Making Urban Development work for Women. World Bank 2010
Proportion of households with tenure; proportion of households with joint tenure of husband and wife;	Making Urban Development work for Women. World Bank 2010

proportion in which woman holds tenure	
Time spent by men, women, girls and boys collecting water	Making Urban Development work for Women. World Bank 2010
Satisfaction of male and female customers with water supply services convenience, affordability and effectiveness	Making Urban Development work for Women. World Bank 2010
Number of males and females who have experienced violence or crime in the last year	Making Urban Development work for Women. World Bank 2010
Number of males and females who experienced illnesses caused by unsafe water and air pollution	Making Urban Development work for Women. World Bank 2010
Change in HIV/AIDS infection by males and females	Making Urban Development work for Women. World Bank 2010
Time spent by males and females travelling to earn an income; male and female time spent waiting for transport services	Making Urban Development work for Women. World Bank 2010
Time spent by men, women, boys, girls disposing of trash	Making Urban Development work for Women. World Bank 2010
Number of men and women employed in solid waste management	Making Urban Development work for Women. World Bank 2010
Satisfaction of male and female customers with solid waste management, services, convenience, effectiveness, and affordability	Making Urban Development work for Women. World Bank 2010
Transport	
Travel time / cost for men and women to essential services	Making Transport work for Women and Men. World Bank 2010
Time / cost required for transfer of women with obstructed labour to emergency care	Making Transport work for Women and Men. World Bank 2010
Time / cost required for girls and boys to travel to school	Making Transport work for Women and Men. World Bank 2010
Number of women and men employed in transport construction, transport services and transport agencies	Making Transport work for Women and Men. World Bank 2010
Number of women and men operating transport-related services	Making Transport work for Women and Men. World Bank 2010
Women and men's income from produce marketed using transport services	Making Transport work for Women and Men. World Bank 2010
Women and men's income from transport employment and enterprises	Making Transport work for Women and Men. World Bank 2010
Number of trips by transport per day for men and women	Adapted from Transport Tools: Integrating Gender Module
Mode of transport most commonly used for men and women/girls	Adapted from Transport Tools: Integrating Gender Module
Perception of services	
Ownership/primary user of private mode of transport	Adapted from World Bank: Gender, Poverty and PPPI: Gender Annex
Male/female incidence of HIV AIDS	Making Transport work for Women and Men. World Bank 2010
Energy	
Amount of time per day spent by women/girls gathering sources of energy	Adapted from World Bank: Gender, Poverty and PPPI: Gender Annex
Affordability of different types of energy for women	Adapted from World Bank: Gender, Poverty and PPPI: Gender Annex
Gender disaggregated uses of energy	Adapted from World Bank: Gender, Poverty and PPPI: Gender Annex
Gender disaggregated uses of types of energy/fuels	Adapted from World Bank: Gender, Poverty and PPPI:

	Gender Annex
Industrial infrastructure	
Gender disaggregated end users/beneficiaries	Adapted from Mainstreaming Gender into Extractive Industries Projects. World Bank 2009
Number of women and men employed by company	Adapted from Mainstreaming Gender into Extractive Industries Projects. World Bank 2009
Ratio of pay for women and men for same job in company	Adapted from Mainstreaming Gender into Extractive Industries Projects. World Bank 2009
Satisfaction of male and female customers with services, convenience, effectiveness, and affordability	
Service targets for males and females	Adapted from Public Private Partnerships, Infrastructure, Gender and Poverty. World Bank Institute 2004
Usage of services for male and female customers	Adapted from Public Private Partnerships, Infrastructure, Gender and Poverty. World Bank Institute 2004
Information and Communications Technology	
Number of men & boys, women & girls with mobile cellular phone subscriptions per 100 people	Adapted from Making Information & Communication Technologies and Their Applications work for Women & Men, World Bank 2010
Number and percentage of men and women who own cellular phones	Adapted from Making Information & Communication Technologies and Their Applications work for Women & Men, World Bank 2010
Male and female hours per month of internet use	Adapted from Making Information & Communication Technologies and Their Applications work for Women & Men, World Bank 2010
Number and percentage of female-owned and male-owned ICT enabled businesses	Adapted from Making Information & Communication Technologies and Their Applications work for Women & Men, World Bank 2010
Number of males and females receiving internet training	Adapted from Making Information & Communication Technologies and Their Applications work for Women & Men, World Bank 2010

Annex 9: A Worked Example for Option 1

Below is given a worked example for Celtel Africa Telecoms Project – Uganda (EAIF). The number of additional people served are taken from the PIDG Project Results Monitoring Sheet (2011) for this project.



To estimate the number of female users, the estimated number of additional users is multiplied by the female percentage in the national population for Uganda. As female users in Africa are 23 percent less likely to own a mobile phone than their male counterparts, this figure was adjusted to estimate total number of female users.

Estimates can be approximate only. Celtel Uganda may have more accurate figures for number of female owners of mobile phones.

