



UNITED NATIONS  
INDUSTRIAL DEVELOPMENT ORGANIZATION



United Nations Entity for Gender Equality  
and the Empowerment of Women

## Global Programme

### Economic empowerment of women in green industry

#### Phase 1: Policy prioritisation

<b>Project number:</b>	170065
<b>Project title:</b>	Economic empowerment of women in green industry
<b>Thematic area code</b>	GC3: Safeguarding the Environment GC12: Women & Youth in Productive Activities
<b>Starting date:</b>	1 January 2019
<b>Duration:</b>	3 years
<b>Project site:</b>	Cambodia, Peru, Senegal and South Africa
<b>Government coordinating agency:</b>	Ministries of Industry in close co-operation with Ministries responsible for gender equality and women's empowerment
<b>Counterparts:</b>	Ministry of Industry and Handicraft of Cambodia; Ministry of Women's Affairs of Cambodia; Ministry of Women and Vulnerable Populations of Peru; Ministry of Production of Peru; Ministry of Industry and Mines of Senegal; Ministry of Women, Family and Childhood of Senegal; Presidency Responsible for Women of South Africa; Minister of Trade and Industry of South Africa.
<b>Executing agency / cooperating agency:</b>	UNIDO / UN WOMEN
<b>Project inputs:</b>	€ 973,452
<b>- Support costs (13%):</b>	€ 126,548
<b>- Counterpart inputs:</b>	In-kind
<b>- Grand Total:</b>	€ 1,100,000

**Brief description:**

This proposal was prepared in accordance with project document “Global Programme: Economic empowerment of women in green industry”, and in response to the request of the Federal Ministry of Economic Cooperation and Development (BMZ) of Germany to be provided with an implementation plan for the proposed contribution of EUR 1,100,000.

The purpose of the global project “Global Programme: Economic empowerment of women in green industry” is to advise policy-makers and practitioners on the establishment and implementation of a policy framework to integrate gender and green industrial policies. The aim is to affect change and empower more women to take leadership roles in green industries as entrepreneurs or industrial professionals.

The present document proposes an implementation plan for the “Phase 1: Policy prioritisation” of this global project. The Phase 1 includes activities aiming to improve the institutional capacity of demonstration countries to formulate new, or reformulate existing, gender-responsive green industrial policies and adopt them. In particular, it includes the assessment of policy priority areas for gender mainstreaming in Green Industries, and the design of work plans for future intervention. Capacity building, knowledge creation and dissemination activities are also included as a complement to Phase 1.

Pending availability of funding, a “Phase 2: Policy implementation” is proposed to be implemented in the demonstration countries, leveraging the designed work plans and lessons learned in Phase 1.

The project and its context are described with further detail in project document “Global Programme: Economic empowerment of women in green industry”.

## IMPACT

Countries are initiating a significant push to improve leadership and participation of women as entrepreneurs and industry professionals, and advance gender equality as well as green industrialization in line with the SDGs.



## OVERALL OUTCOME

Needs and gaps to improve leadership and participation of women as entrepreneurs and/or industry professionals through strengthened integration of gender and green industry policies identified.



### OUTCOME 1

Countries are enabled to formulate new, or reformulate existing, gender-responsive green industrial policies and adopt them.

### OUTCOME 2

Individual and institutional capacities for policy formulation and implementation are strengthened at national and global level.

### OUTCOME 3

Knowledge base on gender and green industrial policies is improved and outreach actions are initiated.

## A. Project objective and Expected Outcomes

The objective of the project is to initiative in the four demonstration countries a significant push to improve leadership and participation of women as entrepreneurs and industry professionals, and advance gender equality as well as green industrialization in line with the SDGs. To that end, the project will focus on identifying needs and gaps to improve leadership and participation of women as entrepreneurs and/or industry professionals through strengthened integration of gender and green industry policies.

A preparatory assistance project was undertaken by UNIDO in 2017 to gain a better understanding of the challenges facing governments in coordinating gender-responsive green industrial policies. A summary of findings of the preparatory assistance phase is provided in annex 2. The project will build upon and seek to complement and deepen these findings, through policy assessment, work plan development, training and dissemination.

1. Countries are enabled to formulate new, or reformulate existing, gender-responsive green industrial policies and adopt them

Gender-responsive actions require commitment from all stakeholders and a thorough understanding of country context and needs. This project will build strategic partnerships with relevant governmental bodies (concerned ministries in addition to ministries of industry and women's affairs) at national and regional level and non-governmental entities (civil society, private sector, research institutes, universities and the like) in order to lobby for increased attention to gender equality as well as to women's potential in green industry and ensure adequate investment in women's economic empowerment. To inform this national dialogue, the project will undertake further country-level gender and green industry diagnostics, technical assessments and policy analyses for evidence-based policy-making.

