



Sustainable Manufacturing and
Environmental Pollution

Gender Equality and Social Inclusivity (GESI) and the Leave No One Behind (LNB) Agendas

*Practical tips for incorporating the GESI and LNB agenda into
SMEP Grant Funding Applications and Project Delivery*

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1 Overview

1.1 Document Purpose

This document provides context and helpful tips to the Sustainable Manufacturing and Environmental Pollution (SMEP) Programme Applicants and Supplier Partners to plan for and integrate considerations on Gender Equality and Social inclusion (GESI) into SMEP concept applications, proposals and project delivery.

The document is not intended to be an instruction manual but rather encourage Supplier Partners to consider the imperative of this topic and to identify meaningful ways that the Leave No-one Behind and GESI agenda can be incorporated into project design and delivery.

1.2 What is Meant by GESI and LNB?

The SMEP programme requires that the question of Gender, Equality and Social Inclusion (GESI) goes beyond the issue of gender discrimination and considers opportunities for broader social inclusion (including economic opportunities), and opportunities for the hardest-to-reach in communities, including those with disabilities, leaving no one behind.

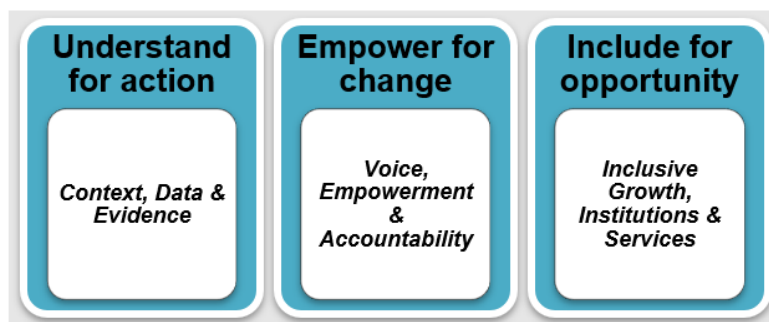
1.2.1 Gender Equality

This is the requirement that existing gender-related inequalities or the potential for projects to have an impact on gender are considered – for example, what impact does the intervention have on boys/men vs girls/women? Do boys/men and girls/women benefit equally? What **discrimination is evident (gender inequality)** and what can be done to address this, and or promote **better relations between men and women (gender relations)** in the design and implementation of pilots or research activities.

1.2.2 Social Inclusion – Leave No One Behind (LNB)

LNB is about **reducing discrimination against the most disadvantaged groups in society** and identifying **opportunities for inclusion and benefit**. This can be achieved in the design and implementation of programmes and policies as well as identifying opportunities for inclusion and benefit. Groups are context specific and include, but are not limited to, women and girls (gender inequality). Other excluded groups may include people with disability, LGBT+ people, migrants and refugees, and people from certain ethnic or religious groups. **FCDO's 'Leave No One Behind Framework' (Figure 1)**¹ can be used as a basis to approach LNB activities across 3 themes – Understand, Empower, Include (Herbert, 2019).

Figure 1. FCDO's 'Leave No One Behind' Framework



¹ For further information on the interplay between this and SMEP, please see Annex 1.

1.2.3 Why GESI and LNB are a priority for development funding?

The SMEP programme is developing practical solutions to address pollution in the manufacturing sector. A large portion of the work thus involves or interfaces with the private sector (formal and informal), and with the project funded by development aid from the UK's Foreign, Commonwealth & Development Office (FCDO) a developmental perspective is integral to the overall programme objective to combat pollution from manufacturing. The rationale and importance of the inclusive approach is summarised below:

- By addressing the needs and challenges faced by women, girls, and marginalized groups, funded projects can contribute to building more inclusive and equitable societies.
- Gender and social inequalities intersect with economic and environmental factors, affecting individuals and communities differently and development interventions (such as SMEP) can have varying impacts on different social groups. Funded projects should factor in this aspect to ensure that unintended impacts are adequately considered and mitigated effectively in project delivery.
- Appropriate attention to GESI aims to enhance the effectiveness and sustainability of development aid. By involving and empowering women, marginalized groups, and local communities, projects are better positioned to harness diverse perspectives, local knowledge, and social networks, which enhances the relevance, ownership, and long-term success of initiatives.
- Gender and social inequalities often lie at the root cause of poverty and injustice. By prioritising GESI, these systemic issues can be addressed, with the objective to enable opportunities for all individuals to participate in and benefit from development processes, ensuring that no one is left behind.

Table 1: FCDO's LNB and GESI Mandate

The International Development (Gender Equality) Act of 2014, mandates that all UK Official Development Assistance programmes must have regard for reducing gender inequality.

