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# GCF Gender Equality and Social Inclusion Policy and Action Plan 2018–2020

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## **Summary**

This document summarizes the intent of the Secretariat to ensure that by adopting a gender – responsive approach, GCF will more effectively address gender equality, intersectionality and, more broadly, social inclusion to achieve more equitable and sustainable climate change results. The proposed Gender Equality and Social Inclusion (GESI) Policy and Action Plan is guided by four key principles: a) human rights approach; b) country ownership; c) stakeholder engagement; and d) disclosure of information. The GESI Policy sets out policy requirements and responsibilities for the Secretariat, accredited entities, national designated authorities/focal points, executing entities, delivery partners and project implementers across all stages of the project life cycle. Annex II of this document presents the Action Plan, which provides a framework for the period 2018-2020 within which to operationalize the GESI Policy. Recognizing the need for managing results, the policy illustrates proposed programme/project/portfolio-level result areas in annex III of the policy document.

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## I. Introduction

1. In response to decision B.09/11 and pursuant to decision B.12/16, the Secretariat prepared document GCF/B.18/Inf.10/Add.01 Gender Equality and Social Inclusion (GESI)<sup>1</sup> Policy and Action Plan.
2. In addition, at its eleventh and sixteenth meetings, the Board requested the Secretariat to draft an updated gender policy and action plan in line with the Governing Instrument for the GCF and consistent with a country-driven approach, in consultation with Board members, relevant bodies and observer organizations, for adoption at its nineteenth meeting.

## II. Recommended actions by the Board

3. It is recommended that the Board:
  - (a) Take note of the information presented in document GCF/B.19/25 titled “GCF Gender Equality and Social Inclusion Policy and Action Plan,” including the Gender Equality and Social Inclusion Policy contained in annex II to this document and the Action Plan (2018-2020) contained in annex III to this document; and
  - (b) Approve the draft decision presented in annex I to this document.

## III. Linkages with other GCF documents

4. This document has linkages with the following documents:
  - (a) “Initial Proposal Approval Process, Including the Criteria for Programme and Project Funding” (GCF/B.07/03);
  - (b) “Risk Management Framework” (GCF/B.17/12);
  - (c) “Financial Terms and Conditions of the Fund’s Instruments” (GCF/B.09/08);
  - (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) and “Further Development of the Initial Investment Framework: Sub-criteria and Methodology” (GCF/B.09/07);
  - (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) “Application Documents for Submissions of Applications for Accreditation” (GCF/B.08/06);
  - (h) “Detailed Programme of Work on Readiness and Preparatory Support” (GCF/B.06/14); and “Revised Programme of Work on Readiness and Preparatory Support” (GCF/B.08/10);

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<sup>1</sup> The change in title reflects a key amendment that the Secretariat is proposing going forward. The Secretariat recognizes that a human rights and intersectional approach needs to be applied to all social groups. This, in turn, requires systemic and comprehensive consideration of the different needs of vulnerable communities; of the elderly and widowed; of children; of adolescent girls and boys; of differently abled; of minority communities; of indigenous peoples; of persons of different sexual orientation; of transgender; of religion; of belief or non-belief. The updated policy, “Gender Equality and Social Inclusion Policy and Action Plan,” will seek to ensure that these societal concerns are addressed together so that the benefits from climate change or sustainable development initiatives are equally shared among all groups.

- (i) “Options for a Fund-wide Gender-sensitive Approach” (GCF/B.06/13);
- (j) “Guidelines for Enhanced Country Ownership and Country Drivenness” (GCF/B.17/14);
- (k) “Policies and Procedures for the Initial Allocation of Fund Resources” (GCF/B.06/05);
- (l) “Initial Results Management Framework of the Fund” (GCF/B.07/04) and “Further Development of the Initial Results Management Framework” (GCF/B.08/07);
- (m) “Pilot Programme for REDD+ Results-based Payments” (GCF/B.17/13);
- (n) “Gender Policy and Action Plan” (GCF/B.09/10); and
- (o) “Updated Terms of reference of the Independent Redress Mechanism” (decision B.BM-2017/10).