Based on the findings of the preparatory assistance phase, these activities will include:

- Assessments of opportunities, constraints and possible measures to increase women's leadership in green industry and green entrepreneurship. This will in particular include but will not be limited to:
  - General research on opportunities and synergies between green industry and gender mainstreaming;
  - Review of existing green industry gender mainstreaming actions plans.
- Identification of recommendations and specific measures to redress gender imbalances in selected industrial sub-sectors where women have high impact. This will in particular include but will not be limited to:
  - Identification of needs in terms of women development schemes;
  - Identification of needs in terms of government, civil society and private sector stakeholders capacity building;
  - Identification of accountability, oversight and dissemination mechanisms for institutional gender mainstreaming initiatives.

- Study of constraints to entrepreneurship development, analysing formal and informal institutional barriers to female entrepreneurship. This will in particular include but will not be limited to an analysis of institutional, cultural and societal inequalities.

The findings will be widely disseminated and validated through national consultation meetings. At the end of these activities, there will be a start-up phase during which national consultation processes are established and functional and evidence-based analysis is completed. The national project steering groups will identify two or three policy priority areas for implementation and formalize them in a work plan.

**2. Individual and institutional capacities for policy formulation and implementation are strengthened at national and global level**

Countries participating in this project are aware of the importance of integrating a gender perspective into green industrial policy. To develop gender mainstreaming policies, strategies and action plans, a solid knowledge foundation and deeper understanding of challenges and potential policy measures is required. Although policy practitioners will be supplied with evidence on the state of women in green industry through assessments, diagnostics and analyses (outcome 1), capacity-building measures in the form of training, coaching and exchange of experiences with peers are crucial to enabling and motivating future policy reform.

Beneficiaries of capacity-building measures are all stakeholders—be they women’s business associations, industrial professionals, employers, managers, trade unionists, industrial and trade institutes or researchers. However, in this first phase, particular attention will be given to training of ministerial and government staff at all levels, as the key policy practitioners mandated to design, implement and coordinate green industrial policies.

Training may include:

- Raising awareness on conscious and unconscious bias in the work place;
- Leadership and management skill training and mentoring programmes for women professionals;
- Design and analysis of data from a gender perspective;
- Analytical tools;
- Gender-responsive planning and budgeting;
- Gender auditing tools;
- Identification of greening potential/resource efficiency at industry level;
- Business plan development;
- Negotiation skills.

At global level, training measures will include:

- Training of trainers (ToT) courses on gender mainstreaming;
- Targeted training for green industrial policy development, where possible, with participation in technical trainings as part of other on-going project activities;
- Experience-sharing events with project staff and ministry counterparts from different project countries.

**3.** Knowledge base on gender and green industrial policies is improved and outreach actions are initiated

Focusing on global level activities, this outcome aims at sharing knowledge on processes, tools and lessons learned to enable any ministry of industry to replicate the designing gender-responsive green industrial policies.

Knowledge products include:

- Publication of the countries' assessments to inform policy-makers;
- Project evaluations as reference material for informed decision-making and advocacy of gender equality and women's economic empowerment in green industry.

## B. Project Outputs and Activities

The expected outputs and some generic activities are summarized in the table below, accompanied by a Log Frame with indicators and means of verification (annex 1):

<b>Output 1.1: Diagnostics, assessments and policy analyses are undertaken for enabling evidence-based policy making.</b>		
<b>No.</b>	<b>Activities</b>	<b>Responsible party</b>
1.1.1	Assessment undertaken and validated in stakeholder consultations.	UNIDO-UN Women
1.1.2	National Steering Committee to decide on policy priority areas for main phase based on assessments.	UNIDO-UN Women
<b>Output 1.2: Public stakeholders are mobilised and engaged in cross- sectoral policy prioritisation.</b>		
<b>No.</b>	<b>Activities</b>	<b>Responsible party</b>
1.2.1	Inception meeting (announce project, establish steering committee, identify assessment needs, establish baseline).	UNIDO-UN Women
1.2.2	National Steering Committee membership composition announced, start-up phase work plan approved.	UNIDO-UN Women
1.2.3	Work plan shared and discussed with strategic partners. Time line and responsibilities for future implementation defined.	UNIDO-UN Women
1.2.4	National coordinator recruited to facilitate and monitor work plan design and support National Steering Committee.	UNIDO-UN Women
1.2.5	High-level advocacy conference to share findings and communicate policy priority areas.	UNIDO-UN Women
<b>Output 2.1: National and provincial training programmes are delivered.</b>		
<b>Output 2.2: Global training programmes are delivered in specific women entrepreneurship programmes or as part of Programme for Country Partnership (PCP) component training measures.</b>		
<b>No.</b>	<b>Activities</b>	<b>Responsible party</b>
2.1.1	National and provincial level trainings: Gender mainstreaming courses at ministerial level (UN WOMEN).	UN Women
2.2.1	Global level trainings: Project counterpart and partners' workshop to report on project results, identify lessons learnt (UN Women and	UNIDO-UN Women

