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Argentina

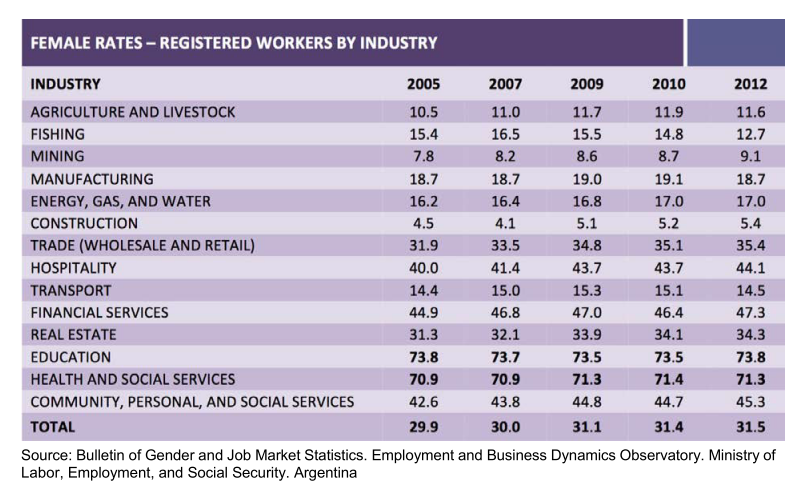
**Promoting risk mitigation instruments and finance for renewable energy and energy efficiency investments**

**(AR-L1280)**

**Gender Analysis and Action Plan (GAP)**

1. General background: Gender in Energy and Financing
   1. The 2012 World Development Report (WDR): Gender Equality and Development argues that “gender equality is a core development objective in its own right”. But greater gender equality can also enhance productivity[[1]](#footnote-2), improve development outcomes for the next generation (via a positive influence on children’s education and opportunities from their educated and working mothers), and make institutions more representative.
   2. A better understanding of differences in the ways men and women use energy in Small and Medium Enterprises (SME) can help to identify the different impacts, contribute to greater gender equity and empowerment of women in the energy sector, as well as enhance the effectiveness of sector-driven projects and overall sustainable development activities.
   3. The effects of energy transitions on gender equality can be numerous but they are very difficult to demonstrate and interpret. There are multiple ways in which energy and associated technologies can make a difference on gender relations and equality, but views on the impacts are varied. Improving women’s welfare through energy projects can be attained without fundamentally changing their role in society but achieving women’s empowerment requires a transformation in gender roles. Since transformation of gender roles is rarely the objective of energy projects, gender equality or women’s empowerment are not necessarily delivered through energy projects.
   4. Nonetheless, promoting productive and efficient use of electricity to increase entrepreneurial activity, income opportunities and employment for women can be an added value of these projects. Capacity building is needed to strengthen involvement of women at all levels of energy policymaking, planning, and project development. Training and networking can play a valuable role in increasing women’s acquisition of technical skills or learning about new RE and EE technologies and how to run them, the benefits they bring and also their limitations. It also contributes to the sensitization towards gender issues of the various stakeholders involved in the Project and may help increase women’s participation in the energy sector.
   5. From the perspective of financing and credit, women often are more restricted in their access to the credit facilities needed to enter into income-generating activities or to expand their existing business opportunities. Women usually have limited productive assets (for example, land which can be used as collateral for taking loans), which makes it difficult for them to obtain credit and hence, access new technologies, limiting their capacity to benefit from productive uses of energy. Projects related to the financial sector can look into encouraging mechanisms to specifically target, or at least be accessible to, women and women’s firms.[[2]](#footnote-3)
2. Inactivity and inequality in labor opportunities
   1. When looking at some specific indicators, Argentina performs relatively well in gender equality, compared to other developing economies in the region. Argentina had already achieved gender equality in primary school enrolment by the end of the nineteenth century.