In addition, the public sector equality duty, created under the Equality Act 2010, requires public bodies – including FCDO - to have due regard to the need to eliminate discrimination. Furthermore, in 2015 the UK Government committed to achieving the UN's Sustainable Development Goals (SDGs), which explicitly endorse gender equality and reducing inequalities. The overarching principles of these core directives are highlighted in the FCDO's Leave No One Behind pledge:

- *“Every person has a fair opportunity in life no matter who or where they are.*
- *People who are furthest behind, who have least opportunity and who are excluded will be prioritised.*
- *Every person counts and will be counted.”²*

1.3 GESI and LNB in the Context of SMEP

SMEP has grant funding available for supplier partners that meet procurement terms that address manufacturing pollution through:

- the generation of scientific evidence and
- testing of technology-based solutions, supported by
- relevant business and policy models and policy engagements.

² The full pledge available here: <https://www.gov.uk/government/publications/leaving-no-one-behind-our-promise/leaving-no-one-behind-our-promise>

The programme targets pollution manufacturing in South Asia and sub-Saharan Africa. Through initial scoping studies, several sectors have been prioritised, specifically food and beverages, circular solutions, lead acid batteries, tanneries and textiles. (Additional context on sector focus is available at www.smepprogramme.org.)

Sustainable supply chains in manufacturing need to manage relationships with the environment and supply stakeholders, including the workforce, where the issue of decent work is central. In many cases, understanding and addressing these issues is vital for developing truly sustainable manufacturing supply chains.

The SMEP programme is required to address GESI on two levels.

1. **Research:** Applicants should consider what opportunity presents for meaningful contribution to the body of research on Gender and Social Equity in manufacturing including:
 - the environmental health impacts of pollution from manufacturing; and
 - the impact that solutions (technical or business model) may have on GESI (health or other).
2. **Impact:** Applicants that propose solutions for piloting, either business models or technical interventions, or even policy changes should consider:
 - what opportunities present to improve Gender and Social Equity dimensions as part of the technology or business model being developed; and
 - what systems would be required to manage and measure these outcomes?

Applicants should also consider opportunities to manage and monitor the GESI, LNB and Do no Harm Safeguarding aspects that are pertinent to project delivery and provide context and explanation on the relevance of the issue and approach to dealing with it.

The chapters that follow in the document provide guidance to applicants and grantees on these themes.

2 GESI Issues in the Manufacturing Sector of SMEP Target Countries

2.1 Research findings on broad issues within the manufacturing sector

The sustainability of manufacturing supply chains extends beyond that of environmentally sustainable practices, to the question of decent work and managing health and safety risks. Certain supply chains relegate the high-risk and low-remuneration activities to the informal parts of the supply chain where marginalised sectors of the population including women and children are most affected. Addressing these issues, and enhancing equitable opportunities, requires a wider perspective on prevailing social and economic factors as well as a systemic understanding of supply chains.

While a generalisation requires a caveat, due to the breadth of the manufacturing sector and the variation in the structure of different sectors, the broadly stated issues below hold true:

- Women tend to be overrepresented in the manufacturing sector's lower-skilled, lower-paid roles and within the informal areas of the supply chain. Reducing demand for unskilled workers in industry disproportionately affects women.
- Women typically earn less than their male equivalents and lack a voice in worker representation bodies.
- Women, the poor, and other marginalised groups are often the most exposed to the harmful effects of pollution during manufacturing processes.

2.2 GESI risks and mitigation measures within the manufacturing sector

The examples provided here are intended to stimulate reflection for applicants when developing proposals and submitting responses under the SMEP procurement calls. Contracted applicants may also wish to refer to these to refine their implementation plans. Tables 2, 3 and 4 provide a summary of the types of issues that may be relevant to grantee projects across three areas including:

- Employment and pay.
- Occupational health and safety; and
- Safeguarding and protection.

While these notes are not exhaustive, they may be used for reflection on the types of risks that exist within the sector across these three areas as well as different potential courses of action (mitigating measures). These potential courses of action listed below could be applied to the identification of and enabling opportunities at the following different levels:

- **Project team:** opportunities such as women-led diversity within the team.
- **Business model development:** opportunities generated by business model development, testing and scaling.
- **Project outputs:** opportunities through project outputs including environmental benefits and the market/consumers of the project outputs or products.
- **Community and value chain:** opportunities through considerations of impacts to vulnerable communities within the value chain.