Steps	Actions	Results
Step 1	Identify beneficiaries	550,000 additional people are expected to be served (Source: RMS Celtel Africa Telecoms Project – Uganda, 2011)
Step 2	Identify no. of female & male beneficiaries	No. of female beneficiaries estimated as $550,000 \times 50.95$ (%females in national population) $\times 0.77$ (female usage of mobile phones for Africa) = 215,773 female beneficiaries 334,227 male beneficiaries
Step 3	Include assumptions to explain estimation given in Step 2 above	Assumptions & additional information: <ul style="list-style-type: none"> • Estimated proportion of females in national population in 2012 is 50.95% [source: 2012 Uganda Population & Housing census] • It is estimated that women in Africa are 24% less likely to own a mobile phone [Source: Development Fund 2010. Women & Mobile: A Global Opportunity]

Annex 10: A worked example using RAG ratings

Figure 3: Example of RAG / traffic light system

Project	W&G identified as specific group with differentiated needs & potential outcomes in ESIA (or other documents)	Results for W&G in RMS	Measured +ve impacts as a result of project	Overall Rating
Chanyanya Pilot Irrigation Project, Zambia	●	●	●	
Shiriam Transportation, India	●	●	●	

[Source: Adapted from: G8 Climate Score Cards, WWF / Allianz, 2008]

Annex 11: Terms of Reference



The Private Infrastructure Development Group

Impact on Women & Girls from PIDG Supported Projects

Terms of Reference

Background

a. The purpose, activities, distinguishing characteristics, membership, achievements and governance structure of the Private Infrastructure Development Group (PIDG) are described in some detail in Appendix A of these Terms of Reference.

b. The key development impact of a PIDG supported infrastructure project is twofold – one is the direct impact of improved services for its consumers, and the other is the indirect impact on economic growth that it facilitates. Given the complexity of measuring the latter, the PIDG uses three key proxy indicators to assess direct impact, namely:

- Private sector investment mobilised for a particular project;
- Expected number of additional people served and/or expected number of people with improved quality of service; and
- Expected fiscal saving for the host government (in terms of up-front fees to Government and subsidies avoided by Government).

c. In terms of disaggregation of the data with regard to numbers of people served by PIDG supported projects, two levels of disaggregation are undertaken, both with regard to poverty impact:

- Disaggregation by category of OECD DAC country type the project is located in; and
- Project level disaggregation by numbers of people reached that are below the (national) poverty line. In the absence of exact data, the national rate of poverty in that city/region/country is applied.

d. Disaggregation by impact on women and girls of improved/new access to services was required by the PIDG results monitoring system when it was first introduced in 2007, but due to a lack of consistent, verifiable data, this indicator was subsequently removed in 2008.

e. The PIDG group of finance and investment facilities have been systematically tracking ex-ante (and since 2009, ex-post) expected and actual impact data since 2007 and this is now available for all PIDG-supported projects and accessible from a customised PIDG Results Monitoring Database maintained by the PMU. The PIDG Results Monitoring Handbook (attached as Appendix B) describes the development impact rationale, indicators and assessment process in

greater detail.

Objective

Independent reviews of the various PIDG facilities and the PIDG programme as a whole, have found that “there is very limited coverage of gender issues across the project portfolio.” On the other hand, the PIDG donors are mandated to support better “measuring and targeting impact of the PIDG on women and girls.” Intuitively, PIDG investments are almost certainly having large “gender” impacts that are much greater than we are currently able to record. Recent studies for example have shown that electrification has large positive impacts for female employment and empowerment. e. g. The PIDG donors acknowledge that it is difficult for an entity such as the PIDG, which is (successfully) targeting private sector investments in large infrastructure, to demonstrate how it is specifically impacting women and girls. Often there is no contractual recourse to information from borrowers (especially once loans/guarantees have been repaid or projects closed) and no obligation on their part to provide information or data on the development impacts of the financed activities. Assessment is further constrained by limitations of data and analysis to provide clear disaggregation and definition of beneficiary population groups, particularly in terms of impact on women and girls.

h. The main objective of this consultancy will be to advise the PIDG PMU on how to better assess, record and quantify the impact of PIDG supported projects on women and girls.

Methodology

i. Accordingly, the consultant is required to undertake the following:

a) Study a sample of 10-20% of overall project level documentation (especially the Environmental and Social Impact Assessments (ESIAs) and completed RMS’s from The Emerging Africa Infrastructure Fund Ltd, GuarantCo Ltd, InfraCo Africa Ltd, InfraCo Asia Development Pte. Ltd and DevCo to assess what sort of gender related information and data is available to the facilities. This would be especially relevant in the cases of projects where it is possible to identify end users - so particularly for the smaller investments (e.g. InfraCo Ltd's Chiansi and Kalangala projects). The sample should be representative of the overall PIDG portfolio, and cover all the above mentioned PIDG facilities and infrastructure sectors, using random sampling, only where appropriate. We appreciate that the sample selection is actually very important and would expect the consultant to understand this and to be able to design a suitable sampling framework.

b) (For Information Only): Concurrently, the IFC is leading on undertaking a review of published data on gender impact by infrastructure sector (e.g. power, water, sanitation, transport) in order to develop some form of average multiplier to use for PIDG (and non-PIDG)-supported infrastructure projects, as a substitute for detailed data on a project by project basis. This is expected to provide recommendations on average multipliers to use as a substitute for detailed data on a project by project basis. This will enable the PIDG to draw upon published data to estimate that X% of the benefits from the project in question is likely to accrue to women.

Outputs

j. The consultant shall submit a report to the PMU (maximum 10 pages including executive summary but excluding annexes) setting out:

a) Recommendations and suggested methodologies on how the PIDG can

better measure the impacts of PIDG supported projects on women and girls, including design improvements to our results reporting so that we can begin to systematically collect and report disaggregated project impact data by gender.

Skills and Qualifications

k. The review will be undertaken by consultants from Technical Panel 3 with experience of assessing gender impacts of infrastructure projects, as well as a broad knowledge and experience of economic and social development, monitoring & evaluation of infrastructure projects, and impact assessment (the "Review Team").

PIDG PMU
27 October 2011