	UNIDO)	
<b>Output 3.1: Knowledge products on policy issues relevant to women economic empowerment is generated and shared.</b>		
<b>No.</b>	<b>Activities</b>	<b>Responsible party</b>
3.1.1	Knowledge products: a) Publication of country assessments b) Project evaluation	UNIDO-UN Women

### C. Project Timeline at output level

Outputs	Year 1				Year 2				Year 3			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1.1 Diagnostics, assessments and policy analyses are undertaken for enabling evidence-based policy making such as study on constraints to entrepreneurship development analysing formal and informal institutional barriers to women entrepreneurship.												
1.2. Public stakeholders are mobilised and engaged in cross-sectoral policy prioritisation.												
2.1 National and provincial training programmes are delivered.												
2.2 National and global training programmes are delivered in specific women entrepreneurship programmes or as part of Programme for Country Partnership (PCP) component training measures.												
3.1 Knowledge products on policy issues relevant to women economic empowerment is generated and shared.												

## D. Project Coordination Mechanism

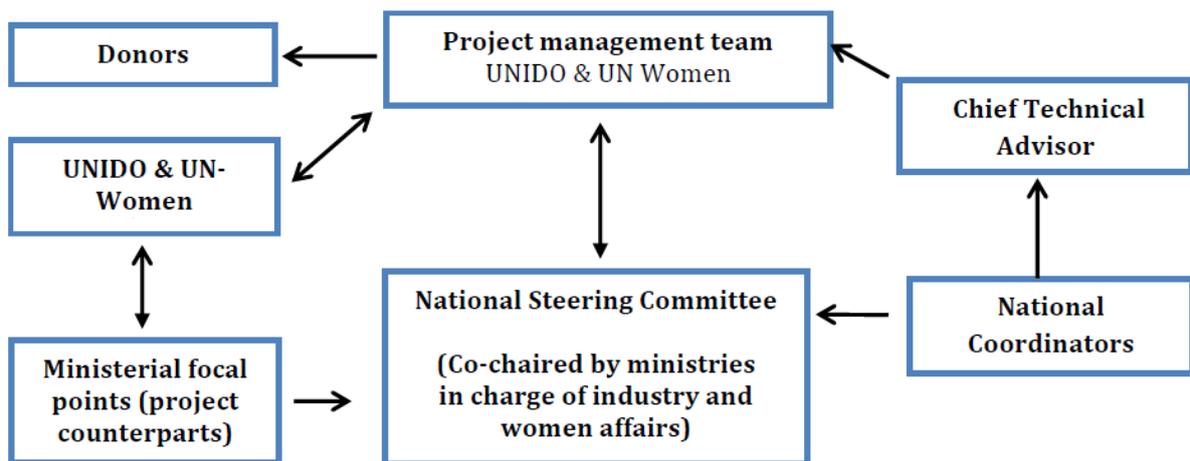
UN Women and UNIDO are partners in the project's management, with UNIDO taking the lead in coordinating and implementing project activities. The collaboration of two project partners should ensure a flexible project management structure, avoiding high transaction costs.

### a. Global Project Management

The project management will be supported by a chief technical advisor at global level, who will be reporting to the project management team. National coordinators report to the chief technical advisor on implementation activities. National coordinators support the work of national steering committees jointly headed by ministries of industry and women's affairs. Both will nominate project focal points to implement country project in a timely manner.

In order to share experiences and continuously improve project management, annual meetings will be organized for all members of this overall coordination mechanism and open to participation by donor governments.

The diagram below illustrates the proposed organizational structure and reporting lines:



### b. National Steering Committees and Role of National Counterpart

Ministries of industry are the lead counterparts for project implementation at national level. However, co-operation and support from ministries of women's affairs are essential for effective implementation. Joint chairmanship of national steering committees will reflect this crucial partnership. The four countries selected so far for project start-up have committed themselves to this arrangement in their project endorsement letters. Only by joining hands can a country make progress on strengthening policy and regulatory reforms for female participation and leadership as well as ensure business participation in green industry.

The main tasks of the committees are development of a country work plan that identifies diagnostic needs, policy design tools and capacity-building needs during the policy assessment stage (outcome 1). When the committees decide on key policy implementation areas, technical

teams will be identified to prepare policy implementation. The committees will have overall supervision of the national project implementation process as well as ensure integration and co-operation between government-level stakeholders, institutional support agencies, industry and business associations, private sector representatives and civil society when applicable. Country offices of UNIDO and UN Women will support and advise the committees and establish the link between national and global activities.