Table 2. Issues relating to employment and pay

Issue	Description	Example measures
Unequal pay	Women, the poor and other marginalised groups may be at higher risk of receiving unequal pay through lower wages.	Processes to ensure a supportive work environment cognisant of the needs of women and other marginalized groups, striving for equal opportunity for youth and other marginalised groups.
Access to promotions and decision-making positions	Women, the poor, and other marginalised groups are more likely to be held back from promotions and access to decision-making positions.	As above
Access to opportunities for skill development	Women, the poor, and other marginalised groups are more likely to be provided equal access to opportunities for skill development.	<p>Ensure that men, women and other groups have equal access to training programs.</p> <p>Create targeted training initiatives that encourage participation of diverse groups and leadership in the sector.</p>
Access to employment	Women, the poor, and other marginalised groups are more likely to suffer from unequal access to employment.	<p>Promote economic inclusion by supporting local small businesses in the manufacturing sector, including women-led entrepreneurship. Support could take the form of supplier offtake contracts, facilitating access to finance, technical assistance, and mentorship programs tailored to women-owned businesses.</p> <p>Ensure that men, women and other marginalized groups are provided with equal opportunity through hiring practices.</p>

Table 3. Issues relating to occupational health and safety

Issue	Description	Example measures
Informal and precarious work	<p>Many supply chains in sub-Saharan Africa and South Asia rely on the informal sector, where employment conditions may be precarious.</p> <p>A large proportion of women tend to work in this sector, as well as children.</p>	Promoting formalization, decent work, and social protection measures can improve the working conditions and livelihoods in the sector.
Occupational health and safety	<p>Working conditions in some manufacturing sectors can be hazardous, with exposure to chemicals, long working hours, and poor ventilation.</p> <p>Women, who constitute a significant portion of the sector's workforce, may face specific health and safety risks.</p>	Measures to address this include proper occupational health and safety measures, including protective equipment and safe working environments.
Environmental impact and community health	Pollutant releases and waste materials pose risks to the environment and the health of nearby communities. These impacts can disproportionately affect marginalised communities, including women and children.	Advocate for gender-responsive policies and regulations that address pollution from manufacturing. This can include promoting gender mainstreaming in environmental governance and ensuring that regulatory frameworks consider the differential impacts of pollution on women and marginalized groups.

Table 4. Issues relating to safeguarding and social protection.

Issue	Description	Example measures
Social protection and worker rights	Workers may lack adequate social protection measures such as maternity leave, healthcare, and pension benefits.	Strengthening worker rights and social protection systems is important to ensure fair and equitable treatment, improve livelihoods, and protect the well-being of workers in the sector ³ .
Gender-based violence and harassment	Women working in manufacturing industries may experience gender-based violence and harassment, including verbal, physical, and sexual abuse. Seeking redress are crucial for protecting the rights and well-being of female workers.	Establishing safe and supportive work environments, implementing policies to prevent and address gender-based violence, and providing avenues for reporting incidents.
Child labour and education	Some supply chains in the manufacturing sector have been associated with child labour. Combating child labour is a wider socio-economic challenge and is complex.	Engagement in this area will need to be context specific – not only concerning enforcement of child labour laws but also and supporting social programs that address the root causes of child labour.

³ This is a challenge for supply chains characterised by labour intensive factories such as cut and trim and other components of the textiles and tanneries sectors.

3 How can SMEP-funded Projects Respond to GESI-related Issues?

3.1 Identifying GESI issues during project development and design

During project development and design, it is essential for GESI considerations to be shaped and informed by the local and regional context in relation to manufacturing. For example, a SMEP research team working in Kenya would need to be aware of GESI issues specific to socio-economic and cultural contexts at both the local (town, region, area of implementation) and national (Kenya-wide) levels.

The tools and steps described in **Table 5** are suggested to develop contextually relevant and impactful projects.

Table 5. Tools to Contextualize GESI Issues and Mitigating Actions

Opportunity	Description
Scoping, stakeholder engagement and participating	By involving and engaging with affected local communities, including marginalized groups, SMEP-funded projects can harness diverse perspectives, local knowledge, and social networks, which, should enhance the relevance, ownership, and long-term success of initiatives. The consultation process may lead to the identification of opportunities for project outreach or attention - thus applicants should maintain flexibility for the project inception period to determine an appropriate course of action for implementation.
Social impact assessments	Social assessments may identify issues such as environmental health concerns or issues of environmental justice, giving an opportunity to develop monitoring and mitigation strategies that address the specific needs and vulnerabilities of these groups.
Wider engagement and outreach	There may be scope to engage with community-based organizations and local research and environmental rights and social justice aligned agencies to gain local perspectives and insights and collaborate on effective and consultative solutions.

Directly engaging and consulting with groups potentially effected by the project, either positively or negatively, through using one or more of these tools could help identify:

- **Whom** to target with GESI initiatives.
- **Where** to best take relevant GESI action; and
- **When** to take these actions.

