

CLIMATE RESILIENT
WATER SECTOR IN
GRENADA (G-CREWS)
GENDER ACTION PLAN

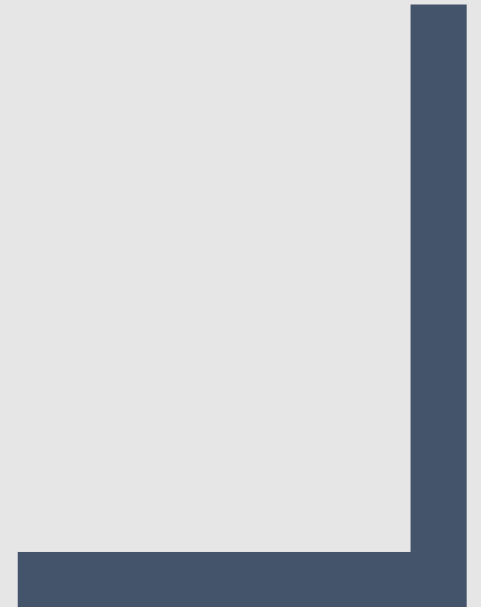


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Executive Summary

The Gender Action Plan (GAP) of the Climate Resilient Water Sector in Grenada (G-CREWS) Project represents the road map for ensuring gender equality in the implementation of the project activities. The GAP is based on a gender analysis conducted in the design phase of the project supplemented with new data gathered through consultations with project stakeholders in the development of the plan. The gender analysis identified the major areas of deficit in ensuring that gender equality is achieved in both the project's benefits as well as adverse impacts. It also made recommendations for the GAP to ensure gender mainstreaming in all of the project activities.

The GAP utilizes a Gender and Development (GAD) approach. The GAD approach is currently the main developmental paradigm used for gender mainstreaming. It is also relevant and applicable to the Grenadian and project context in its ability to address the social norms and power structures of the local environment of the project activities. The GAD approach will therefore enable both women and men to benefit equally from the project activities by considering both their strategic and practical needs as well as their differential status in the society.

The GAP is closely aligned to the outputs of the log frame and planned activities of the project. It complements the Environmental and Social Management Plan (ESMP) that already contains gender-related aspects, e.g. with regard to integrating gender-aspects into hiring policies of staff and high-level monitoring. In addition to the specific activities and measures of the GAP, the G-CREWS project will systematically apply some general measures in accordance with the GIZ Gender Strategy. Based on the GIZ's guidelines on designing and using a results-based monitoring system (RBM), the project will document the positive and negative effect that project's activities have on gender relations by setting up an adequate, gender-sensitive results-based monitoring and by collection of sex-disaggregated data. The main gender mainstreaming activities of the project are as follows:

Component One: Climate-Resilient Water Governance

- Design and implementation of a gender and social inclusion Policy for the WRMU
- A Gender Responsive Water Resources Management Act
- Training of the Staff of the Water Resources Management Unit in gender mainstreaming in the water sector
- Gender Responsive Water Tariffs

Component Two: Climate-Resilient Water Users

- Gender responsive promotion of Challenge Fund for Agriculture (CFA)

- Ensuring gender equality in the evaluation of CFA applicants
- Gender sensitivity and participatory methodologies of the Knowledge Attitudes and Practices (KAP) Survey
- Gender Responsiveness in Campaigns and Communications

Component Three: Climate-Resilient Water Supply System

- Gender mainstreaming in the Construction Environmental and Social Management Plan
- Gender-Responsive Stakeholder Engagements.

Component Four: Additional Contributions of the Water Sector to Grenada's Nationally Determined Contribution

- Gender Audit of the NAWSA
- Gender and Social Inclusion Policy for NAWSA

Component Five: Regional Learning and Replication

- Gender Responsive and Transformational Concept Notes

The successful implementation of the Gender Action and Monitoring Plan (GAMP) will be most effective with the involvement of all project stakeholders. As the implementing agency, the Project Management Unit and Head of Programme will be the main agency and person responsible for its implementation. The project management unit and head of programme will be bolstered by partner agencies and technical officers lead by the gender focal point.