#### E. Project Risks

Risk	Risk Type	Mitigating measures (included in the various activities of the project)	Likelihood of occurrence	Impact, if risk occurs
Due to multiple multi-, and bi-lateral projects ongoing in the country policy-makers and relevant stakeholders are stretched beyond capacity to contribute to achievement of project objective.	National absorption capacity	Preparatory assistance phase was undertaken to determine interest in, and commitment to, achieving project objective. Participating countries have documented their willingness to contribute by signing an endorsement letter. All countries need to fulfil the mandate to gender mainstream their industrial policy. All selected countries have a focus on green industry and are therefore even more motivated to meet social development targets. This project provides practical and financial assistance to achieving the government’s mandate. Hence, the risk of not getting policy-makers and stakeholders’ attention and support is considered low.	Low	Time lag/delay in the implementation process.
Beneficiaries (women entrepreneurs and professionals) not recognizing the value of participation in policy coordination meetings.	Beneficiaries	Beneficiaries may at first not be familiar with the positive ramifications the project may have on their industry. Therefore, advocacy and awareness campaigns are very important elements of project implementation. Government agencies and beneficiaries will be made aware of the benefits, opportunities, and positive long-term impact of integrated policy making.	Low	Project implementation, effectiveness and sustainability are limited.

<p>Political change, unexpected crises, staff turnover or slowdown in economic growth in the beneficiary country and/or in the target priority sector may affect project implementation.</p>	<p>National Environment</p>	<p>The establishment of a National Steering Committee representing the interest of a wide spectrum of stakeholders is a coordination tool which can help overcome challenges with regard to political change, economic or social crises and staff turnover. If stakeholders believe in positive outcomes there will be a critical mass of stakeholders carrying the project forward. Continued policy dialogue and communication around project objectives can support this process and ensure sustainability.</p>	<p>Medium</p>	<p>Time lag/delay in the implementation process.</p>
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## F. INPUTS

### a. Counterpart Inputs

Ministries of industry and women’s affairs will nominate dedicated project focal points to co-chair the national steering committees. Counterpart inputs will be in-kind in terms of provision of staff time and office and meeting space.

Government counterparts and participating institutions and enterprises will make available to UNIDO and UN Women all relevant studies and documents, including gender- and green industry-related information and data, required for successful implementation of the project.

### b. UNIDO and UN Women inputs

UNIDO and UN Women will be responsible for the following inputs:

- UNIDO project manager with experience on green industry to assist in overall management of the project;
- Recruitment of an international project coordinator;
- Recruitment of international staff and consultants;
- Organization of training and mentoring of beneficiaries;
- Subcontracting;
- Procurement of equipment;
- Expendable equipment for the project offices, workshops and similar uses;
- Project expertise for development of the project.

## G. Project Budget

UNIDO budget line	Description	Budget (EUR)			
		2018	2019	2020	Total
<b>1. Countries are enabled to formulate new, or reformulate existing, gender-responsive green industrial policies and adopt them.</b>					
11-00	International experts & staff	20,000	85,000	10,000	115,000
17-00	National Experts & admin staff	0	120,000	10,000	130,000
15-00	Local travel	10,000	60,000	15,000	85,000
16-00	UNIDO travel	30,000	30,000	10,000	70,000
21-00	Subcontract	5,000	140,000	5,000	150,000
35-00	Meetings	10,000	40,000	40,000	90,000
45-00	Equipment	0	10,000	1,000	11,000
51-00	Sundries	3,496	9,717	2,239	15,452
<b>Subtotal</b>		<b>78,496</b>	<b>494,717</b>	<b>93,239</b>	<b>666,452</b>
<b>2. Individual and institutional capacities for policy formulation and implementation are strengthened at national, regional and global level.</b>					
11-00	International experts & staff	0	25,000	5,000	30,000
15-00	Local travel	0	10,000	5,000	15,000
16-00	UNIDO travel	0	10,000	5,000	15,000
17-00	National experts & admin staff	0	20,000	5,000	25,000
21-00	Subcontract	0	30,000	15,000	45,000
30-00	Trainings	0	25,000	5,000	30,000
35-00	Meetings	0	8,000	5,000	13,000
51-00	Sundries	0	1,000	1,000	2,000
<b>Subtotal</b>		<b>0</b>	<b>129,000</b>	<b>46,000</b>	<b>175,000</b>
<b>3. Countries have improved their knowledge base on gender, and green industry policies.</b>					
11-00	International experts & staff	0	0	10,000	10,000
15-00	Local travel	0	0	5,000	5,000
16-00	UNIDO travel	0	0	5,000	5,000
17-00	National experts & admin staff	0	0	10,000	10,000
21-00	Subcontract	0	0	0	0
35-00	Meetings	0	0	10,000	10,000
51-00	Sundries	0	0	2,000	2,000
<b>Subtotal</b>		<b>0</b>	<b>0</b>	<b>42,000</b>	<b>42,000</b>
<b>4. Project Management</b>					
11-00	Chief Technical Advisor	10,000	40,000	40,000	90,000
<b>Subtotal</b>		<b>88,496</b>	<b>663,717</b>	<b>221,239</b>	<b>973,452</b>
Support costs (13%)		11,504	86,283	28,761	126,549
<b>Grand total</b>		<b>100,000</b>	<b>750,000</b>	<b>250,000</b>	<b>1,100,000</b>

