# UNDERSTANDING AND ADDRESSING GENDER
& GENDER-BASED VIOLENCE

IDB Invest's Sustainability Policy recognizes that **people** may be more vulnerable to negative project **impacts based on gender.** It requires clients to identify and address **gender-related risks**, and to ensure inclusion of all genders in the **consultation processes** in accordance with the **Performance Standards.**
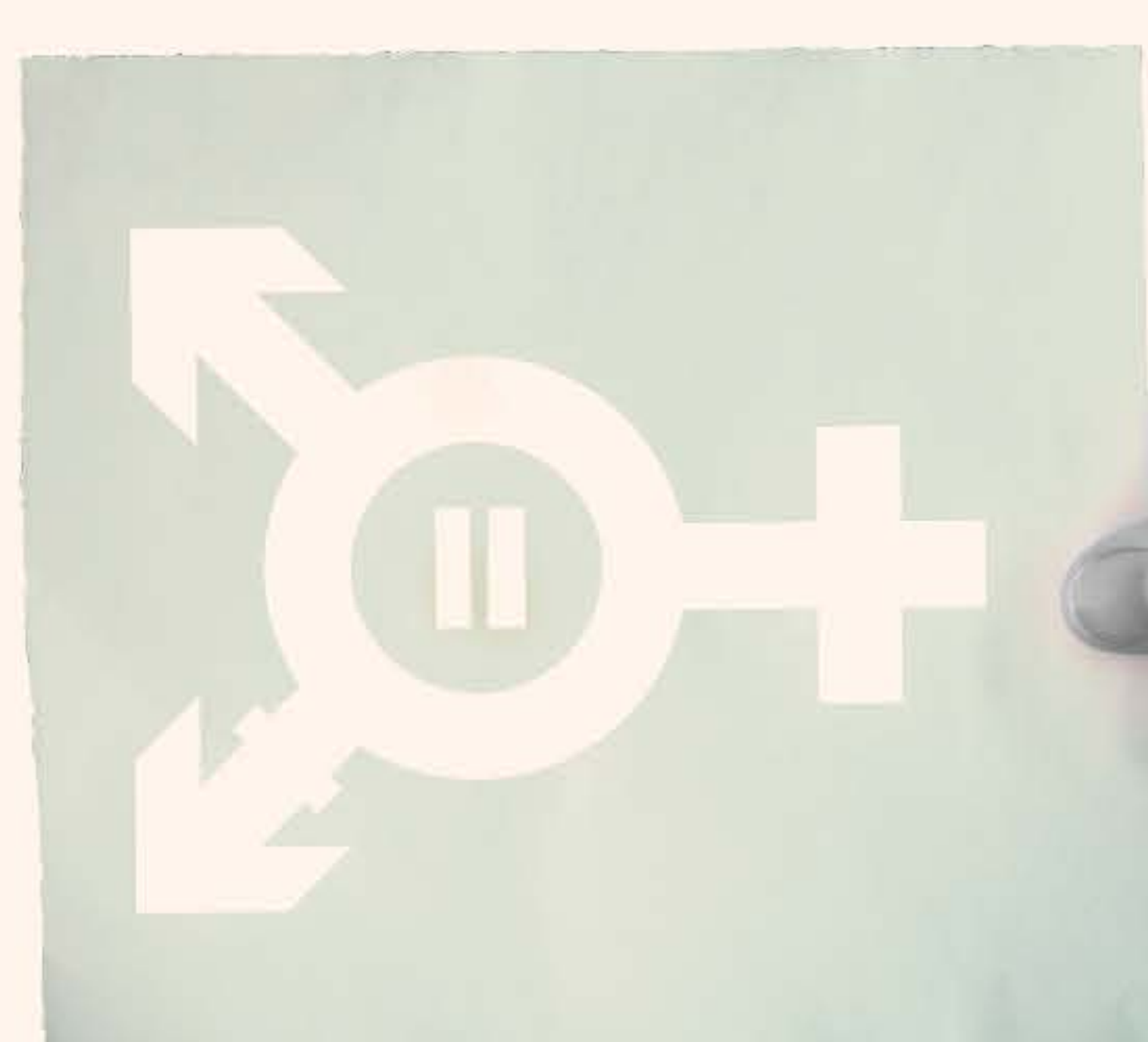
GENDER

Is a **social construct** that may vary across **time and culture.**

Is a common factor of **discrimination** and **inequality.**

is based on the real or **perceived** sexual orientation, gender **identity,** gender expression, or sex characteristics of an individual.

Gender inequality can be manifested in areas such as:

POWER DISTRIBUTION

LEGAL RIGHTS

EDUCATION AND HEALTH STATUS

ACCESS TO PRODUCTIVE RESOURCES

IDB Invest requires clients to identify gender-based risks and impacts, and to implement effective measures to avoid, prevent or mitigate such risks and impacts.

GENDER-BASED VIOLENCE (GBV)

GBV involves issues such as

SEXUAL ESPLOITATION AND ABUSE

SEXUAL HARASSMENT

PHYSICAL OR PSYCHOLOGICAL VIOLENCE

HUMAN TRAFFICKING

Some projects can **exacerbate** and **create** new gender-based **violence situations** while changing affected communities' **contexts and dynamics.**

Efforts and requirements are commensurate with each project's unique characteristics. The principle of proportionality means that in higher risk circumstances, additional documentation, studies, and plans are likely to be required of the client than otherwise. Gender inequality and Gender Based Violence should be part of the issues to be assessed.

FACTORS TO CONSIDER AND ADDRESS

Equal Treatment
Are these groups being disproportionately affected by the project?

Having a voice
Do they have a proper space of participation in project consultation processes?

Other external factors
Are there some structural or systemic barriers blocking their access to project benefits?

New opportunities
Are there new ways to target these groups with beneficial development opportunities?

HOW TO ADDRESS RISK OF GENDER BASED VIOLENCE?

Identify
those vulnerable and in disadvantage in the project setting.

Find possible causes
Asses different ways on how project risks and benefits can impact these groups.

Consider implications
How does discrimination or bias exclude some individuals or groups from equal opportunities?

Develop a Response Protocol
Identify Gender Based Violence situations and develop a service protocol based on confidentiality, safety and non-discrimination.

DESIGN MEASURES TO

Avoid or mitigate adverse impacts of discrimination.

Promote diversity and inclusion.

Include these groups in the consultation process related to the project.

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