

GREEN  
CLIMATE  
FUND

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# Gender Policy and Action Plan

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**GCF/B.08/19**

6 October 2014

**Meeting of the Board**

14–17 October 2014

Bridgetown, Barbados

Agenda item 15

## Recommended action by the Board

It is recommended that the Board:

- (a) Take note of the information presented in document GCF/B.08/19 *Gender Policy and Action Plan*;
- (b) Approve the draft Gender Policy; and
- (c) Provide guidance to the Secretariat concerning the further detailed preparation of the Green Climate Fund's Gender Action Plan.

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## Gender Policy and Action Plan

### I. Introduction

1. Following a decision B.05/22, the Fund's Secretariat prepared GCF/B.06/13 *Options for a Fund-wide Gender-sensitive Approach*. At its sixth meeting the Board, having considered document GCF/B.06/13:

- (a) *Requested the Secretariat to integrate gender considerations into the preparation of draft policy documents and draft documents containing operational modalities, in line with the Governing Instrument, including those documents for consideration by the Board at its seventh meeting; and*
- (b) *Requested the Secretariat to prepare a draft gender policy and action plan for discussion at the seventh Board meeting, consistent with a country-driven approach, including through consultations with relevant bodies and observer organizations, for adoption at the eighth Board meeting.*

2. The Board also noted in administrative policies of the Fund and Human resources (document GCF/B.06/18, Annex I, para. 28.) that the Fund will always strive for gender balance amongst its staff and for staff and labour recruited by its contractors (document GCF/B.06/18, Annex I, para. 59). Finally, gender equity is cited amongst the criteria to be used by the Independent Evaluation Unit (document GCF/B.06/18, Annex III, para. 17(c)).

3. To allow Board members to focus on the remaining essential requirements to begin resource mobilization, the discussion of the Gender Policy and Action Plan, planned for the seventh Board meeting,<sup>1</sup> was postponed to the eighth meeting in accordance with decision B.07/10. However, the Secretariat's integration of the work underway on the Gender Policy and Action Plan was reflected in the key policy papers discussed. The need for the Fund to pursue its mandate on gender sensitivity was, as a result, reflected in the decisions of the Board at its seventh meeting on:

- The gender-sensitive approach of the results management framework and disaggregation of results by gender where relevant (decision B.07/04 (i)), with an example of an indicator with sex-disaggregated data (document GCF/B.07/11, Annex IX, indicator 8.1);
- The request that the Secretariat "further develop the mitigation and adaptation performance measurement frameworks of the Fund, engaging international experts as required, for the Board to consider at its third meeting of 2014, including an approach to gender, indicators on mitigation and adaptation, and methodologies, data sources, frequency, and responsibilities for reporting" (decision B.07/04 (j));
- The coherence and integration of the guiding principles for the accreditation process of the Fund with other relevant provisions of the Fund, including the gender policy (document GCF/B.07/11, Annex I, para. 2 (d)); and the responsibility of the Secretariat in recruiting technical experts and striving for gender and regional balance (document GCF/B.07/11, Annex I, para. 55);
- The linkages between the Fund's environmental and social management system and the gender policy (GCF/B.07/11, Annex VI, Section 1.1);

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<sup>1</sup> Decisions of the Board – Seventh meeting of the Board, 18–21 May 2014. GCF/B.07/11. 19 June 2014. Footnote 1.

- The responsibility of the Secretariat to assess compliance with the gender policy as part of the second-level due diligence process in the project and programme activity cycle (document GCF/B.07/11, Annex VII, Section IV); and
  - Gender-sensitive development impact and gender aspects of the needs of recipients being amongst the initial criteria for assessing programme/project proposals of the initial investment framework (document GCF/B.07/11, Annex XIV, Table 2).
4. The present document responds to the Board's requests. The preparation of the report included:
- A review of the comments made during the Board discussion of document GCF/B.06/13 and the relevant decisions recorded in GCF/B.06/18 and GCF/B.07/11;
  - A review of gender policies, gender action plans and portfolio reviews from several climate change funds and other institutions. Lessons learned from the implementation of projects and programmes have been taken into account (document GCF/B.06/13); and
  - Consultations in four separate sessions with representatives from civil society, climate change funding organizations and public and private sector practitioners, including from developing and industrialized countries.<sup>2</sup> Some invited representatives, who could not attend the sessions, sent their views and suggestions in writing (see Annex IV).
5. A large number of suggestions and perspectives were brought in by participants and contributors (Box 1). Recognizing that the Fund is a new, growing and learning institution, most of the suggestions focused on the Fund's climate change mandate in the context of sustainable development and were taken into account in the draft gender policy (see Annex II) and in the draft action plan outlined below.
6. It is important to underline that by including gender sensitivity in its mandate and by taking steps to adopt a gender policy and action plan from the onset of its activities, the Fund is viewed as adding considerable value to climate change funding mechanisms.

**Box 1**

**Why gender and climate change matters**

- (i) Women's mortality from climate-related disasters is higher (see Box 2); women are more vulnerable to water-borne diseases.
- (ii) Various manifestations of climate change, such as drought, exacerbate fuel wood and water scarcity and add more to women's domestic burdens than to men's.
- (iii) As women tend to rely more on natural resources for their livelihood, the decline in land and biomass productivity affects women more than men, especially in rural areas, and exacerbates their poverty (women are already amongst the poorest, representing about 70 per cent of the people who live on less than US\$ 1 per day (Food and Agriculture Organization of the United Nations, 2011).
- (iv) In urban areas, after climate-related disasters, it is harder for poor women than for poor men to recover their economic status and welfare.
- (v) Women, as well as men, significantly contribute to combating climate change as knowledgeable small-scale farmers and leaders of climate-change adaptation and mitigation initiatives.

<sup>2</sup> Consultations with government and private sector were held less formally than with civil society, in the context of the Climate Investment Funds partnership meeting in June, and the United States Agency for International Development workshop on gender and renewable energy in September 2014.