## H. MONITORING, REPORTING AND EVALUATION

The monitoring and evaluation (M&E) system will be established with the project stakeholders using criteria, indicators and means of verification derived from the project logical framework. It will include data collection and analysis, gathering of baseline information and preparation of a final implementation schedule and budget expenditure assessments. These will be key management tools to ensure effective and efficient implementation. The project expects to collect information on beneficiaries in a sex-disaggregated manner, for instance, regarding male/female participation in training and male/female staff at involved institutions.

A detailed baseline will be developed following the beginning of project implementation. In addition to monitoring the quantitative results, national experts will prepare a concise qualitative project progress report annually using the standard UNIDO template. This will constitute an input for reporting to project donors and national steering committees.

**Reporting:** The National Project Coordinators will present a report to national steering committees every three months on activities during implementation of the project. The report will also cover the benefits and impacts achieved from these activities. In addition, monitoring and evaluation will be carried out using key performance indicators on the level of project outcomes and outputs. The report will include evidence to demonstrate progress in achievement of the indicators in the logical framework analysis. Reporting will include analysis of disaggregated data by sex and age.

**Evaluation:** The project will be subject to an independent evaluation at mid-term and the end of the project's implementation period.

## I. PRIOR OBLIGATIONS AND PREREQUISITES

The support of ministries of women's affairs and industry of each country is the *condition sine qua non* for successful implementation of this project proposal. The active participation of the private sector represents an asset for project effectiveness and sustainability.

## J. LEGAL CONTEXT

Each set of activities to be implemented in the target countries will be governed by the provisions of the Standard Basic Cooperation Agreement concluded between the Government of the recipient country and UNIDO or – in the absence of such an agreement – by one of the following:

- Standard Basic Assistance Agreement concluded between the recipient country and UNDP;
- Technical Assistance Agreements concluded between the recipient country and the United Nations and specialized agencies;
- Basic Terms and Conditions Governing UNIDO Projects.

## Annex 1: Project logical framework

Intended Results	Indicators	Sources / Means of Verification	Assumptions / External Factors
<p><b>Countries are initiating a significant push to improve leadership and participation of women as entrepreneurs and industry professionals, and advance gender equality as well as green industrialization in line with the SDGs.</b></p>	<ul style="list-style-type: none"> <li>– Number of countries adopting a gender-responsive green industry work plan.</li> </ul>	<ul style="list-style-type: none"> <li>– Reports;</li> <li>– Work plans/policy frameworks;</li> <li>– Evaluation Report.</li> </ul>	<ul style="list-style-type: none"> <li>– Political and economic stability;</li> <li>– Continued willingness of the Governments to endorse the project;</li> <li>– If gender and green policies are integrated, green industry is more likely to promote women’s full and effective participation and equal opportunities for leadership at all levels of decision-making as entrepreneurs and/or industry professionals. The impact is therefore likelier to promote inclusive and sustainable industrial development;</li> <li>– Sufficient capacity with counterpart to implement project.</li> </ul>
<p><b>Overall Outcome: Needs and gaps to improve leadership and participation of women as entrepreneurs and/or industry professionals through strengthened integration of gender and green industry policies identified.</b></p>	<ul style="list-style-type: none"> <li>– Productivity is more efficient and sustainable as a result of women’s increasing participation;</li> <li>– Number of gender-references included in national Green Industry policy implementation plan;</li> <li>– Number of experiences on gender mainstreaming in Green Industries documented.</li> </ul>	<ul style="list-style-type: none"> <li>– Evaluation Report;</li> <li>– Assessment reports;</li> <li>– Work plans/policy frameworks.</li> </ul>	<ul style="list-style-type: none"> <li>– Private and public sector actors working on green industry are willing and able to implement improved gender responsive policies and measures;</li> <li>– Private and public sector actors working on green industry are willing and able to implement improved gender responsive practices;</li> <li>– The Ministry of Women Affairs and Industry are committed to supporting the initiative;</li> <li>– Selected sectors provide opportunities for inclusive and sustainable green enterprise creation and</li> </ul>

