

## EBRD's Mitigation Gender Traffic Light

Policy Requirement	Watch out for.....
<b>PR 1: Environmental and social appraisal and management</b>	<ul style="list-style-type: none"> <li>• <b>Women-specific risks</b> arising from EBRD projects (e.g. GBV, sex-work around construction or mining projects, etc.)</li> <li>• <b>Different impacts of the same project on men and women</b> as a result of their different community activities, different livelihoods, different household loads, etc.)</li> <li>• <b>Women-specific obstacles</b> to access EBRD project benefits/opportunities as a result of lower education, less time, mobility restrictions, lower access to information and to networks, less decision-making power and participation experience</li> </ul>
<b>PR 2: Labour and Working Conditions</b>	<ul style="list-style-type: none"> <li>• <b>Harassment</b> of female workers, <b>including sexual harassment</b></li> <li>• Subtle discrimination against <b>pregnant workers/ breastfeeding mothers</b></li> <li>• Invisible <b>girl child labour</b> (e.g. domestic work) and higher vulnerability to GBV</li> <li>• Female workers conditions in the weakest links of the supply chain (sub-contracting, outsourcing, <b>home-work, informal</b> arrangements, etc.)</li> <li>• <b>Migrant domestic workers'</b> vulnerability to GBV in addition to other abuses (including women/human trafficking)<b>Gender unbalanced</b> outcome of <b>retrenchment</b> processes</li> </ul>
<b>PR 5: Land Acquisition, Involuntary Resettlement and Economic Displacement</b>	<ul style="list-style-type: none"> <li>• Women's lack of <b>land titles</b> and women's <b>informal work</b> (e.g. invisible, undocumented, and unpaid family labour in farms) to ensure that women are adequately compensated in LR plans (including cultural/legal issues on access to land, i.e. in SEMED).</li> <li>• Changes in access to livelihoods essential for <b>household reproduction</b> (cooking, heating, family health, etc.) to ensure that women are adequately compensated</li> <li>• Women's higher barriers to enjoy the <b>opportunities of resettlement</b> (training, income generating opportunities, grants, scholarships, etc.)</li> </ul>
<b>PR 7: Indigenous People</b>	<ul style="list-style-type: none"> <li>• <b>Indigenous women double discrimination</b>, on the basis of their gender and their ethnic group – watch out for all the issues in PR 1 aggravated by, language barriers, ethnic discrimination, and sometimes poverty....</li> </ul>
<b>PR 10: Information Disclosure and Stakeholders Engagement</b>	<ul style="list-style-type: none"> <li>• Men and <b>women's different views</b> and interests even within the same stakeholder</li> <li>• <b>Women-specific obstacles</b> to participate in consultations (e.g. lower education, less time, mobility restrictions, lower access to information, language barriers, less decision-making power and participation experience, safety problems, etc.)</li> <li>• The inclusion of critical stakeholders representing women's interests and views - <b>local and international women's groups</b> and <b>women from the different groups</b> (youth, elder, minorities)</li> </ul>
<b>PR 4: Community Health, Safety and Security</b>	<ul style="list-style-type: none"> <li>• <b>Men and women's different exposure to health risks</b> as a result of their different socio-economic roles and involvement in different activities at the community level</li> <li>• Health hazards affecting <b>pregnant and breastfeeding mothers and women in reproductive age</b></li> </ul>
<b>PR 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>	<ul style="list-style-type: none"> <li>• The <b>different impact of biodiversity loss on men and women</b>, based on their different use of the same resource for different purposes or their use of different natural resources (e.g. women's use of forestry products for family health, food security, etc.)</li> <li>• Ensure <b>women's</b> participation in the <b>consultation and decision making</b> processes regarding local natural resource management</li> <li>• <b>Men and women's equal opportunities</b> in access to jobs and training as part of conservation schemes, eco-tourism, and other <b>payment for environmental services</b></li> </ul>
<b>PR 3: Pollution Prevention and Abatement</b>	<ul style="list-style-type: none"> <li>• Differentiated effects of <b>polluters on women in reproductive age</b>, including but not limited to <b>pregnant women and breastfeeding mothers</b> (e.g. teratogen)</li> </ul>
<b>PR 8: Cultural Heritage</b>	<ul style="list-style-type: none"> <li>• <b>Women's views and participation</b> in income generating opportunities in Cultural Heritage projects</li> </ul>
<b>PR 9: Financial Intermediaries</b>	<ul style="list-style-type: none"> <li>• No major gender issues in mitigation (high potential for gender upside work)</li> </ul>

PR with high number of gender issues
  PR with some gender issues
  PR with few or no gender issues