## II. Linkages with Other Documents

7. This document has linkages with the following main documents:
- (a) *Initial Proposal Approval Process, Including the Criteria for Programme and Project Funding (GCF/B.07/03);*
  - (b) *Financial Risk Management Framework (GCF/B.07/05);*
  - (c) *Financial Terms and Conditions of Grants and Concessional Loans (GCF/B.06/16);*
  - (d) *Initial Modalities for the Operation of the Fund's Mitigation and Adaptation Windows and the Private Sector Facility (GCF/B.06/02);*
  - (e) *Investment Framework (GCF/B.07/06);*
  - (f) *Guiding Framework and Procedures for Accrediting National, Regional and International Implementing Entities and Intermediaries, Including the Fund's Fiduciary Principles and Standards and Environmental and Social Safeguards (GCF/B.07/02);*
  - (g) *Detailed Work Programme on Readiness and Preparatory Support (GCF/B.06/14);*
  - (h) *Decisions of the Board (GCF/B.06/18);*
  - (i) *Country Ownership (GCF/B.06/07);*
  - (j) *Policies and Procedures for the Initial Allocation of Fund Resources (GCF/B.06/05); and*
  - (k) *Initial Results Management Framework (GCF/B.07/04 and GCF/B.08/07).*
8. The above-listed documents were reviewed at various stages of preparation and suggestions made to integrate gender sensitivity.

## III. Lessons Learned from other Climate Funds

9. The present document draws from lessons learned from development institutions in implementing their gender policies (see Box 2) and from the Global Environment Facility (GEF), the Climate Investment Funds (CIFs), bilateral and multilateral donors and various non-governmental organizations (NGOs) on their experience in:
- (a) Developing a gender policy and action plan;
  - (b) Monitoring gender outputs, outcomes and impacts; and
  - (c) Evaluating impacts and processes<sup>3</sup>. These lessons include:
    - The merit of setting-up a 'reference group' of gender, climate and other experts from public, private and NGO organizations to tap the best knowledge while developing the gender policy and action plan, and to open the discussion through a consultation process. This approach was successfully adopted by the GEF, and to some extent by the CIFs, for the preparation of their 2014 gender action plans;
    - The need to make every best effort to tap existing experience and knowledge encapsulated in the many sourcebooks, toolkits and guidelines available from public institutions and civil society organizations. They could be adopted as necessary for the specific requirements of the Fund;

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<sup>3</sup> Lessons learned through consultations, participation in the CIF's Partnership Conference in June 2014 and a review of documents.

- The value of addressing gender and synchronizing with the operational processes of climate finance;
- The need for continuous learning and knowledge generation and sharing as experience is gained; and
- The need for capitalizing on existing processes and instruments at the country level. These include, for example, NAPAs, NAPs, NAMAs and development strategies, and where relevant, harmonizing objectives, results, outcomes, and impacts indicators across climate-funding sources in order to minimize the data collection costs at country level.

#### Box 2

##### Lessons from development institutions in implementing their gender policies

The nine most relevant institutional lessons for the Fund include:

- **Clear policy guidance on mainstreaming gender sensitivity** in the finance institution is needed to obtain gender-sensitive results.
- **Clear baselines on gender sensitivity for accreditation of implementing entities** are needed to allow operations to move forward.
- **Clear accountability mechanisms** are needed, in terms of monitoring and reporting gender-sensitive policy implementation, results and processes, in order to take corrective measures when results are not forthcoming.
- **Gender-sensitive complaint mechanisms** are needed, so that women and men feel confident to file their complaints relating to climate change interventions.
- **Sex-disaggregated data and relevant gender indicators in the results and portfolio monitoring frameworks** need to be included, as appropriate, whenever an activity requires the intervention of people or has an impact on people. Qualitative and quantitative methods are needed to assess the gender impact of activities.
- **Periodic auditing of gender-sensitive results** allows policies, accountability and implementation mechanisms to be adjusted.
- **Operational procedures and tools** are needed to implement policies.
- **Gender competencies among core staff** greatly enhance attention to gender issues.
- **Dedicated budgets for gender-related activities** are indispensable.

Details are provided in document GCF/B.07/13.

## IV. Gender Policy

10. The overall objective of the gender policy is to ensure that by adopting a gender-sensitive approach, the Fund will efficiently contribute to gender equality and achieve greater and more sustainable climate change results, outcomes and impacts.
11. The policy is anchored on six fundamental principles:
  - (a) *Commitment* to gender equality and equity;
  - (b) *Inclusiveness* in terms of applicability to all the Fund's activities;
  - (c) *Accountability* for gender and climate change results and impacts;
  - (d) *Country ownership* in terms of alignment with national policies and priorities and inclusive stakeholder participation;

- (e) *Competencies* throughout the Fund's institutional framework; and
- (f) *Equitable* resource allocation so that women and men benefit equitably from the Fund's adaptation and mitigation activities.

12. The draft Green Climate Fund Gender Policy (see Annex II) provides the background and rationale for the policy, details the application of the six principles enunciated above, outlines its application through the Fund's institutional structure, discusses some of the main implementation tools and introduces the gender action plan. Finally, the Fund recognizes that the policy will need to be reviewed and revised as experience is gained.

## V. Gender Action Plan

13. The purpose of the Gender Action Plan is to provide a time-bound framework to operationalize the gender policy. Implementation of the Gender Action Plan will provide the Fund and all implementation partners, public or private, with the tools and processes to achieve gender sensitivity in all areas within the Fund's mandate. It will also provide the Board with the necessary information to exercise its oversight responsibility for the Fund's gender policy as mandated by the Governing Instrument.

14. The draft Gender Action Plan is structured into six priority areas and, for each, details the implementation actions:

### 5.1 Governance and institutional structure

15. The overall implementation of the gender policy will be the responsibility of all components of the Fund's operational structure and of the National Designated Authorities (NDAs). The main operational responsibility for the implementation of the gender policy will be with the implementation entities and intermediaries (IEs) and executing entities (EEs); see Table 1 below.

16. The Board approves the gender policy and oversees the implementation of the action plan, at least once a year, through the review of periodic monitoring reports from the Secretariat, impact evaluation reports from the Independent Evaluation Units and reports from the redress unit. The Secretariat, including the relevant committees, will do its due diligence for the implementation of the gender policy through the accreditation of IEs and the project approval and monitoring process. It will report to the Board on the progress of implementing the policy and action plan. A senior social development and gender specialist will be appointed within the Country Programme Department, with operational responsibility to manage the implementation of the gender policy and action plan<sup>4</sup>.