			development.
<p><b>Outcome 1:</b></p> <p><b>Countries are enabled to formulate new, or reformulate existing, gender-responsive green industrial policies and adopt them.</b></p>	<ul style="list-style-type: none"> <li>– Policy-makers and enforcers make use of gender sensitive information for decision-making;</li> <li>– Number gender- and green-specific policy industrial frameworks developed;</li> <li>– Number of gender-references included in Green Industry policy.</li> </ul>	<ul style="list-style-type: none"> <li>– Assessment reports;</li> <li>– Work plans/policy frameworks.</li> </ul>	<ul style="list-style-type: none"> <li>– The gender-responsive green industrial policy framework resonates with the needs for inclusive and sustainable development in the countries, and is therefore endorsed.</li> </ul>
<p><b>Output 1.1:</b></p> <p><b>Diagnostics, assessments and policy analyses are undertaken for enabling evidence-based policy making such as study on constraints to entrepreneurship development analysing formal and informal institutional barriers to women entrepreneurship.</b></p> <p><b>Output 1.2:</b></p> <p><b>Public stakeholders are mobilised and engaged in cross-sectoral policy prioritisation.</b></p>	<ul style="list-style-type: none"> <li>– Number diagnostics, assessment and policy analysis carried out;</li> <li>– Number of reports produced to inform gender-responsive green industrial policy design and implementation;</li> <li>– Number of measures undertaken per project to sensitize involved stakeholders on gender mainstreaming and green industry;</li> <li>– Number of gender analysis/assessments carried out with participation of all partners;</li> <li>– Number of dialogues in which women associations and networks focusing on gender equality and women’s empowerment have been consulted;</li> <li>– Percentage of women and men</li> </ul>	<ul style="list-style-type: none"> <li>– Project reporting.</li> </ul>	<ul style="list-style-type: none"> <li>– UNIDO and UN Women staff has access to countries decision-makers and planning process;</li> <li>– Public and private institutions provide accurate information.</li> </ul>

	represented in Green Industry decision policy- making structure; per cent of women and men represented in Green Industry policy implementation structures.		
<p><b>Outcome 2:</b></p> <p><b>Individual and institutional capacities for policy formulation and implementation are strengthened at national and global level.</b></p>	<ul style="list-style-type: none"> <li>– Number of policy-makers and government officials trained, disaggregated by sex;</li> <li>– Number of tailored gender-training courses developed and targeted to civil servants and local government;</li> <li>– Number and percentage of women and men trained;</li> <li>– Sex-disaggregated data routinely collected and applied to policy, planning, implementation, monitoring, and evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>– National partners are sensitized on the benefits of gender mainstreaming in capacity-building;</li> <li>– Survey of beneficiaries’ knowledge.</li> </ul>	<ul style="list-style-type: none"> <li>– Institutional capacity-building of policy-makers, civil society will support empowerment for green industry’s female professionals and female entrepreneurship;</li> <li>– Training and mentoring: This will respond to their strategic needs and enhance their ability to participate in, contribute to and benefit equitably from green industry.</li> </ul>
<p><b>Output 2.1:</b></p> <p><b>National and provincial training programmes are delivered.</b></p> <p><b>Output 2.2:</b></p> <p><b>Global training programmes are delivered in specific women entrepreneurship programmes or as</b></p>	<ul style="list-style-type: none"> <li>– Number of gender-specific events held (e.g. trainings, workshops);</li> <li>– Percentage of women and men presenting/speaking at national and regional training programmes.</li> </ul>	<ul style="list-style-type: none"> <li>– Sex disaggregated data and gender information for the project are collected;</li> <li>– Training reports with participant lists (male/female);</li> <li>– Advocacy and communication</li> </ul>	

<p><b>part of Programme for Country Partnership (PCP) component training measures.</b></p>		<p>material.</p>	
<p><b>Outcome 3:</b>  <b>Knowledge base on gender and green industrial policies is improved and outreach actions are initiated.</b></p>	<ul style="list-style-type: none"> <li>– Number of gender-specific knowledge on green policy issues materials developed.</li> </ul>	<ul style="list-style-type: none"> <li>– Policy makers are informed on needed policy reforms for gender green industry.</li> </ul>	<ul style="list-style-type: none"> <li>– Research on gender -, and green industrial policies will contribute to the knowledge base and support policy reforms for gender-responsive green industry policy development;</li> <li>– Availability and access to relevant information;</li> <li>– Research will contribute to the knowledge base and support policy reforms for gender responsive green industry framework.</li> </ul>
<p><b>Outputs 3.1:</b>  <b>Knowledge products on policy issues relevant to women economic empowerment is generated and shared.</b></p>	<ul style="list-style-type: none"> <li>– Number of publications developed.</li> </ul>	<ul style="list-style-type: none"> <li>– Sex disaggregated data and gender information for the project are collected;</li> <li>– Project Reporting.</li> </ul>	<ul style="list-style-type: none"> <li>– National governments and other stakeholders are willing to share their information on gender and industry issues.</li> </ul>

## **Annex 2: Summary of the findings from the Preparatory Assistance Phase**

A preparatory assistance project was undertaken in 2017 by UNIDO with the assistance of UN Women to gain a better understanding of the challenges facing governments in coordinating gender-responsive green industrial policies. The activities of this preparatory assistance included in particular the preparation of national reports on the situation of gender and green industry nexus, and the organization of national consultations with key stakeholders (government, academia, national institutions, civil society organizations, etc.).