Introduction

The Climate-Resilient Water Sector in Grenada (G-CREWS) project aims to mainstream and implement climate resilience throughout Grenada's national water sector. The project proposes to achieve its objective through a two-pronged approach that addresses the islands' two main climate risks and vulnerabilities: freshwater availability and disaster preparedness.

To achieve its objective, the project supports the water sector's comprehensive transformation on multiple levels, which represents a nationwide 'paradigm shift' for Grenada's overall resilience. This paradigm shift will include citizens and businesses as water users, the public sector as provider of potable water and infrastructure, and behavioural changes triggered through appropriate governance, regulation, economic incentives and raising awareness. This translates into the following five components:

Component 1: Climate-Resilient Water Governance

Component 2: Climate-Resilient Water Users

Component 3: Climate-Resilient Water Supply System

Component 4: Additional Contributions of the Water Sector to Grenada's Nationally Determined Contributions (financed by BMUB, Germany)

Component 5: Regional learning and replication (financed by BMUB, Germany)

Ensuring that gender equality is achieved in the project's interventions benefits is a requirement of both national and donor policies. A gender analysis was completed in the design phase of the project and it identified and outlined the main issues, constraints and opportunities for gender mainstreaming in the project. The main tool for gender mainstreaming the project activities is the Gender Action Plan (GAP).

This GAP was developed utilizing the gender analysis of the project supplemented and updated by interviews with project stakeholders and desk review of relevant gender documents pertaining to Grenada and the water sector.

Gender Action Plan Strategy

Gender and Development (GAD) is the main strategy of the GAP. The GAD approach is not only the main paradigm used for gender mainstreaming currently but it is applicable to the Grenadian and project context in its ability to address the social norms and power structures on the project activities. The GAD approach will therefore enable both women and men to benefit equally from the project activities by considering both their strategic and practical needs as well as their differential status in the society.

Towards achieving gender equality in the project activities, the strategy focuses on the following main areas:

- Gender issues in the national and local context of the project
- Gender mainstreaming in the project's objectives, policies, programmes and budget
- Gender mainstreaming in Information and Knowledge Management
- Gender mainstreaming in the decision-making, staffing, human resources and organizational culture

Roles and Responsibilities

The CREWS project involves a number of government and non-governmental stakeholders in its implementation. The successful implementation of the Gender Action and Monitoring plan will be most effective with the involvement of all project stakeholders. As the implementing agency, the Project Management Unit and Head of Programme will be the main agency and person responsible for its implementation. The project management unit and head of programme will be bolstered by partner agencies and technical officers lead by the gender focal point. The partner agencies will be involved with particular components and activities as required. The gender focal point of the agencies and the Gender Affairs Division should be a required participant in all components with gender related activities.

Gender Action Plan

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
Component 1: Climate-Resilient Water Governance								
Component 1: Main Activity: Establishment of Water Resource Management Unit (WRMU)								
1.1.1.2 Concept Development of the WRMU								
Develop and implement a gender and social inclusion policy for the WRMU which takes into account differential status, concerns, needs and experiences of men and women.	Gender Responsive Concept	Gender and Social Inclusion Policy included in documents submitted to Cabinet for approval Concept is gender responsive including sections that mentions and addresses the differential status, concerns, needs and experiences of men and women.		WRMU Gender and Social Inclusion Concept June 2021	0%			LA ¹ : PSC, PMC, GAD SA ² :MOWU, NAWASA, WRMU, DoGA
1.1.1.4 Media Awareness Campaign								
Integrated in the activities of 2.2								
1.1.1.5 Drafting & finalisation of Cabinet submission and implementation of new policies and laws								