The NDAs will verify that project proposals are aligned with the countries' gender policies as well as their climate change policies and priorities. The Fund will expect that they use, as appropriate, the countries' gender competencies to review climate change plans, programmes and projects. The IEs, through the accreditation process, and EEs will share the main responsibility for implementing the gender policy through in-country project identification and implementation as well as for results reporting. A minimum criterion for IE accreditation will be that IEs have either demonstrated experience with gender sensitivity (including, for intermediaries, their track record on lending to both women and men) or are willing to acquire the needed competencies. In the latter case, a shorter time-bound accreditation will be initially

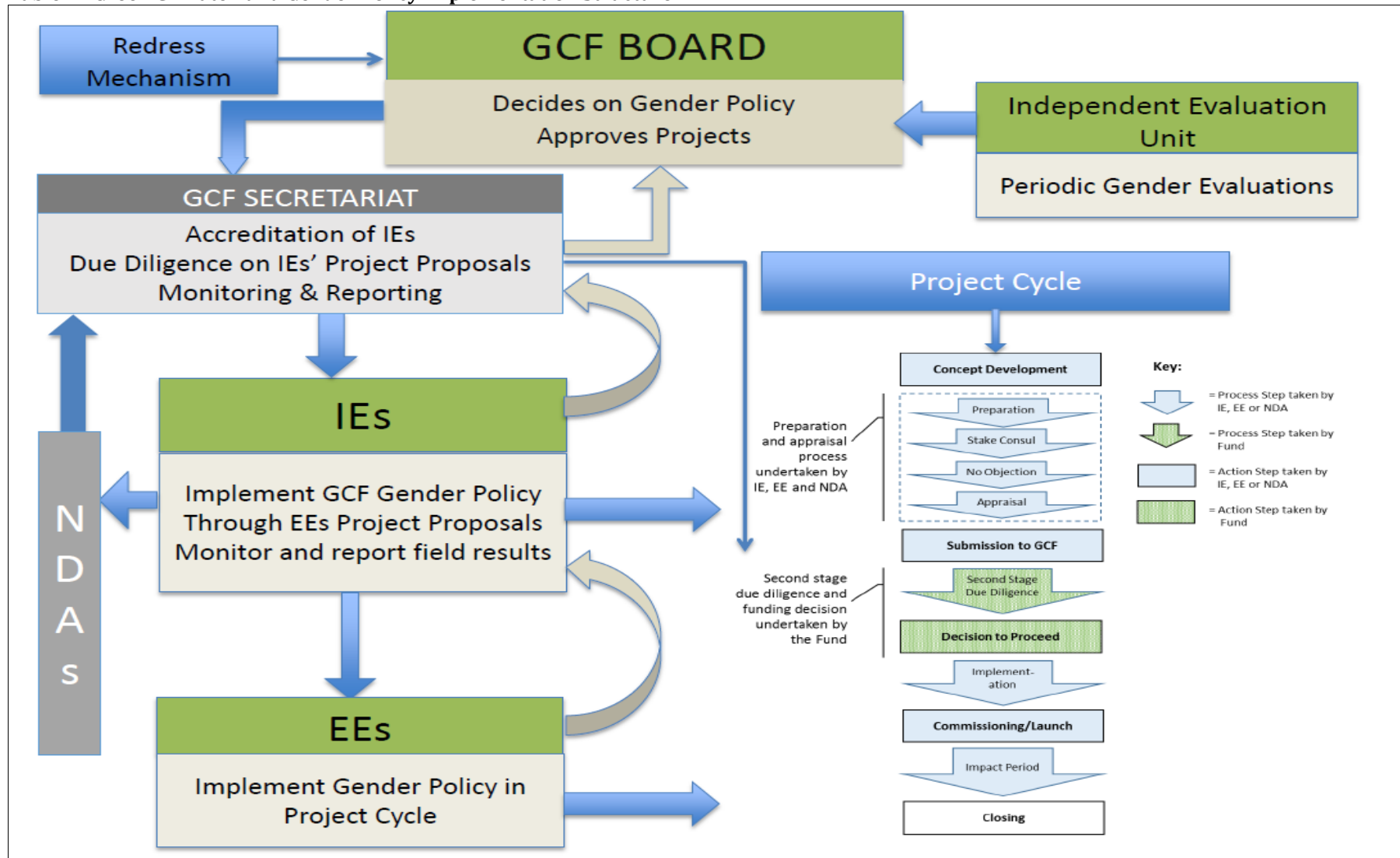
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<sup>4</sup> The gender specialist will consider establishing a formal partnership with an advisory group of experts on gender and climate change to enrich the implementation of the gender policy. As the activities of the Fund expand, it may also become necessary to identify gender focal points in the other operational units of the Secretariat.



given (e.g. for two years) until a reassessment is conducted to qualify for full accreditation. The Fund is prepared to provide assistance to the IEs (and EEs) through its readiness programme to strengthen their gender capacity so that they can benefit from longer term accreditation

**Table 1: Green Climate Fund Gender Policy Implementation Structure**



## 5.2 Operational guidelines

17. Implementation of the policy will be done throughout the Fund's operational processes. The Secretariat will issue two sets of gender guidelines – internal and external<sup>5</sup>. If these are official docs, please use document codes in footnote 8.

18. Internal guidelines will be issued as part of the Fund's administrative manual (or equivalent) to specify the staff's responsibilities for the Fund's internal accountability and operational processes, including expectations for the staff's annual performance reviews.

19. External project/programme guidelines will be issued for the benefit of external partners: NDAs, IEs and EEs. The guidelines will apply to all activities, including private sector activities, and to the Fund's project/activity cycle described in GCF/B.07/03. Core elements will include:

- (a) A mandatory initial socioeconomic and gender assessment, complementary to the Environmental and Social Safeguards (ESS) process, which IEs/EEs will be required to undertake in order to collect baseline data and:
  - (i) Determine how the project/programme can respond to the needs of women and men in view of the specific climate change issue to be addressed;
  - (ii) Identify the drivers of change and the gender dynamics to achieve the project/programme adaptation or mitigation goals;
  - (iii) Identify and design the specific gender elements to be included in the project/programme activities;
  - (iv) Estimate the implementation budgets;
  - (v) Select output, outcome and impact indicators and
  - (vi) Design project/programme implementation and monitoring institutional arrangements;
- (b) Gender equitable stakeholders' consultations with the gender parameters provided in the policy;
- (c) Inclusion of gender perspective in the application of the mandatory project/programme social and environmental safeguards in line with decision GCF/B.07/02,<sup>6</sup> and
- (d) Project screening for gender sensitivity at the various stages of the project preparation, approval and monitoring process, by the relevant bodies (NDAs, IEs, Secretariat).