The findings of the preparatory assistance phase are presented hereafter as follows:

1. Summary of data collected for the national reports;
2. Summary of recommendations from the national reports and consultations.

The “Phase 1: Policy prioritisation” of the project “Global Programme: Economic empowerment of women in green industry” will build upon and seek to complement and deepen the findings of this preparatory assistance through policy assessment, work plan development, training and dissemination.

### 1. Summary of data collected for the national reports

Data <sup>1,2</sup>	Cambodia	Peru	Senegal	South Africa
<b>Generic data on gender gap</b>				
Gender Inequality Index (2017, Eq.=0)	0.473	0.368	0.515	0.389
Global Gender Gap (GGG) index <i>GGG economic, educational, health and survival, political indexes (2017, Eq.=1)</i>	0.676 <i>0.698, 0.921, 0.980, 0.104</i>	0.719 <i>0.652, 0.993, 0.980, 0.399</i>	0.684 <i>0.624, 0.831, 0.973, 0.308</i>	0.756 <i>0.632, 0.988, 0.978, 0.277</i>
Women political representation	20.3% of parliament members and 18% of local councilors are women	27.7% of parliament members are women	41.8% of parliament members are women	42% of parliament members are women
<b>Economic data on gender gap</b>				
Female workforce participation (2017)	80.9% (stagnating)	69.0% (stagnating)	45.5% (increasing)	47.8% (increasing)
Male workforce participation (2017)	88.7% (stagnating)	84.4% (stagnating)	69.9% (stagnating)	62% (increasing)
Women's vs men's earnings (%)	No data from PA	70%	60% (qualified employment: 66.5%)	58%
Gender work time gap	No data from PA	9 hours more than men weekly, 36.5h paid and 39.5 unpaid	No data from PA	5.6 hours more than men weekly More than half unpaid.
Sectors employing women	Trade, services, manufacturing, agriculture, hotels and accommodation concentrate 89% of all working women	Enterprises with ten employees or less concentrate 75% of all working women. Respectively 50.6%, 14.9% and 5.5% of all working women in textile, food and plastics	Mostly in small and retail trading	No data from PA
Sectors with underrepresentation of women	Professional and technical positions	30.8% of government and industry management are women 3.4% of board directors, 4% of board	6.4% of women in industry	28% of all top management and 3% of CEOs are women

		positions and 10% of executive committee members are women (Lima Stock Exchange companies)		
Women-owned enterprises	60% of SMEs, principally small or family business, low representation in nascent firms	40% of SMEs principally in commerce, light manufacturing, hotels and restaurants	32.1% of all enterprises, 38.1% of start-up companies, 0.5% of 1,000+ employee companies	No data from PA
Identified challenges for women economic empowerment in green industry	Availability of business financing tool; access to institution and knowledge of procedure; absence of recognition	Availability of business financing tool; access to education and skill development tools; socio-cultural norms; lack of public policies to support working mothers	Socio-cultural norms and religious beliefs; availability of business financing tool	Access to education and skill development tools; availability of business financing tool; harassment and implicit barriers
<b>Existing green industry and gender mainstreaming policy framework</b>				
Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) <i>Last country report</i>	Ratified  2006	Ratified  1995	Ratified  1998	Ratified  1994
Protocol on Violence against Women	Ratified	Ratified	Ratified	Ratified
Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa	NA	NA	Ratified	Ratified
Existing national policy framework on green industry and gender	– Neary Rattanak IV Strategic Plan (2014-18): core programme for institutional strengthening, gender mainstreaming and	- National Plan for Gender Equality (2012-17): framework to mainstream gender across public policies;	– Legal framework to protect, promote and enforce gender equality: Promotion of Equality and Prevention of Unfair	– Constitution (2011): guarantees gender equality; – National Strategy for Gender Equality and Equity (2005-2015).

