
Gender Action Plan

FP099: Climate Investor One

Multiple Countries | FMO | B.21/15

10 January 2019



**GREEN
CLIMATE
FUND**

Table 1 CIO Gender Integration Action Plan

Phase ¹	Components and Main activities	Description	Output Indicators
Fund Manager	1. Program Policy and Arrangements		
	1.1. Capacity strengthening (CS) of key CFM staff.	Key staff training workshop in The Hague.	Number of workshop participants (disaggregated by gender).
	1.2. Gender and social inclusion policy and arrangements.	Develop CFM gender policy and amend existing CIO ESMS to incorporate gender requirements and implementation arrangements.	Endorsement by CFM CEO of Gender and Social Inclusion Policy. and Strategy.
	1.3. Establish programme gender integration infrastructure.	Establish network of gender experts to support in implementation of GIAP.	Established network.
Project Development and Construction	2. Project-Level Gender Integration		
	2.1 Recruitment of women in CIO-funded projects.	Targeted employment opportunities will be advertised through channels accessible to women (as well as other vulnerable groups) for individual projects.	- Number of full-time equivalent female employees. - Estimated number of indirect jobs for women.
	2.2 Engagement and consultation with relevant stakeholders at project level (gender component of ESIA).	Community and multi-stakeholder dialogue to inform gender and social inclusion activities as part of the ESIA.	Number and diversity of stakeholders consulted.
	2.3 Engendering Stakeholder Engagement Plan (SEP).	Incorporation of women and their concerns in ongoing engagement activities.	Number and diversity of stakeholders agreeing to the SEP.
	2.4 Design social inclusive management and monitoring actions (gender component of ESMP).	Identification of management and monitoring measures to be included in the ESMP through participatory community dialogue.	Number of gender responsive provisions in the plan
	2.5 Community-based women's empowerment initiatives.	Support for stand-alone initiatives targeting women.	Changes in number of: - Women-led entrepreneurs supported by CIO projects

Phase ¹	Components and Main activities	Description	Output Indicators
			- Women attending skills-based training courses supported by CIO projects.
Investment Lifetime	3 Monitoring and Evaluation		
	3.1 Development of M&E plan at program and project level.	A monitoring and evaluation plan will be developed that includes baseline and end-line gender disaggregated data and analysis.	Documented monitoring and evaluation plan.
	3.1.1 Reviews of performance against GIAP and gender responsive indicators.	A mid-term audit will be conducted by a gender expert to assess the performance of the project in relation to implementation of the GIAP and performance against the gender-responsive indicators. In addition, all project companies in construction and operation will be required to report to CFM on performance against such indicators on a routine basis.	- Completion of one audit per project and follow up on corrective actions. - Routine reports submitted by Project Company to CFM.
	3.1.2 Monitoring implementation of gender-related actions included in the SEP and ESMP.	Implementation of the SEP and the ESMP will be monitored on a periodic basis as part of the routine performance monitoring of Project Companies. Monitoring corresponds to activities 2.3 and 2.4.	Monitoring reports.
	3.1.3 Grievance mechanism monitoring.	Appropriate and prompt responses to complaints and grievances will be reported and monitored in accordance with the grievance mechanism that forms part of the SEP. Gender-related complaints will be monitored as a separate category within the follow up activity.	Number of complaints (disaggregated by gender) raised through the grievance mechanism and evidence of satisfactory close-out.

Phase ¹	Components and Main activities	Description	Output Indicators
	3.2 Conduct final evaluation with base-line and end-line data.	Final (pre-exit) evaluation conducted of implementation of ESMS and program Gender and Social Inclusion Policy and Strategy based on relevance, effectiveness, efficiency, impact and sustainability.	Evaluation report and CFM board response to findings.

Notes:

- 1 In the context of this document, 'Phase' refers to the stage in the investment lifetime, including Fund Manager-level activities.
- 2 Budget estimates are based on the assumption of one project per country for each of the thirteen countries.
- 3 Budget estimates may increase or decrease depending on the specific project context and are for guidance only.