20. A large number of guidelines, toolkits and sourcebooks have already been published by a range of institutions. Rather than issuing similar tools, the Fund will review the existing stock of material and recommend the best ones to its partners.

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<sup>5</sup> (a) Guidelines for Staff Accountability on the Implementation of the Fund's Gender Policy

(b) Implementing the Fund's Gender Policy: Programme and Project Guidelines

<sup>6</sup> The initial socioeconomic and gender assessment is recommended for the Fund to proactively build in a gender-sensitive approach to project planning design and implementation arrangements, by contrast to the ESS of the IFC Performance Standards on Environmental and Social Sustainability (2012), which provide for the conventional 'do no harm' approach to ensure that all project/programme potential environmental risks are addressed and measures identified to offset the risks.

### 5.3 Capacity Building

21. Gender training will be provided for the Board and the Secretariat staff to build up the Fund's gender sensitivity. It is expected that the Fund will complement its own staff capacity with consultants, and that additional gender-competent staff will be recruited as its activities and staffing increase over time.
22. Gender training and capacity building will also be provided to NDAs, IEs and EEs, through the Fund's readiness and preparatory support work programme or through partnerships with other organizations (bilateral, multilateral or NGOs).

### 5.4 Outputs, outcomes and impact indicators for monitoring and reporting purposes

23. Gender sensitivity has been applied to the Fund's initial results management framework (GCF/B.07/04) and further development document (GCF/B.08/07) for both adaptation and mitigation. Common to both are gender measurement of climate change resilience of women and men, and women and men's behaviours to sustain low-emission development.
24. To monitor the gender policy implementation, two specific portfolio indicators are proposed:
  - (i) For quality at entry: The percentage of adaptation and mitigation projects that include specific gender elements and gender-sensitive implementation arrangements; and
  - (ii) For good practices on gender equality and equity: The number of gender-related complaints resolved by IEs and EEs<sup>7</sup>.
25. On the basis of best practices from other organizations, a portfolio classification system, which consists of a project rating at entry for gender sensitivity, will be adopted<sup>8</sup>. Such a system allows for a global analysis of the portfolio from a gender perspective, an assessment of effectiveness and, eventually, corrective action to be taken.

### 5.5 Resource allocation and budgeting

26. As the rationale for the Fund's gender policy is to generate greater and more sustainable gender-equitable climate change results, the project approval process may consider giving additional weight to projects with well-designed gender elements.<sup>9</sup>
27. The project approval process will also ensure that the projects' gender elements are fully funded, and that IEs' budgets are adequate for the supervision and reporting of the project gender elements implemented by EEs. The Fund's administrative budget will include dedicated resources for the implementation of its gender policy. Gender will also be included in the financial audits of the Fund's activities.

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<sup>7</sup> This could also be monitored through the redress monitoring and reporting.

<sup>8</sup> It involves giving a rating to projects on a scale from those with a significant gender focus to those with a marginal focus (e.g. just the safeguards) or no gender element at all. The Fund could initially apply the Organization for Economic Co-operation and Development's Gender Equality Policy Intention Marker.

<sup>9</sup> This should also be included in the investment framework

## 5.6 Knowledge Generation and Communications

28. As a learning institution, the Fund will document the experience and knowledge it will acquire from the implementation of its Gender Policy and Action Plan. In particular, it will seek to identify good practices from implementation partners. At the same time, it must tap the considerable knowledge already available on gender and climate mitigation and adaptation programmes and projects implemented by other partners. The Fund will establish a 'knowledge exchange' on gender and climate change finance, which in partnership with other organizations will use the communications tools that the Fund is developing (interactive webpage, publications etc.), and will convene knowledge exchange events.

29. Communicating the Fund's commitment to gender equality, its gender sensitivity policy and implementation guidance will be a strategic communications activity and an integral part of the Fund's communications plan. It will be important to communicate to the public not only how the Fund is implementing its gender policy, but also to hold open consultations periodically with stakeholders and partners to receive feedback on the policy implementation and possible improvements in the action plan. Communications will be directed at both external and internal audiences. Gender training is another area that can be strongly supported through communications.

30. The proposed duration of the Gender Action Plan is three years, to allow the Fund to get activities off the ground and take stock after three years of implementation. Subsequently, the duration of the Gender Action Plan is expected to align with the Fund's business cycle. The Gender Action Plan with illustrative indicators is summarized in Annex III.

## VI. Next Steps

31. The areas for Board decision are listed in Annex I. As needed, the Secretariat will also continue to review key policy documents in other areas of the Fund's development and operational modalities to ensure that gender sensitivity is integrated. In finalizing the Gender Action Plan, the Secretariat will strive for harmonization with the Fund's operational modalities in other areas still under development, such as the accreditation and approval processes. On the basis of the Board decision, the Secretariat will finalize the Gender Action Plan for approval at the Board's ninth meeting and develop the policy implementation guidelines.

## Annex I: Draft decision of the Board

The Board, having considered document (GCF/B.08/19) *Gender Policy and Action Plan*, and subject to comments and amendments made at the meeting:

- (a) Adopts the gender policy proposed in Annex II;
- (b) Takes note of the proposed draft Gender Action Plan in Annex III; and
- (c) Requests the Secretariat to finalize the preparation of the Gender Action Plan in consultation with stakeholders for the consideration of the Board its ninth meeting.

