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# Gender Action Plan

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## **FP098: DBSA Climate Finance Facility**

Multiple Countries | DBSA | B.21/15

10 January 2019



**GREEN  
CLIMATE  
FUND**



**Table 1: Gender Action Plan for Climate Finance Facility**

Activities	Indicators and Targets	Timelines	Responsibilities
<b>Output 1: Understanding of existing gender frameworks and existing genders practices and structures</b>			
Review country-specific (South African, Lesotho, Namibia, Swaziland) gender policies, legislation and frameworks	Portfolio of research undertaken and presentation of results	Prior to project implementation	Project Sponsor
Review of the regional (SADC) gender policy for alignment with country-specific gender policies and frameworks			
Alignment of regional and country-specific gender policies with GCF and DBSA Safeguard Standards			
<b>Output 2: Project Sponsors have an appreciation of country-specific (South African, Namibia, Lesotho, Swaziland) gender policies and framework</b>			
Familiarize with best practise gender policies and practices	Number of workshops and information sessions held	Prior to project implementation and during the course of project implementation	Project Sponsor/Gender Specialist
Mainstream gender considerations during project implementation and operations	Portfolio of initiatives/process and tasks undertaken to mainstream gender in projects		
Development of indicators for the measurement of outputs	Portfolio of project-specific indicators to be used to gauge implementation results	Prior to project implementation	Project Sponsor/Gender Specialist
<b>Output 3: Enhanced institutional capacity for the creation, formalization and promotion of women-led businesses</b>			
Undertake market research to determine and identify women led contractors/SMMEs to be included in geothermal projects. Collaborations with already existing NGOs and women-led organizations can be made.	Number of contractors/SMMEs identified and contacted	Prior to project implementation	Project Sponsor
Seek to develop partnerships with vocational/technical training schools,	Number of partnerships formed with training centres/schools		



to enhance women's access to developing technical skills			
Provide relevant training to women appointed as local labour	Number of women trained and accreditation level of the training offered.		
Review the needs of women led cooperatives to identify areas where capacity building is required to allow for success	Number of Issues/Areas of needs as indicated by women-led cooperatives	In the project cycle	Project Sponsor
<b>Output 4: Women-led contractors and SMMEs appointed for programme work</b>			
Require that at least 40% of women led contractors and SMMEs be appointed as part of service providers. Collaborations with already existing NGOs and women-led organizations can be made to help identify women-owned vendors.	Number of women-owned SMMEs appointed  Proof of ownership to be shown by shareholding. SMMEs are to be 100% women owned, or >70% female shareholding	Prior to project implementation and during the course of project implementation	Project Sponsor
Emphasize on the employment of women at project level, for the implementation of project objectives	Number of women and men employed through jobs created from the project: at least 40% women hired  Proof of review of employment criteria to allow for gender sensitivity and inclusion of women	Prior to project implementation and during M&E phase of project	
Emphasize the need for women at senior levels/management levels of companies at construction and operational phases	Portfolio indicating company structure, indicating positions held and persons holding such positions	Prior to project implementation and during M&E phase of project	
<b>Output 5: Inclusion of women at community level structures</b>			
Require that Community Trusts have female representation	Portfolio of evidence indicating structure of community trusts, including structure of shareholding	During implementation phase and Monitoring and Evaluation phase	Project sponsor
Require that stakeholder engagement sessions include	Proof of stakeholder engagement meetings,	Prior to project implementation	



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women. This is to include discussions on electricity pricing.	indicating signed list of participants		
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