   2. Argentina has advanced in addressing discrimination in labor markets. According to the WDR 2012, evidence indicates that active labor market policies implemented in Argentina, Colombia and Peru (training, placement, and other support to enable women to enter or reenter the workforce) increased women’s employment in the formal sector by “allowing participants to better communicate their abilities to employers”.
   3. Removing discriminatory treatment in labor laws and regulations can also promote women’s economic opportunities. In Argentina, both female labor force participation and employment in the formal sector increased by removing the ban on part-time contracts. Because women tend to be disproportionally responsible for housework, such restrictions end up limiting work options for women much more than for men. The limited or non-availability of reduced-hour employment diminishes women’s ability to participate in the formal sector and increases the probability that they work in the informal sector. However, part-time and ﬂexible work usually penalize wages, and result in fewer promotions, and a lower probability of full-time employment in the future. So, while part-time alternatives would give women more opportunities for paid employment, it could also reinforce segregation in other ways. Additionally, women in Argentina receive 90 days of paid maternity leave and there are a number of laws in place to protect women in employment.
   4. Argentina has established quotas for participation of women at the sub-national level. According to the OECD SIGI[[3]](#footnote-4), at the provincial level, women account for 27% of legislators, in average. But this share varies greatly between provinces, ranging from 4% to a 48%. As of December 2008, women were in charge of only 15% of ministries and 26% of the secretariats in Argentine provinces. As of 2010, all local municipality heads were male, and women accounted for 11.3% of local secretaries and roughly 29% of local legislative councils.
   5. Although women in the country have increased their labor market participation, they continue to face unequal access to economic opportunities. Even with higher education levels, women in Argentina earn 12% less than men. Women farmers tend to farm smaller plots and less profitable crops than men, or work in smaller firms in less˗profitable sectors (World Bank, 2011).
   6. Argentina ranks 35 out of 145 countries in the World Economic Forum. Global Gender Gap Report 2015. Gender indicators are, on average, better than expected for a country with the income level of Argentina, according to the Country Development Challenges document developed in 2016 by the IDB. It only shows much lower than expected indicators in the areas of adolescent fertility rate and percentage of NEET young women.
   7. It also has a negative indicator in the area of female participation in the workforce. Instead, indicators are much higher than expected for the overall gender gap index, female high school completion rate, ratio of girls to boys enrolled in primary and secondary education, and percentage of parliamentary seats held by women (32%). Female’s labor participation in Argentina is 55% vs 82% for men. This participation is lower than in Latin America, where the regional average is 58 vs 84.1%.[[4]](#footnote-5) Women represented 40% of the total labor force in the country.