Annex B Glossary of Selected Gender Terms

Empowerment	The process through which people take control and action in order to overcome obstacles of structural inequality which have previously put them in a disadvantaged position.
Gender	Sex refers to the biological differences between male and female bodies. Gender, on the other hand, refers to the socially-constructed attitudes, values, roles and responsibilities of women and men, in a given culture and location. These attitudes, values and roles are influenced by perceptions and expectations arising from cultural, political, economic, social and religious factors, as well as from custom, law, class, ethnicity and individual or institutional bias. Gender attitudes and behaviors are learnt and change over time
Gender analysis	The close examination of a problem or situation in order to identify to differences in the gender roles, activities, needs, and available opportunities of men and women. Gender analysis of a development program involves identifying the gender issues within the problem which is being addressed and in the obstacles to progress, so that these issues can be addressed in all aspects of the program - in project objectives, in the choice of intervention strategy and in the methods of program implementation.
Gender-aware policy	A policy which takes into account the social relationships of women and men as well as the differences in their needs, as opposed to a policy that is gender neutral and implicitly assumes that women and men have the same needs.
Gender blindness	The failure to recognize that the needs of men and women are different. A gender-blind approach assumes that gender is not an influencing factor in projects, programs or policies.
Gender division of labour	Is an overall societal pattern where women are allotted one set of gender roles and men another. An unequal gender division of labor refers to a division of labor in which there is an unequal gender division of reward. Discrimination against women in this sense occurs when women get most of the burden of labor, and most of the unpaid labor, but men collect most of the income and rewards resulting from labor. In many countries, the most obvious pattern in the gender division of labor is that women are mostly confined to unpaid domestic work and unpaid food production, whereas men dominate in cash crop production and waged employment.
Gender equality	Means that there is no discrimination on grounds of a person's sex in the allocation of resources or benefits, or in the access to services. Equality exists when both men and women are attributed equal social value, equal rights and equal responsibilities, and have equal access to the means (resources, opportunities) to exercise them. Gender equality may be measured in terms of whether there is equality of opportunity, or equality of results.
Gender equity	Means fairness and justice in the distribution of benefits and responsibilities. Gender equity is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent men and women from otherwise operating on a level playing field. Equity leads to equality.
Gender gap	A gender gap is an observable and sometimes measurable gap between men and women in terms of socioeconomic indicators, such as ownership of land, attendance at school or participation in the labor force, which is understood to be unjust and provides evidence of a gender issue to be addressed.
Gender mainstreaming	Is the systematic process of ensuring that women and men have equal access and control over resources, development benefits and decision-making at all stages of the development process through ensuring that the respective needs, interests and priorities of women and men are integrated into in all policies, programs and projects. It requires: (a) continuous assessment of the implications and effects of energy-related projects and policies on women and men; (b) designing and

	implementing strategies and actions that aim to better address the needs of women and men, improve their well-being, and facilitate their participation in the development process; and (c) a mechanism for ensuring this is done and for reporting to managers.
Gender neutral and gender blind	Gender-neutral policies are not specifically aimed at either men or women and are assumed to affect both sexes equally. However, they may actually be gender-blind. Gender-blindness means ignoring the different roles, responsibilities, capabilities, needs and priorities of women and men. Gender-blind policies are based on information derived from men’s activities and/or assume those affected by the policy have the same (male) needs and interests.
Gender relations	The social relationships and power distribution between men and women in both the private (personal) and public spheres.
Gender roles	Gender roles are sets of behaviour assigned to men and women respectively, according to their cultural norms and traditions that determine which activities, tasks and responsibilities are perceived as male and which female. Gender roles are affected by age, class, race, ethnicity and religion, and by the geographical, economic and political environment. These roles shape identity, determining how we are perceived by others, how we are expected to think and act as women and men. Changes in gender roles often occur in response to changing economic, natural or political circumstances, including development efforts.
Gender-disaggregated data	For a gender analysis, all data should be separated by sex in order to allow differences between women and men in needs, priorities, action and results to be identified ⁸ .

⁸ Source: Mainstreaming Gender in the Energy Sector Training Manual Developed by: Ministry of Energy Mozambique, Embassy of Norway in Mozambique, Norad and ENERGIA International Network on Gender and Sustainable Energy. 2012 <https://www.energia.org/cm2/wp-content/uploads/2016/09/Mozambique-Manual-Mainstreaming-Gender-in-the-Energy-Sector-Training-Manual-final.pdf>

References

- Asian Development Bank. (2012), Gender tool kit: Energy—Going beyond the meter, Asian Development Bank, Mandaluyong City.
- Clancy, J.S. (2009), Late Developers: Gender Mainstreaming in the Energy Sector. UKDSA Annual Conference, Colerain, 2-4 September 2009.
- Danielsen, K. (2012), Gender Equality, Women’s Rights and Access to Energy Services – an Inspiration Paper in the run-up to Rio+20, Ministry of Foreign Affairs Denmark.
- Dutta, S., Kooijman, A. & Cecelski, E. (2017), Energy Access and Gender. Getting the right balance. International Bank for Reconstruction and Development/The World Bank, Washington, D.C.
- Dutta, S. (2016), Gender Briefing Notes. Supporting active inclusion of women in energy and development projects. European Union Energy Initiative Partnership Dialogue Facility. www.euei-pdf.org/downloads/
- IRENA (2013), Renewable Energy and Jobs, International Renewable Energy Agency, Abu Dhabi.
- Köhlin, G., Sills, E. O., Pattanayak, S. K., & Wilfong, C. (2011), Energy, gender and development: what are the linkages? Where is the Evidence? The World Bank.
- Orlando, M. B., Janik, V. L., Vaidya, P., Angelou, N., Zumbyte, I., & Adams, N. (2018). Getting to Gender Equality in Energy Infrastructure: Lessons from Electricity Generation, Transmission, and Distribution Projects.
- Resurrección B. P. and Boyland M. (2017) Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. Abt Associates Inc. and Stockholm Environment Institute (SEI), USAID.
- UN General Assembly, Transforming our world: the 2030 Agenda for Sustainable Development, 21 October 2015, A/RES/70/1, available at: <http://www.refworld.org/docid/57b6e3e44.html> [accessed 15 August 2018].
- UNIDO (2015), Mutual Benefits of Empowering Women for Sustainable and Inclusive Development, UNIDO, Geneva.
- World Bank (2018), Electricity Generation, Transmission, and Distribution Projects. Energy Sector Management Assistance Program (ESMAP) Technical Report 012/18. Washington, DC.