



Private Infrastructure
Development Group
Pioneering infrastructure changing lives

PIDG Gender Equity Action Plan 2020

Why have we developed a Gender Equity Action Plan?

One of PIDG's core values is **Impact**, which we define as having a strong, positive and tangible effect on people's lives. Fundamental to this is improving outcomes for women and girls. Particularly in the countries that PIDG operates in, a variety of barriers prevent women and girls from participating in and benefitting from infrastructure equitably, and women are also disproportionately affected by gender-based violence and harassment (GBVH).¹ Yet there is growing recognition that addressing these risks and advancing women's empowerment creates tangible benefits for individuals, businesses and the wider community.²

At the Private Infrastructure Development Group, we fully recognise our responsibility to safeguard women and girls across our operations and are committed to empowering women through our investments and to deliver gender equity in the workplace. The PIDG Gender Equity Action Plan ("the Plan") outlines the key actions that we are committed to implementing in 2020 across our Group of companies.

What have we done so far?

Multiple teams across the PIDG Group have been engaged with gender-related work, including:

- PIDG HSES (Health Safety Environmental and Social) team – creating policies and standards on gender equality and gender-related risks (including GBVH)
- PIDG HR and Communications – addressing discrimination and promoting diversity and equal opportunities within the workplace
- PIDG DI team – implementing processes and guidance to advance gender lens investing
- GuarantCo – creation of GuarantCo Gender Task Force to identify and drive relevant actions at the level of GuarantCo company
- All PIDG Companies – working to improve gender outcomes within investments for women in project companies and communities

PIDG Gender Equity Action Plan 2020

Building on the activities across the Group so far, the PIDG Gender Equity Action Plan is comprised of three pillars:

- i. Safeguarding Women and Girls from GBVH in PIDG Investments and Operations;
- ii. Empowering Women and Girls through PIDG Investments; and
- iii. Leading by Example at PIDG.

¹ www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190

² https://www.ifc.org/wps/wcm/connect/4a839797-99ca-40f8-89eb-5c5ad124bd41/TipSheet_AddressingGenderGBVinIFCProjects_Jan2018.pdf?MOD=AJPERES&CVID=muauSdu

Pillar I - Safeguarding Women and Girls from GBVH in PIDG Investments and Operations

This pillar encompasses all activities related to the effective safeguarding of women and girls from GBVH. The PIDG HSES team is in the process of developing the PIDG Gender Equality Standard, which the Companies will be responsible for implementing within their investments and activities.

By the end of 2020 we will have:

- a) Screened all projects across the portfolio for significant GBVH risk and undertake further assessment/monitoring visits on a selection of sites where appropriate (to be completed by the central HSES team)
- b) Delivered GBVH-focussed training sessions for staff across the PIDG Group
- c) Developed PIDG GBVH project monitoring and reporting guidelines and a checklist to be used in screening new investments
- d) Developed a booklet on assurance against GBVH to distribute to project managers

At the end of 2020 we will measure progress through the following metrics:

1. # and % of portfolio projects screened for GBVH risk (target 100%)
2. # of GBVH-focussed training sessions delivered

Key supporting documents: PIDG Gender Equality Standard; GBVH risk action table

Pillar II - Empowering Women and Girls through PIDG Investments

This pillar encompasses all activities related to driving and demonstrating positive impact for women and girls within PIDG investments. The PIDG DI team is in the process of developing a Gender Lens Investing Guidance Note and an update to the Gender Ambition Framework for PIDG Company investment staff to test and apply within their investments.

By the end of 2020 we will have:

- a) Launched the updated PIDG Gender Ambition Framework 2020
- b) Delivered training for all PIDG companies on the new Gender Lens Investing Guidance Note
- c) As part of the early stage Development Impact assessment, screened all new investment opportunities using the PIDG Gender Ambition Framework 2020, identifying where opportunities to improve women empowerment outcomes exist and ensuring that gender impact are tracked where relevant
- d) As part of the early stage HSES and DI screening of new investment opportunities, checked that women and girls' voices are sought in project consultations whenever community consultation is implemented. When planning investment monitoring activities and users' surveys, we will deliberately seek women and girls' voices where appropriate to the nature of the investment
- e) Assessed the need for additional resources at PIDG Ltd. to propel gender lens investing within the Companies and take action accordingly

At the end of 2020 we will measure progress on our gender ambition integration at the portfolio level through the following metrics³:

1. # and % of newly closed transactions reporting on gender targets or produced gender disaggregated reporting
2. # and % of new projects classified as Do Minimum / COMPLIANT with PIDG Gender Equality standard
3. # of new projects classified as EMPOWERING WOMEN or GENDER TRANSFORMATIVE
4. # of PIDG TA grants that improve project scoring on gender (against the Gender Ambition Framework)

³ The metrics aim to track Group-wide performance in order to monitor progress and establish baselines to set targets from 2021 onwards. Metric 3 refers to the number and percentage of projects that meet minimum standards on gender equality set by HSES, which is expected to be 100% of projects. Metrics 4 and 5 do not set any targets.

Key reference documents: PIDG Gender Lens Investing Guidance Note; PIDG Gender Ambition Framework 2020

Pillar III - Leading by Example at PIDG

This pillar encompasses all activities related to avoiding discrimination and promoting diversity, inclusivity, and equal opportunities across the PIDG Group.

By the end of 2020 we will have:

1. Surveyed gender attitudes across the PIDG Group through a dedicated segment in the PIDG Culture Survey, identifying and following up on key areas for improvement (including from staff suggestions) through a dedicated plan
2. Assessed implementation of our gender equitable organisation policies and practices, including:
 - i. Gender blind recruitment procedures
 - ii. Gender equitable employee pay, promotion and evaluation procedures
 - iii. Gender equitable work policies (e.g. flexible work) and ways of working
 - iv. Dedicated sexual harassment policy and whistleblowing procedures
3. Delivered training to senior staff and across the group to support the implementation of policies and practices

At the end of 2020 we will measure progress through the following metrics:

1. % of key improvement areas identified that have been followed up with an action plan
2. # of training sessions delivered to senior staff and across the Group on gender equitable policies and practices
3. # (and %) of events with PIDG female representation in speaking roles, on website, social media and communications materials
4. % of positions recruited for which gender-disaggregated recruitment data is analysed
5. Additional metric to be confirmed (through data gathered by HR) on gender equitable policies and practices

Key supporting documents: Good Policies and Practices to Enhance Organisational Gender Equity (good practice note produced by International Centre for Resources on Women for PIDG); PIDG Culture Survey

The PIDG Gender Task Force⁴

The commitments outlined in the Plan span across the PIDG Group, hence the PIDG Gender Task Force (GTF) has been established to drive adoption of the Plan. The GTF encompasses members of staff within PIDG Ltd. and the four PIDG Companies, and is committed to convening throughout 2020 to achieve the following actions:

- i. Review and provide input towards the Plan
- ii. Promote awareness of the Plan across the Group
- iii. Support the implementation of the Plan
- iv. Measure progress at the end of 2020 to build towards a subsequent plan

⁴ As with GuarantCo, other PIDG Companies may wish to convene their own internal GTF in addition to the PIDG GTF.