**Table 1. Registered female workers by industry**



* 1. Women tend to represent between 40% and 72% of employment in the fields of education, health, hospitality and social services (see table 1). However, women are under-represented in sectors that hold important potential for the development of the country. For example, women working on the Industry of Energy, Gas and Water represent 17% of the workers.
  2. Moreover, the gender pay gap persists, particularly in the private sector. Although salaries in this domain are higher, women on average earn less than men. The 2012 Argentina Country Report, however, informs that the pay gap has been decreasing over the last decade, having reached its height in 2004-2005, when women on average earned 34% less than men. In 2011 the gap was 25%.[[5]](#footnote-6)

1. A. Land Tenure and other rights
   1. Under the Argentine Constitution, women have equal rights to access to land. In practice, however, land continues to be owned by men: according to the FAO, women in Argentina head only 18% of agricultural holding (available data from 2010).
   2. Also under the Constitution, women have equal rights to access property other than land, including housing. However, women are more negatively affected by the existing housing deficit in Argentina as they constitute a higher percentage of the low-income segments of the population.
   3. Women also have equal rights to access credit and loans, but the percentage of women receiving loans from private lenders in Argentina is lower than that of men (0.7% of women compared to 1.1% of men in 2012-2013).[[6]](#footnote-7) Their inability to access loans in turn affects women’s ability to own property, especially housing.
2. B. Women participation in the energy sector
   1. The energy sector continues to be dominated by men, especially at decision making levels. Responsibility of household chores, gender inequality in higher education, and stereotypes in labor market restrict women’s access to training, education and employment prospects.
   2. Overall, there is considerable need for more mainstream acceptance of women in technical roles. Training projects for engineers, educators, scientists, government officials, and development agencies can highlight some of the constraints affecting women and promote greater attention to institutional prejudices and discriminatory practices. Furthermore, increased participation of women in the energy sector and improvement of their status relative to men can help to incorporate gender as an integral part of energy policies and practices in the future.
   3. The liberalization of energy markets is opening up new opportunities also for the provision of energy services (such as Energy Service Companies, ESCOs). Women’s potential to participate and benefit from these opportunities in the same way as men must be recognized.
   4. Energy-related projects can provide options to offset the high upfront cost of energy technologies for women (affordable financing and credit facilities) and promote women as service providers in the energy sector, providing additional support and creating enabling conditions for their businesses to develop (training in areas of technology, business planning and marketing). They can also promote energy technologies that reduce women’s vulnerability, such as street lighting to improve women’s mobility and safety. Projects must ensure that energy service delivery and information services reach women and men equally. At the same time, projects should support a gender-equal human resources strategy in energy sector institutions, including elements such as setting a target for increasing the percentage of women employees[[7]](#footnote-8).
3. C. Gender Action Plan (GAP)
   1. The information gathered from the gender analysis will be considered in all stages of detailed project formulation, implementation, and monitoring and evaluation. The GAP foresees gender-sensitive activities on data gathering, awareness raising, and capacity building for SMEs and technology service providers, as well as information sessions for LFIs to promote gender equality and avoid gender biases.
   2. Work undertaken to address gender issues in the project includes:
   * A sex-disaggregated baseline setting study for financial services for women-led SMEs, and for the presence of women in project specific technologies to identify a set of adequate financial and non-financial gender-sensitive indicators and definitions to facilitate the female participation in project activities
   * Data monitoring at sub-project level, as well as the development and implementation of indicators and activities in the project.
   * The stakeholder engagement plan foresees to work with local public and private actors. In particular, the Centre of the Economic Development of Women (*Centro de Desarrollo Económico de la Mujer* (CEDEM)), created by the Ministry of Production’s Secretariat of SME Entrepreneurs in March 2017, and the National Women´s Council (*Consejo Nacional de la Mujer*) will engage relevant local actors to foster the economic development and participation of women entrepreneurs with the support of the proposed project. This sub-activity (1.1.1) is planned to take place at the beginning of the project, as part of the gender analysis.
   1. Gender activities proposed for LFIs:

* Capacity building. Carry out information sessions to promote gender equality within LFIs and avoid gender biases in customer service.
* Internships. Foster internships, promoting the participation of women.
  1. Gender activities proposed to SMEs and TSPs. The activities proposed will be implemented considering the different type of SMEs and the type of sub-project financed. There are SMEs and TSPs where none of these activities could be implemented:
  + Capacity building. Awareness raising, training and capacity building campaigns that are gender-sensitive and promote the participation of women in pre˗construction, construction and operation of sub-projects for different skill-levels when applicable. Awareness raising and capacity building will increase transparency about remuneration ranges in the sector facilitating the achievement of equal pay.
  + Internships. Foster internships promoting the participation of female engineers and engineering students in sub-projects financed by the project, when applicable.
  + Working environment. Create gender-sensitive conditions such as the presence of sanitary facilities and an environment free of harassment on construction and work places when applicable.
  1. Other activities undertaken under the project:
  + Knowledge platform module to share experiences with financing women-led projects, SMEs, and technology providers to encourage female participation in the sector.
  + Events organized to further develop the project will ensure the promotion of female participation.
  1. Gender - sensitive monitoring and evaluation indicators.
  + Based on the recommendations of the baseline study, the project will promote the monitoring and evaluation of the adequate indicators proposed.
  1. Based on this, the GAP aims considering the following:
* The different needs of women and men are understood in project activities.
* Women and men have equal access to project funding and technical assistance activities conscious of tailored needs for women such as networking possibilities and other non-financial assistance.
* Men and women have equal access to project management arrangements, as well as equal voice in the associated decision-making processes.
* Beneficiaries, partners and key stakeholders of the project involve and promote the participation of women.
* Coordination among key development actors to further enhance gender mainstreaming and promote gender equality and/or the empowerment of women is ensured.
  1. The GAP will be aligned with the Inter-American Development Bank’s (IDB) Operational Policy on Gender Equality in Development and the Gender Policy for the Green Climate Fund. In order to achieve these goals, Table X.1 outlines specific targets. These project level indicators will be complemented by qualitative information about the gender activities that were implemented (this cannot be done in advance as we do not know at this points which firms will agree to implement activities, and which activities will be selected in each case). For every project with a gender activity, specific indicators that will be defined during project preparation, as the gender activity is designed, will be included in such project’s results framework.