¹ Lead Agency

² Supporting Agency

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
Ensure TOR is gender sensitive with the use of neutral pronouns and equal employment opportunity when it comes to the formulation of the Water Resources Unit Act The requirement of a gender responsive Act is stated in the requirements for the consultant.	TOR	TOR is gender responsive and gender mainstreaming is stated in the requirements of consultant and weighted in the evaluation		1 gender responsive Act 1 gender sensitive TOR	0%			LA: GIZ, PSC, PMC, MOIP DoGA SA; MOWU, NAWASA, WRMU,
1.1.2 Supporting the capacity building for WRMU								
1.1.2.1 Staffing/Recruitment								
Ensure TOR is gender sensitive with the use of neutral pronouns and equal employment opportunity.	TOR	TOR for consultant is gender sensitive. Gender mainstreaming in the concept is explicit in the TOR	1 TOR for concept development	1 TOR for concept development	TOR has been developed			LA: GIZPSC, PMC, GAD SA; DoGA, MOWU, NAWASA, WRMU, MOL
1.1.2.2 Training of Staff in IWRM Topics								
Female and male staff of the WRMU will be trained in gender mainstreaming in water sector	Attendance list	Staff report an increase in knowledge on gender mainstreaming through post training assessment	Staff receive a minimum score of 70 percent on post training assessment	Staff receive a minimum score of 70 percent on post training assessment	0%			LA: GIZPSC, PMC, GAD SA; DoGA, MOWU, NAWASA, WRMU, MOL
1.2 Cross-Sectoral Mainstreaming of Climate Resilience into Policies, Plans and Regulations of Water-Related Sectors								

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
1.2.3 Contributing to Consultations								
Men and women and their representative organizations, sub-groups such as single parents, lower income, rural etc equally involved in consultations regarding the policies and plans	Attendance list Separate minutes and meeting notes where applicable	GFP's are involved/ consulted in discussions	Mid –term target 40% or 60% depending on schedule - April 2021	80% of all relevant GFP's in September 2021	GFP's are identified			LA: GIZ, GFPs, PSC, PMC, GAD SA; MOWU, NAWASA, WRMU, MOL
Inclusion of gender focal points as relevant in the development of policies and related consultations	Consultation attendance list inclusive of Gender (M or F)	Number of feedback received from men and women and their representative organizations	Mid –term target 40% or 60% depending on schedule - April 2021					
Ensure /conduct gender equity discussions on policies with stakeholders	Agenda or notes from meeting	Gender equity on the agenda or in meeting notes	Mid –term target 100% of agenda and discussions depending on schedule - April 2021	100% of all meetings notes addresses gender concerns through inclusion in topics discussed				
1.3 Climate- Responsive Water Tariff								
1.3.1.4-5 Water Tariffs are gender responsive and non-discriminatory	Water Tariff Documents	Water tariff system is gender responsive and consider the effects on men and women	1 Water Tariff System	1 Water Tariff System	Water tariff developed			LA: GIZ, PSC, PMC, DoGA SA; MOWU, NAWASA, WRMU, MOL
Component 2: Climate Resilient Water Users								
2.1 Challenge Fund for Agriculture								

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
2.1.2 Both female and male farmer organizations should be considered when conducting the audit	List of organizations	Women and men consulted		50 percent of consultations are done with women	0%	No associated additional cost		LA: GIZ, PSC, PMC, DoGA SA: GDB, GTA, MALFFEE EnvD Farmers Associations
2.1.2 Promotion of the CFA Development of promotion strategy and materials specifically targeted towards women.	Materials produced	Number of information events on gender-specific aspects of water management		50 percent of the materials are gender-specific and target women	0%			LA: GIZ, PSC, PMC, DoGA SA: GDB, GTA, MALFFEE EnvD Farmers Associations
2.2 – Awareness, Education and Outreach								
2.2.1. Gender sensitivity and participatory methodologies are included in the KAP survey Survey conducted in time that is conducive to men and women participation and targets men and women separately ³	Consultant report on the completion of each survey inclusive of breakdown by gender	Gender equality in participation in the survey. The KAP should include open ended questions, focus groups and other participatory methodologies. Men and women should be interviewed separately if necessary	50 percent of respondents to the KAP survey are women. 70 percent of men and women reporting positive changes in behaviour and perception	20% of population, of which 49.7% is female, 30% of farmers, 75% of hotels (by 2022)	0%	No associated additional cost	Year 1, 3 and 5	LA: GIZ, PSC, PMC, DoGA SA: GIS

³ Do not use head of households for survey data collection.