## Annex II: Green Climate Fund Gender Policy

### I. Background

1. The Governing Instrument gives the Fund a clear mandate on gender sensitivity. It recognizes the importance of gender considerations in terms of impact and access to funding:

Paragraph 3: *“The Fund will strive to maximize the impact of its funding for adaptation and mitigation, and seek a balance between the two, while promoting environmental, social, economic and development co-benefits and taking a gender-sensitive approach”.*

Paragraph 31: *“The Fund will provide simplified and improved access to funding, including direct access, basing its activities on a country-driven approach and will encourage the involvement of relevant stakeholders, including vulnerable groups and addressing gender aspects”.*

2. Paragraph 71 includes women amongst the Fund’s stakeholders. Finally, the Governing Instrument calls for gender balance among Board members (para. 11) and staff of the Secretariat (para. 21).

3. The Fund’s Gender Policy is guided by the United Nations-Framework Convention on Climate Change (UNFCCC), which refers in its Article 2 to anthropogenic interaction – therefore interaction of women and men – with the climate system. (Parties to UNFCCC have adopted a number of resolutions on gender since 2001).<sup>10</sup> The Fund’s gender policy is congruent with other international conventions, in particular with the United Nations Human Rights Declaration, the Convention on the Elimination of All Forms of Discrimination against Women,<sup>11</sup> the Millennium Development Goals<sup>12</sup> and follow-up Sustainable Development Goals,<sup>13</sup> and the International Labour Organization’s core conventions<sup>14</sup>.

4. Key definitions are given below:

- **Gender:** Refers to how societies and specific cultures assign roles and ascribe characteristics to men and women on the basis of their sex;
- **Gender equality:** As enshrined in international and national constitutions and other human rights agreements, refers to equal rights, power, responsibilities and opportunities for women and men, as well as equal consideration of the interests, needs and priorities of women and men;
- **Gender equity:** Refers to the process of being fair to women and men. To ensure equity, measures often need to be taken to compensate (or reduce) disparity for historical and social disadvantages that prevent women and men from otherwise operating on an equitable basis. Equity leads to equality; and
- **Gender sensitivity:** refers to the understanding of the ways people think about gender and socio-cultural factors underlying gender inequality. Gender sensitivity implies a consideration of the potential contribution of women and men to societal changes as

<sup>10</sup> <http://www.wedo.org/wp-content/uploads/united-nations-web.pdf>.

<sup>11</sup> <http://www.unwomen.org/en/guiding-documents#sthash.c9wgE7I9.dpuf>.

<sup>12</sup> <http://www.un.org/millenniumgoals/bkgd.shtml>; and <http://www.unwomen.org/~media/Headquarters/Attachments/Sections/CSW/58/CSW58-agreedconclusions-advanceduneditedversion.pdf>.

<sup>13</sup> <http://sustainabledevelopment.un.org/index.php?menu=1300>.

<sup>14</sup> <http://ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang-en/index.htm>.

well as the methods and tools to promote gender equity and reduce gender disparities, and measure the impact of activities on women and men.

## II. Rationale

5. There are three compelling reasons for the Fund's mandate on gender sensitivity:
- (a) Women as well as men significantly contribute to combating climate change. Shifting the paradigm towards low-emission and climate-resilient development pathways, which is the Fund's mandate, requires a large number of individual and collective decisions by women and men. A gender-sensitive approach is therefore part of a paradigm shift;
  - (b) Climate change impacts women and men differently, to the detriment of women, and existing gender inequalities are likely to be exacerbated by climate change<sup>15</sup>; and
  - (c) Climate change-induced gender inequality is linked, as in other development areas, to vulnerability and risks<sup>16</sup>. Women's greater vulnerability to climate change stems from gender norms and discrimination that result in imbalanced division of labour, lower income, and lesser livelihood opportunities; less access and control over land and other productive assets; fewer legal rights; lesser mobility and less political and professional representation<sup>17</sup>.

## III. Objectives

5. The Fund's gender policy has five main objectives:
- (a) Ensure that by adopting a gender-sensitive approach, the Fund will achieve greater and more sustainable climate change results, outcomes and impacts, in an efficient manner;
  - (b) Ensure that women and men will equally benefit from activities supported by the Fund;
  - (c) Address assessed potential project/programme risks on women and men associated with adaptation and mitigation activities financed by the Fund;
  - (d) Contribute to reducing the gender gap of climate change-induced social, economic and environmental vulnerabilities; and
  - (e) Build women and men's resilience to climate change.

## IV. Gender Action Policy

6. The Fund's Gender Action Policy consists of the following elements:

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<sup>15</sup> GCF/B.06/13

<sup>16</sup> Such risks as gender violence during climate-related extreme events stem from complex social behaviors between women and men. See UN-Women, 2013: *Why do Some Men use Violence against Women and How Can We Prevent It?*

[http://www.undp.org/content/dam/rbap/docs/Research%20&%20Publications/womens\\_empowerment/RBAP-Gender-2013-P4P-VAW-Report.pdf](http://www.undp.org/content/dam/rbap/docs/Research%20&%20Publications/womens_empowerment/RBAP-Gender-2013-P4P-VAW-Report.pdf)

<sup>17</sup> GCF/B.06/13



## 4.1 Commitment

- (a) By adopting a gender-sensitive approach in its mandate on climate change, the Fund commits to contribute to gender equality, as enshrined in international and national constitutions and other human rights agreements<sup>18</sup>.
7. The Fund thereby also commits to:
- Understand the socio-cultural factors underlying climate change-related gender inequality and the potential contribution of women and men to societal changes to build climate resilience;
  - Adopt methods and tools to promote gender equality and reduce gender disparities; and
  - Measure the outcomes and impacts of its activities on women and men's resilience to climate change<sup>19</sup>.

## 4.2 Comprehensiveness, in scope and coverage:

8. The Fund applies its gender policy in principle to all its activities, whether implemented by public institutions, non-governmental organizations or the private sector. The policy is applicable to all countries, while taking into account different national realities, capacities and levels of development and respecting national policies and priorities.

## 4.3 Accountability

9. The Fund accounts to its Board for gender and climate change results and outcomes, and reports annually in a transparent manner. Qualitative and quantitative gender indicators are included in the results management and performance measurement frameworks (GCF/B.08/07).
10. Intermediaries and implementation entities (IEs) are accountable for ensuring and reporting that executing entities (EEs) deliver on the projects' gender objectives, results and outcomes. The application of the Fund's guidelines on the initial socioeconomic and gender assessments and social and environmental standards is mandatory<sup>20</sup>.
11. Gender-related complaints and grievances that may occur in projects and programmes are processed through the Fund's redress mechanism.
12. The Fund's management and staff are accountable for gender results. This is reflected in the Fund's administrative policies and procedures, including human resource management and procurement of contractors.