Prior to carrying out stakeholder engagement/ consultations, it could be useful to refer to some of the following guidance⁴ in relation to your project:

- Identify roles and experiences of different groups;
- When identifying gender and inclusion barriers, consider who would need to be involved for change to take place;
- Consider the religious and cultural appropriateness of intervention;
- Consider who would be positively impacted; and
- Consider who would be negatively impacted and whether the project could further exacerbate inequalities.

⁴ Source: UKAD – *Guidance Gender, 2016*.

Please see additional detail within the “Further guidance on considerations for planning and implementing gender responsive projects” within Annex 2.

3.2 Project delivery

It is also recommended that a **risk assessment** be developed based on both the context as well as areas relevant to project delivery. This should include:

- a list of potential risks; and
- a clear identification of what mitigating measures/ actions the project intends to take on.

The checklists in **Table 6**, **Table 7** and **Table 8** have been developed to assist grantee projects identify some of these risks. As mentioned previously, the content provided is not exhaustive but has been provided to stimulate thinking around GESI considerations.

Table 6. Employment and Pay Checklist

#	Item	Yes	No
1	Equal pay: are all groups including those with vulnerable characteristics being paid comparably for the same role?		
2	Access to promotions: are all groups enjoying fairness of access to all roles?		
3	Access to skill development: have provisions been made to encourage the participation of all groups, including those with vulnerable characteristics?		
4	Access to employment: are employment opportunities equally accessible to all groups, including those with vulnerable characteristics?		
5	Access to employment: does your project account for the impact on employment in value chains/ creation of quality jobs, in particular relation to women and vulnerable groups?		
6	Access to employment: are workers within the informal economy considered?		

Table 7. Occupational Health and Safety Checklist

#	Item	Yes	No
1	Informal and precarious work: do you address the improvement of working conditions within the informal economy to eliminate work under hazardous conditions?		
2	Occupational health and safety: do you promote occupations safety and health systems to prevent injuries, death and diseases in the workplace, with particular regard to women and other vulnerable groups?		
3	Occupational health and safety: do you involve workers in the development of health and safety implementation, including women and other vulnerable groups?		

Table 8. Safeguarding and Social Protection Checklist

#	Item	Yes	No
1	Social protection and worker rights: does your project support or promote social protection measures such as maternity leave, healthcare, pension benefits, social security etc.?		
2	Social protection and worker rights: does your project support or promote the elimination of all forms of modern slavery within the country of implementation?		
2	Gender-based violence and harassment: does your project either support/promote the elimination of gender-based violence and harassment?		
3	Child labour: does your project directly or indirectly promote the elimination of child labour in the country of implementation?		

3.2.1 Identifying and enabling opportunities

Projects can also identify and enable opportunities, possibly even outside of the immediate supply chain. Some examples include the following:

- **Economic empowerment:** Promoting economic inclusion by supporting local small businesses in the manufacturing sector, including women-led entrepreneurship. Support could take the form of supplier offtake contracts, facilitating access to finance, technical assistance, and mentorship programs tailored to women-owned businesses. Opportunities could also include enabling SMEs in the manufacture value-added products through circular processes and skills development initiatives for youth and PLWD.
- **Access to clean technologies and green alternatives:** Support the adoption of cleaner technologies and sustainable production practices in the manufacturing sector. Promote the development and dissemination of affordable and accessible green alternatives that reduce pollution and improve the health and well-being of communities, with a particular focus on ensuring access for women and marginalized groups.

3.2.2 Wider advocacy and engagement

In addition to the measures listed above, projects can participate in wider advocacy and engagement to promote GESI activities. This can include:

- **Gender-responsive policies and regulations:** Advocate for gender-responsive policies and regulations that address pollution from manufacturing. This can include promoting gender mainstreaming in environmental governance and ensuring that regulatory frameworks consider the differential impacts of pollution on women and marginalized groups.
- **Data collection and research:** Collect sex-disaggregated data and conduct research to understand the gendered dimensions of manufacturing pollution and its impacts on different social groups. Use this data to inform evidence-based decision-making, policy development, and the design of targeted interventions.
- **Partnerships and knowledge sharing:** Foster collaborations with local organizations, civil society groups, and research institutions to exchange knowledge and best practices. Encourage or participate in knowledge-sharing platforms that promote learning and collaboration among stakeholders.

Project activities may align with achieving UN Sustainable Development Goals or Nationally Determined Commitments; in which case these benefits should be highlighted.

4 SMEP Requirements

SMEP is a programme focused on sustainable manufacturing and environmental pollution, therefore some GESI considerations may not be relevant to all project opportunities. However, grantees should assess how projects may:

1. Contribute to research into:

- The question environmental health impacts of pollution from manufacturing and relationship to GESI.
- The relationship or impact that solutions (technical or business model) may have for GESI.