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
		(gender specific consultations). Surveys should be carried out at a time convenient to all gender to ensure maximum participation. Questions should include gender neutral pronouns or both male and female pronouns.						
2.2.2.2 Develop materials to document women's experiences and to raise public awareness about men and women's needs and expectations in efficient water use.	Training materials – pptx, brochures, flyers	75 percent of the women trained reported the materials as relatable Training materials that document both men and women and their experiences	A minimum of 50% of training materials, public awareness materials, and curricula developed include women's experiences and information disaggregated by sex	20% of population, of which 49/7% is female, 30% of farmers, 75% of hotels (by 2022)	0%		Year 1	LA: GIZ Communications team through questionnaires PSC, PMC, DoGA SA: GIS
		2.2.2.1 & 2.2.2.4						
Develop an awareness campaign on jobs available in the water sector in Grenada targeted towards girls and young women.	Campaign products Stakeholder attendance list	Awareness campaign with portrayal of women and girls on jobs in the water sector	1 awareness campaign with the development of several media products including: 1. 2 Brochures	1 awareness campaign with the development of several media products including: 2 Brochures	0%			LA: GIZ, PSC, PMC, DoGA SA: GIS

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
			2. Social Media Messages 3. SMS Messages School/college level essays and art competitions	Social Media Messages SMS Messages School/college level essays and art competitions				
Design and implement outreach activities to high schools, universities and career fairs including promotional campaigns to enhance the interest and awareness in STEAM subjects\ water and climate sectors employment, and to inform about opportunities in the sectors	Attendance lists disaggregated by sex Agenda inclusive of both boys and girls Promotional material	Outreach activities conducted/Percentage of attendees that report increase knowledge and awareness	A minimum of three outreach activity per year	A minimum of three outreach activities	0%			LA: GIZ, PSC, PMC, SA: GIS, NAWASA, DoGA
2.2.2.2: Campaign 2 – Providing education and awareness about efficient water use (Supports implementation of Challenge Fund)								
Women portrayal in education and public awareness materials include women in non-traditional and non-sexist roles	Education and public awareness materials	Women portrayed in positive roles to empower women.	0% of materials portray women in traditional and sexist roles	0% of materials portray women in traditional and sexist roles	0%			LA: GIZ PSC, PMC, DoGA SA: GIS
Women empowered through awareness and training to become change agents in their communities and nationally	Records of Attendance at training sessions	Number of women receive training and acting as change agents	TBD	TBD				LA: GIZ, PSC, PMC, DoGA SA: GIS

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
		Number of women empowered in water management as reported through post training assessment						
2.2.2.3 Building trust in new water governance structures, including necessity and impacts of new water tariffs (campaign supports activity 1.3 Water Tariff Reform)								
2.2.2.3 and 2.2.1.5 Campaigns 3 and 4: Building awareness and G-CREWS project								
Develop gender responsive Communications Strategy, Implementation and Monitoring plan	Communication Strategy's language, tone and perception	Gender is mainstreamed in strategy in products, mediums use, target groups, delivery mechanisms	A suite of gender responsive products including 50 percent of messages featuring women only 50 percent featuring men and women 0 messages featuring traditional roles of men and women	A suite of gender responsive products including 50 percent of messages featuring women only 50 percent featuring men and women 0 messages featuring traditional roles of men and women				LA: GIZ, PSC, PMC, DoGA SA: GIS
Gender is mainstreamed in the informational and communications section of the project including ensuring women and men are portrayed in PR materials and products in non-stereotypical roles.	Information and Communication Products	Women and men portrayed in the PR Materials	50 percent of all media products have women in various roles including non-traditional roles	50 percent of all media products have women in various roles including non-traditional roles			Year 1,2	LA: GIZ, PSC, PMC, DoGA SA: GIS

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
Component 3: Climate-Resilient Water Supply Systems								
3. Increased climate-resilience of Grenada's water supply systems: Infrastructure assets constructed/ maintenance and emergency plans developed								
3.1.1 Climate-Resilience of NAWASA Water Supply through Additional Storage								
3.1.1 Gender mainstreamed in the CESMP TORS for supervision consultants, contractors and sub-contractors	Gender topics elaborated in the CESMP are implemented in the contract implementation	Gender topics elaborated in the CESMP are included in the identified measures Possible Measures: Gender data, sex disaggregated data and gendered use of natural resources and ecosystem services inputted into plan work environment has to be sensitive; request male and female technicians Gender responsive mechanisms for land use plan implementation Development and Implementation of a gender-based violence	Gender responsive mechanisms for implementation developed in the CESMP	All mechanism are implemented	0%			LA: GIZ PSC, PMC, DoGA SA: GIS