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<sup>18</sup> They refer to equal rights, power, responsibilities and opportunities for women and men, as well as equal consideration of the interests, needs and priorities of women and men.

<sup>19</sup> "Resilience to climate change to be understood as (1) the capacity to absorb stresses and maintain function in the face of external stresses imposed upon it by climate change, and (2) adapt, reorganize and evolve into more sustainable socioeconomic behaviors, leading people to be better prepared for future climate change impacts". (Climate Resilience, Wikipedia)

<sup>20</sup> GCF/B.07/03, Paragraph 2.4.1

## 4.4 Country Ownership

13. The Fund expects that National Designated Authorities (NDAs) are aware that programme and projects proposed to the Fund are aligned with national policies and priorities on gender<sup>21</sup> and are aligned with the Fund's gender policy.
14. The Fund requires that women and men be provided with equitable opportunity to be included in stakeholder consultations and decision-making during project preparation, implementation<sup>22</sup> and evaluation<sup>23</sup>.

## 4.5 Competencies:

15. The Fund strives to reach gender balance in the appointments of its Board members and Secretariat management and staff. The Secretariat appoints a senior staff/manager with competencies on gender and climate change to lead the implementation of the policy; the senior staff will report to the Director of Country Programmes. The Secretariat also strives for the relevant gender and climate change competencies to be included in the Accreditation Panel, Investment Committee, Risk Management Committee and Private Sector Committees<sup>24</sup>, as well as amongst technical advisers<sup>25</sup>.
16. The Fund's accreditation criteria of IEs recognize that there is a wide range of organizations and institutional capacity. As a minimum requirement for the Fund's due diligence, IEs have to demonstrate commitment to implementing the Fund's gender-sensitive approach, whether through their existing gender policy and experience in delivering gender and climate change programmes or the willingness to acquire the necessary gender competencies to exercise their oversight responsibilities over EEs on gender and climate change.
17. The Fund provides support to NDAs, IEs and EEs through its readiness and preparatory support work programme<sup>26</sup> to enable them to meet the Fund's gender accreditation criteria and enhance their implementation capacity.
18. The Fund commits to knowledge generation as experience is gained on gender and climate change. Such knowledge is to be used to strengthen competencies of all stakeholders.

## 4.6 Resource allocation

19. The Fund's resource allocation for adaptation and mitigation projects and programmes contributes to gender equality. The Fund seeks to ensure that its projects and programmes support initiatives addressing the inequity of climate change impacts and provide gender-sensitive solutions to climate change mitigation, adaptation or readiness. When necessary to correct for climate change-induced gender inequality to the detriment of women, the Fund will target funds to support women's climate change adaptation and mitigation initiatives. The

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<sup>21</sup> Many countries have national and sector gender policies (e.g. for energy, water, forestry, climate change), but relatively few have gender and climate change policies.

<sup>22</sup> GCF/B.07/03.

<sup>23</sup> GCF/B.06/06.

<sup>24</sup> GCF/B.06/18 Annex I, paragraph II.

<sup>25</sup> GCF/B.07/11 Annex I, paragraph VI-6.5.

<sup>26</sup> GCF/B.06/14.

Fund's readiness and preparatory support work-programmes enable NDAs, IEs and EEs to meet the Fund's gender policy.

## V. Implementation Framework

20. The Fund adopts a Gender Action Plan to implement its gender policy. The plan includes six priority areas:

- (a) Governance and institutional structure;
- (b) Operational guidelines;
- (c) Capacity building;
- (d) Outputs, outcomes, impacts and paradigm-shift objectives used for monitoring, reporting and evaluation;
- (e) Resource allocation and budgeting; and
- (f) Knowledge generation and communications.

21. The proposed duration of the Gender Action Plan is three years, to allow the Fund to get activities off the ground and take stock after three years of implementation. Subsequently, the duration of the Gender Action Plan is expected to align with the Fund's business cycle.

## VI. Review and Revisions

22. The Fund is a nascent, growing and learning institution. As experience is gained and lessons are learned in the implementation of the gender policy in the Fund's activities and operational modalities – including activities with the private sector – the Fund will be able to adjust its policies, processes, procedures and project and programme design. In light of this, the Fund will review its gender policy after three years of being operational.

### Annex III: Gender Action Plan 2014–2017 – Summary and Illustrative Indicators

| Priority Area   | <i>Result to be achieved: Implementation of gender policy</i>   |   |  |  |
|---|---|---|--|--|
|   | Action  | Indicators  | Responsibility                                       | Timing   |
| <b>(a)<br/>Governance<br/>and<br/>institutional<br/>structure</b> | 1. Approval of the gender policy  |   | Board  | Oct. 2014  |
|   | 2. Periodic monitoring reports on the implementation of the gender policy and gender action plan  | <ul style="list-style-type: none"> <li>Secretariat's annual gender report is issued, reviewed and decided on by the Board;</li> <li>Gender performance covered in annual Redress Unit report; and</li> <li>Number of independent gender impact evaluations</li> </ul>   | Board/Secretariat/IEU / Redress Unit                 | <ul style="list-style-type: none"> <li>Annually</li> <li>Annually</li> </ul> |
|   | 3. Appointment of a senior social development gender specialist within the Country Programme Department   | <ul style="list-style-type: none"> <li>Recruitment of senior gender staff effected</li> </ul>   | Secretariat  | October–December 2014  |
|   | 4. Include gender performance criteria in the accreditation process of intermediaries and implementation entities (IEs)   | <ul style="list-style-type: none"> <li>Percentage of accredited IEs with proven gender performance track record;</li> <li>Percentage of IEs in process of acquiring gender competences;</li> <li>Percentage of IEs which passed to full accreditation after reassessment of gender competence; and</li> <li>Percentage of executing entities (EEs) with proven gender performance track record</li> </ul> | Accreditation Committee and Technical Advisory Group | Starting 2014  |
|   | 5. National Designated Authorities (NDAs):<br>5.1 Align the Fund's programmes with national gender and climate change policies;<br>5.2 Draw on national gender institutions and competencies; and<br>5.3 Collaborate with the Fund on gender issues | <ul style="list-style-type: none"> <li>Number of countries that have integrated their gender policies in the project/programme for the fund;</li> <li>Number of national gender experts consulted; and</li> <li>No of project proposals which have included 'gender'</li> </ul>   | NDAs/IEs/EEs   | Starting 2014  |