2. Consider the relationship of activities to GESI and the required risk management initiatives to enhance GESI opportunities and:

- Identify a strategy to monitor and record activities and impacts.

Interventions could exacerbate inequalities, reinforce existing discriminatory practices, or perpetuate inequalities (unintended outcomes) For example, the introduction of new technology may displace unqualified employees and informal players or impose additional operational costs for intended users leading to loss of income and livelihoods for the affected manufacturing plants and employees. In addition, proposed interventions should be encouraged or facilitate capacity building and independent uptake by locals and include vulnerable groups. Therefore, grantees are required to carefully consider both positive and adverse impacts, risks, and outcomes from implementing their projects and plan for mitigation and safeguarding measures.

4.1 Proposal development and selection

As mentioned in section 1.3, the SMEP programme is required to address GESI on two levels:

1. **Research:** Applicants should consider what opportunity presents for meaningful contribution to the body of research on Gender and Social Equity in manufacturing (**Refer to Annexure A**); and
2. **Impact:** Applicants should consider opportunities to manage and monitor the GESI, LNB and Do no Harm Safeguarding aspects that are pertinent to project delivery and provide context and explanation on the relevance of the issue and approach to dealing with it.

4.1.1 GESI Research-Related component

SMEP will prioritise proposals that meet the relevant terms of reference of the procurement call and show that robust GESI-related research aspects, are incorporated in one of the following ways:

- Evidence and research into the role of women and marginalised groups in the relevant sector,
- Solution-based research on the relationship of exposure to pollution and or hazards to these groups,
- Research into the impact of the pollution mitigation solutions proposed on the women and marginalised groups or relevant stakeholder groups at risk.

Applicants should propose an approach to structure this research and the intended avenue to communicate, share and or publish findings.

4.1.2 GESI-related impact delivery

Applicants are expected to consider the GESI context of their project and assess how their interventions interact with that context, taking steps to maximise positive impact. This concept submission or proposal, the following should be communicated:

- Relevant issues and opportunities identified.
- What actions (research, consultations, interventions) the applicant proposes
- How the applicant proposes to monitor and manage the GESI-related activities

GESI-related activities should be communicated in a work plan – understanding that these may need to be adjusted as information presents – with associated budget allocations.

4.2 Contract delivery

4.2.1 Monitoring, managing, and reporting.

At the contracting stage, the PMA and grantees agree on GESI consideration to be undertaken during project implementation. These include the following:

- **GESI Point of Contact (PoC):** SMEP grantees are required to appoint a GESI PoC to:
 - engage with the PMA quarterly and report on the project's GESI activities; and
 - participate in training/learning workshops facilitated by the PMA.
- **GESI budget line:** Where relevant, grantees are requested to include a GESI budget line item that supports the prioritization of GESI considerations in the implementation and delivery of their projects.
- **GESI case studies:** Report on specific GESI case studies that capture and articulate the experiences and lived realities of beneficiaries. Also, consider the environmental benefits of projects from the perspective of the affected communities and how that enhances livability for communities affected.
- **Routine GESI reporting:** Provide updates, through the quarterly reports, on the points proposed in the sustainability and co-benefits section of the project proposal.

4.3 SMEP's responsibility to "Do no Harm".

The PMA has adopted FCDO's broad definition of this concept in the review and selection of SMEP grant applications and the delivery management of SMEP grants: i.e. to ensure that our interventions do not sustain unequal power relations; reinforce social exclusion and predatory institutions; exacerbate conflict; contribute to human rights or safeguarding risks; create or exacerbate resource scarcity, climate change and/or environmental damage; and/or increase communities' vulnerabilities to shocks and trends.

In summary, SMEP safeguarding, and risk management extends to ensure that the SMEP-funded interventions do not displace/undermine local capacity, lead to unintended negative environmental consequences, or impose long-term financial burdens on partner governments.

4.3.1 Safeguarding

'Safeguarding' is broadly defined as covering issues around health and safety. This may extend to measures to ensure the prevention of sexual harassment and exploitation, and proactive systems and codes of good practice (e.g. whistleblowing policy, environmental management policy, employment equity codes, measures to manage risks of human rights infringements, and special protections for children.)

Safeguarding considerations are built into the procurement process as a mandatory requirement in the application phase. Shortlisted candidates undergo due diligence on readiness and capacity to manage these aspects (in some cases it may form part of the technical assessment as well). Understandably, depending on the project activity, these aspects may have strong relevance for the risk management process. Should supplier partners be contracted and require assistance in these areas, the SMEP due

diligence team are available for support. Safeguarding and risk management is an aspect that is reported quarterly and annually by supplier partners in section 2.4.