		Gender Action Plan						
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
		policy and Code of Conduct for contractor and employees (Mechanism to deal with social risks incurred in the CESMP) In the stakeholder plan; gender issues have to be addressed (contractors consulting with local population men and women; establish mechanisms for women to access – dust and materials affecting women)						
3.1.1. (f) In the Stakeholder Engagement Plan of the Project; Inform and train women how to access and utilize the Grievance Redress Mechanism and empower them as “allies” within their communities to share this knowledge with others who are likely to benefit	Stakeholder Engagement Reports	Number of “ally interventions” or awareness sessions – either one-on-one/group based conducted by women	A minimum of 5 interventions” or awareness sessions 2 Gender responsive information product on GRM	A minimum of 5 interventions” or awareness sessions 2 Gender responsive information product on GRM	0%			LA: GIZ PSC, PMC, DoGA SA: MoFE, NAWASA, MOWPU, Contractors

Gender Action Plan								
Gender-related activity	Means of Verification	Indicator	Mid-Term	Final Target	Baseline	Budget (USD)	Timeline	Responsibility
Establish internships, mentorships opportunities program with existing ventures, universities, training centres etc. to secure qualified women in the water sector	Contractor agreement	Internship programmes for women established Number of women graduating from internship programmes and securing jobs in the sector	Minimum of 1 internship program	Minimum of 1 internship program 2 female and 2 male interns trained in engineering work within the project management consultancy	0%			
Component 5: Regional Learning and Replication								
Output 5: Increased learning and replication of climate-resilient water sector approaches in the Caribbean								
5.2.2.1 Jointly with the country representatives (technical/climate change and NDA), prepare draft concept notes integrating gender	Concept Notes	All concept notes are gender responsive	1 Concept Note	Gender mainstreamed in 2 concept notes				LA: NDA SA: GIZ
Monitoring and Evaluation								
Integrate the GAMP into project monitoring tools		GAMP is integrated in project monitored system and gender indicators are monitored		GAMP in monitoring system	0 %			LA: GIZ PSC, PMC, DoGA

Appendix: Resources on Gender Mainstreaming

7 Steps to Promote Gender Equality in Recruiting and Hiring

<https://www.inc.com/entrepreneurs-organization/7-steps-to-promote-gender-equality-in-recruiting-hiring.html>

Gender Mainstreaming in Human Resources Policies, Processes and Systems: A training manual

<https://asean.org/wp-content/uploads/2016/05/Gender-Mainstreaming-in-Human-Resource-Policies-Processes-and-Systems-A-Training-Manual1.pdf>

Gender and Employment

<http://www.ilo.int/employment/areas/gender-and-employment/lang--en/index.htm>

OECD Toolkit for Mainstreaming and implementing Gender Equality

<https://www.oecd.org/gov/toolkit-for-mainstreaming-and-implementing-gender-equality.pdf>

Gender Based Violence Policies

PART THREE: TEMPLATE POLICY ON GENDER-BASED VIOLENCE AND THE WORKPLACE

<https://www.un.org/womenwatch/uncoordinated/documents/proposedpolicy-genderbasedviolence.pdf>

From Commitment to Action: Policies to End Violence Against Women in Latin America and the Caribbean. Regional Analysis

Gender Based Violence Policies in Latin America and the Caribbean Document

https://oig.cepal.org/sites/default/files/from_commitment_to_action_policies_to_end_vaw_in_latin_america_and_the_caribbean.pdf

Gender Based Violence

UNCHR <https://www.unhcr.org/gender-based-violence.html>

Addressing Gender Based Violence IFC Addressing Gender Based Violence For Companies, Steps to Prevent Gender-Based Violence

https://www.ifc.org/wps/wcm/connect/news_ext_content/ifc_external_corporate_site/news+and+events/news/insights/addressing-gbv

Gender Based Violence Toolkit

<https://toolkits.knowledgesuccess.org/toolkits/youthpolicy/gender-based-violence>