| Priority Area  | <i>Result to be achieved: Issue guidelines on the Fund's gender-sensitive approach</i>  |   |   |   |
|--|---|---|---|---|
|  | Action  | Indicators  | Responsibility                                    | Timing  |
| <b>(b) Administrative &amp; Operational guidelines</b> | 1. Include gender in the Fund's administrative manual   | <ul style="list-style-type: none"> <li>Accountability for gender results is specified in terms of reference of the Secretariat's organizational structure;</li> <li>Gender results are reported in managers and staff's annual performance reviews; and</li> <li>Sex-disaggregated data on staffing, consultants, Board composition and contractors' employment reported</li> </ul> | Secretariat HR and procurement departments        | 2014<br><br>Starting 2014<br><br>Annually starting 2015 |
|  | 2. Include gender in the Fund's Operational Manual, in particular:<br>2.1 Guidance for NDAs/IEs/EEs on mandatory socioeconomic and gender assessment at the start of each project/programmes and mandatory application of safeguards; and<br>2.2 Guidance on gender-sensitive project design elements, budgets, results, monitoring and impact indications, preparation, implementation and monitoring institutional arrangements | <ul style="list-style-type: none"> <li>Guidelines have been issued and communicated to NDAs, IEs and EEs through website; and</li> <li>Number and qualitative reporting of training on guidelines provided to NDAs/IEs/EEs</li> </ul>   | Secretariat                                       | 2014-2017   |
|  | 3. Review and recommend to NDAs/IEs/EEs available toolkits and sourcebooks on gender and climate change mitigation and adaptation, including for specific sectors   | <ul style="list-style-type: none"> <li>Review completed and references posted on the Fund's website</li> </ul>  | Secretariat                                       | 2014-2015   |
| Priority Area  | <i>Result to be achieved: Increased gender competencies of the Fund, NDAs, IEs and EEs</i>  |   |   |   |
|  | Actions   | Indicators  | Responsibility                                    | Timing  |
| <b>(c) Capacity Building</b>                           | 1. Build up the Fund's gender sensitivity competencies  | <ul style="list-style-type: none"> <li>Number of Board members who received gender training;</li> <li>Number of Secretariat staff who received gender training;</li> <li>Percentage of staff with gender competencies; and</li> <li>Percentage of gender consultants' days out of total consultants' days</li> </ul>  | Board/Secretariat HR Department and gender expert | 2015-2017   |

|  |   |   |  |               |
|--|---|---|--|---------------|
|  | 2. Build up the gender sensitivity of the Fund's partners   | <ul style="list-style-type: none"> <li>Percentage of resources allocated to gender in the Fund's readiness and preparatory support work-programme</li> </ul>  | Board/Secretariat and partners   | 2015–2017     |
| <b>Priority Area</b>   | <b><i>Result to be achieved: Gender-sensitive outputs, outcomes and impact of Fund's projects/programmes</i></b>  |   |  |               |
|  | <b>Actions</b>  | <b>Indicators</b>   | <b>Responsibility</b>  | <b>Timing</b> |
| <b>(d) Outputs, outcomes and impact monitoring indicators, and reporting</b> | <ol style="list-style-type: none"> <li>Application of gender guidelines in project preparation/design/implementation/monitoring</li> <li>Gender-sensitive results management framework (RMF) for both adaptation and mitigation</li> <li>Establish a transparent portfolio classification system based on a project rating at entry for gender sensitivity</li> </ol> | <ul style="list-style-type: none"> <li>Percentage of projects/programmes that have carried out initial socioeconomic and gender assessments and collected disaggregated baseline data;</li> <li>Percentage of projects/programmes that have applied gender-equitable stakeholder consultations;</li> <li>Percentage of projects that include specific gender elements and gender-sensitive implementation arrangements. <u>Target:</u> at least 75 per cent of approved projects have included gender design elements and implementation arrangements;</li> <li>Percentage of projects/programmes that have applied gender-sensitive outputs, outcome and impact indicators from the RMF/PMF to measure climate change resilience and behavioural change towards low-emission development;</li> <li>Percentage of projects/programmes that have included gender competencies for project preparation, monitoring and evaluation; and</li> <li>Percentage of gender-informed monitoring and evaluations reports</li> </ul> | <ul style="list-style-type: none"> <li>NDAs/IEs/EEs</li> <li>Due diligence by Secretariat at second stage of approval process in collaboration with ITAP</li> <li>Independent Evaluation Unit</li> </ul> | 2015–2017     |

| Priority Area                                | <i>Result to be achieved: Ensure that resource allocation will contribute to the gender-sensitive approach</i>                                     |  |   |                               |
|--|--|--|---|-------------------------------|
|  | Action   | Indicators   | Responsibility  | Timing                        |
| <b>(e) Resource allocation and budgeting</b> | 1. Give additional weight to projects/ programmes well-designed from a gender perspective (ref. investment framework and project approval process) | <ul style="list-style-type: none"> <li>Number and volume of financing, of projects approved thanks to the quality of gender design compared to number of projects postponed or rejected because of lack of gender sensitivity</li> </ul>   | <ul style="list-style-type: none"> <li>NDA in first round approval; and</li> <li>Board/Secretariat due diligence in second round approval in collaboration with ITAP</li> </ul> | 2014–2017                     |
|  | 2. Financing of gender elements of projects/programmes   | <ul style="list-style-type: none"> <li>Volume and share of project/programme budgets allocated to gender elements (along the lines of the ESIA implementation and monitoring); and</li> <li>Percentage of projects with a budget to analyse gender outputs, outcomes and impacts.</li> </ul> | <ul style="list-style-type: none"> <li>NDA/IEs/EEs</li> <li>Board/Secretariat gender due diligence</li> </ul>   | 2014–2017                     |
|  | 3. Include earmarked resources in the Fund's administrative budget for the implementation of the Fund's Gender Action Policy                       | Percentage of the Fund's administrative budget earmarked for the implementation of the gender policy   | Board/Secretariat   | Annual Budget                 |
|  | 4. Include gender equality in the terms of reference for the annual external audit of the Fund's financial statements                              | Share of the Fund's financial resources allocated by gender  | Board/External Auditor  | Annual audit starting in 2015 |