mainstreaming	<p>capacity development for gender equality. Most ministries established a Gender Mainstreaming Advisory Group to oversee implementation of gender related aspects;</p> <ul style="list-style-type: none"> <li>- National Policy and Strategic Plan for Green Growth for 2013-2030: plan to turn Cambodia into a green economy (efficient use of natural resources, promotion of environmental sustainability, promotion of green technologies, finance and job).</li> </ul>	<ul style="list-style-type: none"> <li>- Collaboration with the Economic Commission for Latin America (ECLA): political dialogue to promote the economic empowerment of women in various spheres;</li> <li>- Gender and Climate Change Action Plan (2016-20): framework to increase women's participation in climate change in identified priority areas;</li> <li>- Green industrial policy: currently under development, several components to promote green industry, including dimensions on gender mainstreaming;</li> <li>- OECD: adherence in 2015 to OECD's Green Growth Declaration.</li> </ul>	<p>Discrimination Act, 2000; Communal Land Rights Act, 2004; Domestic Violence Act and Employment Equity Act, 1998;</p> <ul style="list-style-type: none"> <li>- Legal framework for sustainable development: National Climate Change Response, 2011; New Growth Path, 2010; Integrated Resource Plan 2010-2030, ad-hoc legislation on waste, biodiversity, resources efficiency, renewable energies, transport, etc.;</li> <li>- Green Economy Accord (2011): multi-stakeholders agreement to support the New Growth Path through promotion of green jobs;</li> <li>- Integrated Youth Development Strategy 2020: support programmes for youth innovation, entrepreneurship and skills development.</li> </ul>	<ul style="list-style-type: none"> <li>- Gender Parity Law (2010): 50% quota of women elected in the national parliament;</li> <li>- SME Promotion Law (2008): specific public measures for women entrepreneurs;</li> <li>- Plan Senegal Emergent (2014): framework to accelerate progress towards an emerging market economy, including development of green economy;</li> <li>- National Climate Fund (2015): mechanism to prevent and mitigate climate change;</li> <li>- COP21: pledge to reduce greenhouse gas emissions by 5% before 2035 without international assistance, and by 21% with additional external financing. Priority sectors are energy, waste, industrial processing and agriculture.</li> </ul>
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<sup>1</sup> Data sources are provided in project document "Economic empowerment of women in green industry".

<sup>2</sup> Some data initially contained in project document "Economic empowerment of women in green industry for data source" have been here updated.

## **2. Summary of recommendations from the national reports and consultations.**

The below recommendations have been extracted from the national reports and consultations of the preparatory assistance phase.

### ***Country-level recommendations***

The main recommendations for Cambodia are as follows:

- Improve capacity, knowledge and awareness on gender and green industry of policy-makers, government staff and private sector;
- Facilitate access for woman-led businesses to counseling and financing tools (e.g. incentives, credit);
- Facilitate access for women to institutions and increase knowledge of procedure;
- Address barriers and set modalities for the implementations of the Gender Mainstreaming's Action Plans (GMAPs) developed by the ministries and start implementation phase.

The main recommendations for Peru are as follows:

- Reinforce institutional coordination to improve gender mainstreaming in the formulation of the new green industrial policy;
- Facilitate access for woman-led businesses to counseling and financing tools (e.g. incentives, credit), in particular in green industry and clean technologies;
- Implement skills development schemes for women;
- Raise awareness and promote framework against sexual harassment;
- Leverage opportunities existing in industries subject to strong corporate responsibility policies in order to increase women participation (e.g. exporting and foreign owned companies in sectors such as food and beverages; textiles and leather garments; wood, paper and prints industry; recycling and waste management; etc.);
- Update the 2012-2017 National Gender Equality Plan (PLANIG) for the forthcoming period;
- Promote economic development of regions and small and medium-sized enterprises with high potential in terms of women socioeconomic improvement.

The main recommendations for Senegal are as follows:

- Leverage the generally better educational level of women to foster opportunities;
- Assess the role of social and cultural expectations in gender inequality and promote solutions;
- Carry out policy-oriented research on women and green industry;
- Build capacity on gender and green economy through training and knowledge products in the following areas.

The main recommendations for South Africa are as follows:

- Carry out additional research on women and green industry, in particular assess and find ways to address the distinct gender inequalities among the different ethnic groups;
- Improve capacity, knowledge and awareness of policy-makers, government staff and private sector stakeholders on gender and green industry;
- Skills development scheme for women;

- Strengthen national statistical offices, in particular through the integration of gender, ethnic and geographical disaggregated data;
- Leverage identified green growth opportunities in the small and medium-sized enterprises manufacturing sector.

### ***Global level recommendations***

The main recommendations at the global level are as follows:

- Analyze further women's opportunities and challenges within green industry;
- Develop public and topic tailored awareness raising and capacity-building programs on green industry and gender mainstreaming;
- Develop platform to catalyze action and encourage multi-stakeholder coordination (governments, private sectors, civil society organizations, academia, etc.), and find replicable business models to close gaps in advancing women in green industry;
- Provide tools to start and develop green businesses (circular economy and gender-responsive capacity building, mentoring schemes for women entrepreneurs, case studies of success stories, etc.);
- Strengthen accountability and oversight mechanisms for institutional gender mainstreaming initiatives;
- Coordinate and disseminate country-level knowledge for replication by other countries addressing gender-responsive sustainable/green industrial policy-making.