5 Annexure: Additional context

5.1 Annex 1. Research opportunities and considerations to enhance LNB and GESI in SMEP

The following table are summary points extracted from three key documents relating to SMEP, GESI and the LNB agenda. That table looks to highlight the GESI/LNB challenges of the manufacturing and environmental pollution sector, the original objective of SMEP in relation to GESI/LNB and some of the practical interventions that FCDO projects have used in the past to enhance LNB and GESI into their planning and implementation.

Challenges (SEI & University of York, 2020)	SMEP Objectives (SMEP Business Case, 2018)	Practical GESI & LNB considerations (Herbert, 2019).
<p><u>Understand</u> for action: <i>Context, Data & Evidence.</i></p> <p><i>Strengthen understanding and analysis of who, where, and why people are being left behind. Improve data capacity and use of disaggregated data to inform decisions and continue to build evidence of what works in different contexts (as a minimum expectation for all overseas development assistance (ODA) spend).</i></p>		
<ul style="list-style-type: none"> • It is well documented that while gender plays an important role in the impacts of manufacturing pollution, it is poorly researched. • Gender-disaggregated employment data are largely lacking from international datasets for SSA and SA, even though this is a metric targeted for collection (UNIDO, 2020). • Gender issues receive little attention in SSA literature, with limited or no specific mentions 	<ul style="list-style-type: none"> • The research element of the SMEP programme will aim to improve current knowledge on the causes, compounding factors and impacts of environmental pollution on women’s health, with specific emphasis on pregnancy. 	<ul style="list-style-type: none"> • Collect, share and use disaggregated quantitative and qualitative data on gender/LNB groups to inform programmes and policies. • Include and monitor any risks linked to gender/LNB groups in the risk framework (often linked to safeguarding). • Research should also include an understanding of the difference in pollution impact and outcomes influenced by gender, and the role that manufacturing pollution

<p>of gender-related issues in the literature on manufacturing and pollution impacts.</p> <ul style="list-style-type: none"> • Lack of gender-disaggregated data for different manufacturing sectors and production processes make it difficult to identify where men or women may be more likely to be exposed to key pollutant risks. 		<p>plays in poverty and social equity; these research areas have barely been explored in SSA (SEI, 2020).</p> <ul style="list-style-type: none"> • Use LNB data to better target LNB groups in programmes and policies; and • Develop tools and monitoring and evaluation (M&E) systems to monitor progress on LNB priorities. • Use evidence thoughtfully to show the complexities of the challenges and a fuller picture, not just a particular agenda/view. Use good quality data to elucidate those benefiting, the gaps, and the counterfactuals. • Continuously reflecting on how their interventions may cause unintended negative effects and taking immediate steps to mitigate these.
<p><u>Empower for change: Voice, Empowerment & Accountability.</u></p> <p><i>Empower those people who are furthest behind to be agents of change. Enable their voices to be heard and acted upon and work with others to challenge discrimination and harmful social norms and promote opportunities to hold governments and implementers to account.</i></p>		
	<ul style="list-style-type: none"> • SMEP will also touch upon issues of gender equality in the workplace, 	<ul style="list-style-type: none"> • Involve women and marginalised groups as core project team members.

