**RG-L1071**

**Sustainable Energy Facility (SEF) for the Eastern Caribbean**

**ANNEX GENDER**

1. Gender Context
   1. Men dominate energy jobs in the Eastern Caribbean labor market. As well as those activities that contributed the highest percentage to GDP (as construction or transportation) or that are strategic for the economy of the islands (as agriculture and fisheries). Women are dominant in teaching, services, clerks, service workers, and technicians. As a result of education levels in some countries, women are beginning to work in the commercial sector, banking and insurance. However, better educational achievement has not yet equated to improved employment outcomes for women. Throughout the most productive economic sectors, women are predominating in positions that are precarious, lower paying and that reinforce unequal gender roles.
   2. Women entrepreneurs predominate in the informal economy as street and market vendors of agricultural produce and other commodities in the inter-island trade, and vendors at tourism sites
   3. The region includes a high proportion of female-headed households in which women struggle to support children on their own, often impeded by lower levels of education and skills, high levels of unemployment and under-employment, and a resulting economic and social insecurity. For example, in Grenada with a 41.1% of women- headed households almost one-quarter (24%) of poor female heads of households are not in the formal labor force; and of those seeking to participate, only 21% are employed. In urban households, 44% of female heads are in the three lowest consumption quintiles, compared to only 18.6% of male heads[[1]](#footnote-1).
   4. Eastern Caribbean has a high incidence of gender-based violence. At least 40 to 50%[[2]](#footnote-2) of women experience domestic violence. Women are also victims of sexual harassment at work.
2. Gender activities
   1. Given this context, the project will incorporate in its components elements which will contribute to the achievement of the first strategic gender objective in the [Implementation Guidelines for the Operational Policy on Gender Equality in Development](http://idbdocs.iadb.org/wsdocs/getdocument.aspx?docnum=39599476) that is empowering women economically by facilitating women’s access to economic opportunities and promoting women’s entrepreneurship.
   2. The project will promote gender equality in hiring. The companies will be encouraged to adopt practices such as hiring under equal conditions, review of hiring requirements to detect criteria that potentially exclude women, and the possibility of setting targets related to women participation. Besides, the project will promote the inclusion of local women in training activities for the construction, operation and maintenance work that does not require specific qualifications.
   3. As we just mentioned poor women head of households work in the informal sector, when possible the project will support a shift from the informal to the formal sector for women’s businesses that provide services such as cleaning, food services, textile production for uniforms, etc. to the geothermal facility.
   4. To secure the working environment of women employed in the plant there will be exclusive bathroom for women, and appropriate uniforms for females. The companies will promote an environment free form sexual harassment in which this type of attitude and behavior is prevented, and where conflict reporting and resolution are facilitated.
3. Indicators
   1. Matrix Result Indicators:

Output: Women participate in consultation processes retaliated to the projects.

Indicator: Number of men and women who participate in consultations (Objective: 35%)

* 1. Other indicators:

1. Number and % of women trained in construction, operation and/or maintained of the geothermal plant (Objective: 30%)

1. Caribbean Development Bank, 2014, Grenada Country Gender Assesment. [↑](#footnote-ref-1)
2. USAID, 2010, Gender Assesment USAID/ Barbados and Eastern Caribbean [↑](#footnote-ref-2)