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| **Activities** | **Indicators and Targets** | **Timeline** | **Responsibilities** |
| **Impact:** Improved working conditions and opportunities for women in the biomass, biogas and energy efficiency industry | | | |
| **Output:** SME or TSPs implementing at least one activity improving conditions and opportunities for women | | | |
| 1. Gender baseline study on financing women-led SMEs and participation of women in relevant engineering and construction activities of eligible projects in Argentina 2. Proposed gender activities are presented to SMEs being considered for GCF financing and TSPs 3. Gender activities are agreed and planned for (scope, budget, timeline, etc.) with companies interested in implementing them; technical support, funding/incentive plan, and milestones/deliverables are contractually defined. 4. Gender activities initiate implementation 5. Women participate in capacity building activities 6. One knowledge platform module to share experiences with financing women-led projects, SMEs, and technology providers to encourage female participation in the sector | Number of Studies: 1  % of companies considered for GCF financing that receive information about the gender activities (internship, capacity building, working environment): 100% of SMEs and TSPs  % of companies receiving GCF financial support that contractually agree and plan for implementation of at least one gender activity: 30% of SMEs and TSPs of financed projects  % of companies that initiate implementation of agreed activities: 40% of SMEs and TSPs  At least 20% of women participate in capacity building activities in the project  Number of knowledge platform: 1 | *Q4 2018*  Q1 2020  Q1 2020  Q3 2020  Q3 2020  Q3 2020 | IDB & BICE  Beneficiary companies and TSPs  IDB and Beneficiary companies and TSPs  IDB and Beneficiary companies and TSPs  IDB and Beneficiary companies and TSPs  IDB & BICE |

**Table 2. Activites and results indicators**

1. Some estimates consider that correcting segregation in employment, for example, would reduce the productivity gap between men and women by 30% to 50% (World Bank, 2011). [↑](#footnote-ref-2)
2. See also Narain (2009) [Gender and access to finance](http://siteresources.worldbank.org/EXTGENDERSTATS/Resources/SushmaNarain-AccesstoFinanceAnalyticalPaper.doc); Bardasi et al. (2007) [Gender, Entrepreneurship, and Competitiveness in Africa, Worldbank Group](http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.497.4003&rep=rep1&type=pdf); Ellis et al. (2007) [Gender and Economic Growth in Kenya, Worldbank Group](http://www.ifc.org/wps/wcm/connect/84f6b48048855d698ee4de6a6515bb18/Gender+and+Economic+Growth+in+Kenya.pdf?MOD=AJPERES); and Demirguc-Kunt et al. (2013) [Financial Inclusion and Legal Discrimination Against Women: Evidence from Developing Countries](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2254240); DiCaprio (2016) [Trade Finance Gaps, Growth, and Jobs Survey](https://www.adb.org/sites/default/files/publication/190631/trade-finance-gaps.pdf). Furthermore, Fundera (2016) [The State of Online Small Business Lending – Focus on Women Entrepreneurs](http://go.fundera.com/the-state-of-online-small-business-lending-q2-2016) establishes the rejection rate of women entrepreneur in the United States with 3 percentage points higher (68%) for women relative to men. In addition, the average loan volumen for loans to women is smaller relative to men’s loans. [↑](#footnote-ref-3)
3. The OECD Development Centre’s Social Institutions and Gender Index (SIGI) is a cross-country measure of discrimination against women in social institutions (formal and informal laws, social norms, and practices) across 160 countries. Argentina’s profile information acknowledges that the situation described for Argentina has improved in recent years (<http://www.genderindex.org/country/argentina>). [↑](#footnote-ref-4)
4. World Bank. Data Bank. Gender Statistic . [↑](#footnote-ref-5)
5. UNESCO Regional Chair Women, Science and Technology in Latin American. National Assessments in Gender and

   STI. Argentina Report. [↑](#footnote-ref-6)
6. World Bank Global Financial Inclusion Database. [↑](#footnote-ref-7)
7. Gender Briefing Notes Supporting active inclusion of women in energy and development projects. European Union Energy Initiative (EUEI), 2013. [↑](#footnote-ref-8)