<ul style="list-style-type: none"> • Gender segregation in labour markets with women in low paying occupations. (UNDP: 2016). • Women in SSA earn lower wages in the manufacturing, services, and trade sectors, at 70 cents for every dollar earned by men (UNDP: 2016). • Although employment within the manufacturing industry can improve the economic and social status of women, narrowing the gender gap and reducing income poverty, this comes at a price. Women are likely to be more at risk from certain pollution exposures due to lower body weight, with additional health risks during pregnancy (Butter, 2006). • Gender norms and social structures that restrict women’s mobility, free time and other employment opportunities makes women more vulnerable to working and in poorly regulated and therefore polluted manufacturing environments (Nazneen et al., 2019). • There is limited participation of women employees in SA in trade unions due to gender norms and social structures which restrict their mobility, free time, and other 	<p>including the ability for girls to access personal and professional development opportunities such as formal education, technical and vocational training.</p> <ul style="list-style-type: none"> • The design of the SMEP programme is expected to have a direct positive impact by improving the working conditions and health of thousands of women and girls, who are currently employed in manufacturing or are affected by pollution derived from it. • There is a strong link between social exclusion and exposure to the pollution which can be further accentuated by gender and age differentiation. Hence reducing exposure to pollution from manufacturing (SMEP aim) sites is likely to have the marginalised on some of the most excluded and marginalised people. • The SMEP programme looks at opportunities to promote women’s economic empowerment in areas affected by pollution caused by manufacturing. On this basis, it is expected that some beneficial gender impacts will accrue within the life of the programme. 	<ul style="list-style-type: none"> • Demonstrate to women and marginalised groups that you have analysed the impact of your project on them and have incorporated their feedback—that their experiences and situations are fully recognised (i.e., workshop, roundtable, etc.). • Engage women and marginalised groups to participate in design and implementation along with all central stakeholders. Implement the project with a diverse team incorporating major stakeholders, women, and members of marginalised communities.
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<p>employment opportunities. (Nazneen et al., 2019).</p> <ul style="list-style-type: none"> Existing trade unions are set up and run by men to tackle issues experienced predominantly by male workers. Most literature deals with the physical science of pollution (emissions, concentrations, and impacts). There is a need for research on the role of poverty and gender in influencing vulnerabilities to pollution arising from the manufacturing sector. 		
<p><u>Include</u> for opportunity: <i>Inclusive Growth, Institutions & Services.</i></p> <p><i>Support inclusive growth, institutions, and services. Include people who are furthest behind in development and growth processes, as well as delivering targeted programmes and services to reach populations that are particularly hard to reach</i></p>		
<ul style="list-style-type: none"> While the technological advancements from increasing capital investments in manufacturing can improve gender equality at the national level, they can also reduce the demand for unskilled workers further marginalising women. Given that women are predominantly employed as low skilled labour, this can result in the ‘defeminisation’ of the industry - women in the workforce fell 	<ul style="list-style-type: none"> The SMEP programme activities will lay the foundations for furthermore significant benefits to accrue in future years. with specific reference to long term health prospects of women, children and the elderly in affected areas and the intellectual/education attainments of future generations of children 	<ul style="list-style-type: none"> Include specific research questions / interventions that aim to explore in inclusion of those with disabilities. Consider what impact does the intervention have on the relations between boys/men and girls/women – how do they relate to each other and how are their roles, responsibilities, and expectations

<p>from 78 per cent in 1992 to 63 per cent by 2014.</p>		<ul style="list-style-type: none"> • Include specific indicators and/or deliverables on women & girls/LNB group. • Build capacities of staff to ensure that the identified gender/LNB strategies/deliverables are implemented/delivered effectively. • Consider LNB-sensitive procurement strategies. • Ensure that LNB groups are targeted in programmes; and • Encourage leadership of LNB groups in programmes.
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5.2 Further tips on planning and implementing gender responsive projects.

General suggestion:

The SEI / University of York (2020) study indicates that little research (and collection of sex disaggregated data) has been done toward understanding socio-economic factors (gender, poverty, disability, etc.) that influence risk and vulnerability to pollution arising from the manufacturing sector. SMEP's PMA could build some criteria into the EOI / RFP process, which requires researchers to indicate how their study would contribute to expanding this information gap. Figure 3 the SEI / University of York (2020) study (*Figure 49* in the actual report, copied below) presents an extremely useful process flow / framework that researchers could use as a basis for thinking through their own Theory of Change. (SEI & University of York, 2020)

Key to this would be identifying where their research sits in the cycle, and how it (directly / indirectly) impacts on socioeconomic and ecosystem considerations.