Toolkit on gender-sensitive communication

<https://eige.europa.eu/publications/toolkit-gender-sensitive-communication>

Principles of Gender-Sensitive Communication - UNDP

<https://www.undp.org/content/dam/jamaica/docs/gender/JM-AUG-29-UNDP%20Gender%20Seal-Principles%20of%20gender-sensitive%20communications.pdf>

Gender-Sensitive Indicators for Media Framework of indicators to gauge gender sensitivity in media operations and content

<http://www.unesco.org/new/en/communication-and-information/resources/publications-and-communication-materials/publications/full-list/gender-sensitive-indicators-for-media-framework-of-indicators-to-gauge-gender-sensitivity-in-media-operations-and-content/>

Gender and Communications Toolkit, IOM

<https://www.iom.int/sites/default/files/about-iom/gender/IOM-Gender-and-Communications-Toolkit-2015.pdf>

Gender Responsive National Communications Toolkit

https://unfccc.int/files/gender_and_climate_change/application/pdf/undp_gender_responsive_national_communications_toolkit.pdf

Gender Mainstreaming in OSCE Events

<https://www.osce.org/files/f/documents/6/5/30607.pdf>

Gender Mainstreaming in Water Policies and Actions (Final version, 2 October 2017)

<https://grf.kit.nl/wp-content/uploads/2017/10/171002-Memo-Gender-Mainstreaming-in-Water-Policies-and-Action.pdf#:~:text=Water%20policies%20and%20actions%20have,therefore%20increase%20existing%20gender%20inequalities.&text=Involving%20women%20in%20water%2Drelated,status%2C%20contributing%20to%20their%20empowerment.>

RESOURCE GUIDE Mainstreaming Gender in Water Management

https://www.pseau.org/outils/ouvrages/gwa_resource_guide_mainstreaming_gender_in_water_management_2006.pdf

Passport to Mainstreaming Gender in Water Programmes

<http://www.fao.org/3/i3173e/i3173e.pdf>

Toolkit for Mainstreaming Gender in Water Operations, Climate Investment Funds

https://www.climateinvestmentfunds.org/sites/cif_enc/files/genderinwater_07_040416_web.pdf

Tips for Asking Gender Responsive Questions

https://www.biodiversityinternational.org/fileadmin/user_upload/online_library/publications/pdfs/Tips_for_asking_gender-responsive_questions_1659.pdf

Gender Mainstreaming in Surveys

<https://www.eurofound.europa.eu/publications/report/2006/gender-mainstreaming-in-surveys>

Gender Matters in Household Surveys

<https://www.kit.nl/wp-content/uploads/2020/01/Gender-matters-in-household-surveys-122019.pdf>

Baseline Study to Assess Gender Disparities in Construction Sector Jobs

https://www.ilo.org/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-islamabad/documents/publication/wcms_185255.pdf

CHECKLIST FOR GENDER MAINSTREAMING IN THE INFRASTRUCTURE SECTOR

https://www.afdb.org/sites/default/files/documents/policy-documents/checklist_for_gender_maintstreaming_in_the_infrastructure_sector.pdf

Re-envisioning Vocational Education and Training towards an equal construction industry

https://www.womencanbuild.eu/wp-content/uploads/2018/09/WCB_IO1_Trainer-for-equality_Report_EN.pdf

WHY GENDER MATTERS IN INFRASTRUCTURE

<https://www.ssatp.org/sites/ssatp/files/publications/HTML/Gender-RG/Source%20%20documents/Issue%20and%20Strategy%20Papers/G&T%20Rationale/ISGT10%20Why%20Gender%20matters%20in%20infrastructure%20OECD%20DAC%202004.pdf>

Infrastructure for gender equality and the empowerment of women

<https://content.unops.org/publications/UNOPS-Infrastructure-for-Gender-Equality-and-the-Empowerment-of-women.pdf?mtime=20200914194443>

GENDER IN INFRASTRUCTURE LESSONS FROM CENTRAL AND WEST ASIA

<https://www.adb.org/sites/default/files/publication/545006/gender-infrastructure-central-west-asia.pdf>

Gender Equality and Sustainable Infrastructure

<http://www.oecd.org/gov/gender-mainstreaming/gender-equality-and-sustainable-infrastructure-7-march-2019.pdf>