| Priority Area  | <b>Result to be achieved: Make the Fund's commitment to gender equality visible and clear for external and internal audiences</b>  |   |   |                                   |
|--|--|---|---|-----------------------------------|
|  | Action   | Indicators  | Responsibility                          | Timing                            |
| <b>(f) Knowledge Generation &amp; Communications</b> | 1. Creation of a knowledge exchange on gender and climate change<br>1.1 Document gender and climate change knowledge gained from implementation of the Fund's portfolio of activities as experience is gained; and<br>2. Include the Fund's commitment to gender equality, its gender-sensitive policy and implementation guidance in the Fund's communications plan as a strategic activity and integral part | 1. Knowledge exchange established<br>1.1 Number of good practices documented;<br>1.2 Number of knowledge events held;<br>2.1 Percentage of the Fund's press releases dedicated to gender;<br>2.2 Number of communications to operational partners (NDAs/IEs/EEs, etc.) on the Fund's gender policy and guidelines;<br>2.3 Number of consultations with gender and climate experts on implementation of the gender policy and action plan (in line with ESIA preparation studies); and<br>2.4 Number of announcements of gender training for external and internal audiences | Communications team/partners            | 1. 2016–2017<br><br>2. 2014–2017  |
|  | 3. Take stock of implementation of the Gender Policy and Action Plan   | 'Stock-taking' report posted on the website   | Board/gender expert/communications team | 2017                              |
|  | <b>Result to be achieved: Enhance ownership of the Fund's Gender Policy and Gender Action Plan</b>   |   |   |                                   |
| <b>NEXT STEPS</b>                                    | Action   | Indicators  | Responsibility                          | Timing                            |
| <b>Follow-up</b>                                     | Adoption of the gender policy statement  | Board decision  | Board                                   | October 2014                      |
|  | Draft Gender Action Plan (GAP) on the agenda of the Board meeting  | Board takes note of the draft GAP; and Board requests the Secretariat to finalize the GAP for the Board's decision at its ninth meeting in 2015   | Board                                   | October 2014                      |
|  | Finalization of the GAP, including continued consultations with stakeholders   | Overview of stakeholders consulted (sex-disaggregated, per country, governmental and non-governmental, etc.)  | Secretariat                             | October 2014: Ninth Board meeting |
|  | Integrate gender sensitivity into key policy and operational documents   | Review key policy documents in other areas of the Fund's development and operational modalities   | Board/Secretariat                       | October 2014–2016                 |



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## **Annex IV: List of climate and gender experts who participated in the consultations for this document<sup>1</sup>**

Ms. Lorena Aguilar, Global Senior Gender Advisor, IUCN (Washington, DC, USA)

Ms. Annaka Peterson Carvalho, Senior Programme Officer, Oxfam America (Washington, DC, USA)

Ms. Moushumi Choudhury, Associate, Vulnerability & Adaptation Initiative, World Resource Institute (Washington, DC, USA)

Ms. Verona Collantes, Inter-governmental Specialist, UN-Women (New York, NY, USA)\*

Mr. Sven Harmeling, Climate Change Advocacy Coordinator, CARE International (Oslo, Norway)\*

Ms. Gertrude Keyangi, Support for Women in Agriculture and Environment (Kampala, Uganda)\*

Ms. Anne Kuriakose, Senior Social Development Specialist, Administrative Unit, Climate Investment Funds (Washington, DC, USA)

Ms. Noel-Debique, Gender Equality Advisor at Caribbean Development Bank (Wilbey, St. Michael, Barbados, W.I.)

Mr. Sriram Pande, Senior Economist, Gender Team, United Nations Development Programme (UNDP) (New York, NY, USA)\*

Ms. Emilia Reyes, Director of Gender Policies and Budgets, Equidad de Género (Mexico City, Mexico)

Ana Rojas, Asia Program Officer and Climate Change & Gender Expert, ENERGIA International Secretariat (Leusden, The Netherlands)

Ms. Liane Schalatek, Associate Director, Heinrich Boëll Foundation North America (Washington, DC, USA)\*

Ms. Titi Soentoro, Policy Advisor, Aksi – For Gender, Social and Ecological Justice (Jakarta, Indonesia)

Sonomi Tanaka, Lead Gender Specialist, Asian Development Bank (Manila, The Philippines)

Dr. Mariama Williams, Senior Programme Officer, Global Governance for Development Programme, South Centre (Geneva, Switzerland)

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<sup>1</sup> Some of the people participated in consultations both in April and in September.

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Ms. Granat Margaux, International Union for Conservation of Nature (IUCN), (New York, NY, USA)

Ms Jackie Siles, IUCN, (New York, NY, USA)

Mr. Steve Herz, Sierra Club

Ms. Elaine Zuckerman, President, Gender Action

Ms. Titi Akosa, Centre for 21<sup>st</sup> Century Issues, Nigeria

Ms. Verona Collantes, UN Women, the Philippines (Manila, The Philippines)

Ms. Dorcas Robinson, CARE-US

Ms. Karen Orenstein, Friends of the Earth, USA

Ms. Bridget Burns, WEDO, USA

Ms. Lora Minicucci, WEDO, USA

Ms. Nisha Onto, WOCAN, Nepal

Ms. Eliza Northrop, World Resource Institute

Ms. Verionia Chao, GGCA Programme Coordinator, UN Development Program

Ms. Althea Skinner, Gender Focal Point, WWF-US

Ms. Yoko Watanabe, Gender Focal Point and Senior Program Officer, GEF

Mr. Daouda Ndiaye, Program Officer, Adaptation Fund Secretariat, Senegal

Ms. Anna Williams, Consultant RMF/RPF, Green Climate Fund Secretariat

Ms. Smita Nakhoda, Country Ownership, GEF Secretariat

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\* Part-time participation

\*\* Connection problems did not allow full participation in the consultations