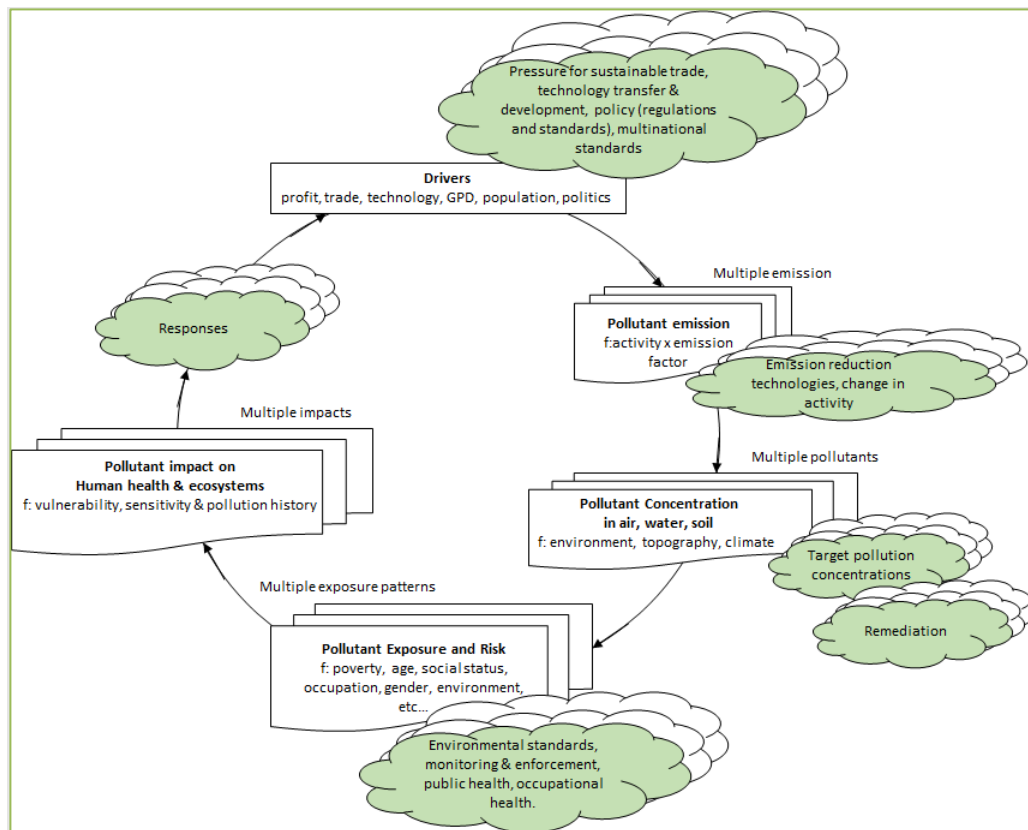


Figure 4: (SEI & University of York, 2020)

Pollutant concentrations on human exposure:

Linked to the diagram above, the SEI / University of York (2020) study notes that a lack of research and sex disaggregated data makes it difficult to identify where men or women may be more likely to be exposed to key pollutant risks. It recommends urgent research be carried out to better understand differential toxicity to pollutants according to sex. This could be followed by further research (per pollutant) on the working practices and conditions as well as the vulnerability of different worker groups such as migrants, women, and children, to determine the degree of exposure and risk to the pollutant.

GESI and LNB as criterion for understanding the feasibility and effectiveness of an intervention / technological advancement:

Any intervention or technological advancement that is explored through SMEP funding should consider its impact from a social and economic viewpoint. The SEI / University of York (2020) study flags some social considerations and notes that these questions would need to be explored through in-depth consultation with manufacturing managers, government representatives and trade union representatives to support the co-design of interventions:

- What are the resource requirements of the technology (e.g., in terms of skills, capacity, human capital etc.)?
- Does the technology favour (or impeded) male or female workforce participation?
- Is the intervention culturally acceptable?
- What are the possible unintended negative consequences of this technology (e.g., a technological advancement could reduce the demand for unskilled workers, and given that women are predominantly low skilled labour, can result in the 'defeminisation' of industry)?

Intersectionality:

Intersectionality comes out strongly in the study, with gender norms and social structures often compounding inequalities between men, women, and other vulnerable groups. For example:

- **Gender imbalances in decision-making:** In many SSA and SA countries, women's broader family and community responsibilities impede their ability to dedicate time to uniting around common issues and forming trade unions. Unions are therefore typically run by men and focus on addressing issues experienced predominantly by male workers. This imbalance in representation is also seen at higher levels of industrial employment, with a lack of female representation on corporate boards.
- **Poverty:** Poor people are disproportionately affected by manufacturing pollutants because the sector generally attracts poorer people given the entry-level nature of job opportunities. These people are also likely to live close to plants because cheaper housing is often located in these more polluted areas. Their pollutant exposure risk is therefore significantly greater than higher income brackets of a society.

Researchers should be expected to explore these issues in their work: what are the root causes; what avenues exist to address these (technological, capacity building and education, environmental – improved industrial zone development regulations, etc.)?

Further guidance on considerations for planning and implementing gender responsive projects:

Furthermore, the following guidance on planning and implementing gender responsive projects could be considered by those looking to design research interventions that are more gender responsive:

- Undertake a gender analysis at project formulation / inception stage to identify gender issues at national, district and local project levels such as access to resources, information or is included in decision making.
- Identify roles and experiences of different groups, including PLDs. Identify the actual local needs to develop context specific and acceptable interventions with input from intended users.
- Consider the expected changes for whom? Why? How?

- Identify gender barriers, consider who needs to be involved and how they can make sustainable changes.
- Does the project have any consideration for capacity building and independent uptake by local partners, is there room for inclusion of women and girls in this process?
- Is the proposed intervention culturally or religiously appropriate to the intended context?
- Which local organisation may be involved in the project to help include marginalised groups and ensure that they are not left behind by the proposed intervention?
- Does the project consider intersectionality and interdependent structural systems that may perpetuate inequalities?
- Consider what inequalities persist after implementing the intervention? For example, some technological interventions may lead to loss of livelihoods for many informal players due to limited skills and resources in up take the new technology.
- Recall that some projects do not directly empower marginalised groups, neglecting to consider GESI implications of the initiative may further exacerbate inequalities.

Source: (UKAD – Guidance Gender, 2016)

5.3 Annex 3. Reference list

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