#### **IV. Stakeholder inputs to the updated Gender Equality and Social Inclusion Policy and Action Plan**

5. On 20 April 2017, GCF sent a call for public inputs inviting Board members, alternate Board members, national designated authorities (NDAs), focal points, accredited entities (AEs), accredited observer organizations, civil society representatives and the public at large to review the existing GCF Gender Policy and Action Plan. The call followed a mandate from the Board in its sixteenth meeting requesting the Secretariat to prepare for consideration by the Board, at its eighteenth meeting, a Secretariat-wide updated gender policy and action plan. The submission deadline of 21 May 2017 was extended in response to requests for more time. Ultimately, the Secretariat received 37 submissions from 80 organizations.

6. A second-round call for public inputs was sent out by the Secretariat on 27 October 2017, inviting Board members, alternate Board members, NDAs, focal points, AEs, accredited observer organizations, civil society organizations and the public at large to provide inputs to a revised version of the GESI Policy and Action Plan. The Secretariat received 25 submissions, including a joint submission from 47 civil society organizations that combined their inputs in a substantive and comprehensive report. While the updated policy was generally regarded as an improvement on the earlier version, a good portion of the comments asked for further clarity. This version, therefore, addresses and clarifies further the intent, scope and application of the revised GESI Policy and Action Plan.

7. The submissions supported the need for an updated gender policy anchored in the reality of a fast-changing landscape related to gender equality and social inclusion in the context of climate change. Several submissions noted that women and men of all ages, particularly from excluded or minority groups, have an important role to play in GCF objectives, policy and programme development, and in efforts to combat climate change more broadly. Many emphasized the importance of ensuring that women, girls, men, boys, youth, minority communities, the elderly, differently abled, different faiths and people with different sexual orientations all benefit from GCF activities. They encouraged the development of a broader and more inclusive gender policy and action plan to support GCF commitments to and engagement with women, men, girls and boys, particularly those from marginalized communities.

8. The submissions noted that several multilateral organizations and funds, such as the Global Environmental Facility (GEF), Climate Investment Funds (CIF) and Adaptation Fund (AF) have comprehensive gender policies, which GCF can draw on for guidance and lessons.

9. Key observations from the submissions reveal the following:

- (a) There is still a heavy linking of the term “gender” with “women’s issues”, even among Board members. This needs to change to ensure that “gender” is better understood and

- applied to project and programme design and implementation (refer to the Definitions section in this document);
- (b) There is strong consensus that language needs to shift from vulnerable communities to recognizing the inherent values, importance and potentials of populations who might be underprivileged or otherwise marginalized; this is captured in the revised GESI Policy and Action Plan;
  - (c) There are requests for consistency and synergies with the Indigenous Peoples (IP) Policy. The IP Policy should also be reviewed in a manner that aligns with gender responsive principles and objectives (since men and women have different access to rights and resources within indigenous norms and cultures). Recommendations suggest that the updated GESI Policy and Action Plan should, where possible, be comparable with the proposed IP Policy and be consistent with the Gender Action Plan of the United Nations Framework Convention on Climate Change (UNFCCC);
  - (d) There is a strong call for recognizing the underlying principle of human rights and the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) to apply to this policy;
  - (e) There were suggestions to form a gender advisory group, like the Private Sector Advisory Group (PSAG). There are benefits and, at the same time, limitations to establishing an additional advisory group on gender and social inclusion. The Secretariat will need to first operationalize this revised GESI Policy throughout the organization before determining what kind of advisory group would be most effective and useful; and
  - (f) All the views presented in the submissions were given careful consideration and the policy presented in this document addresses most of the concerns raised.

## V. Lessons learned from other organizations

10. The present document draws from lessons learned from development institutions in implementing their gender policies and from the GEF, CIF, bilateral and multilateral donors, and civil society groups, such as:
- (a) Clear policy guidance and sustained management commitment on mainstreaming gender in the relevant financial institution is needed to obtain gender-responsive results;
  - (b) Clear baselines on gender responsiveness for the accreditation of implementing entities are needed to allow operations to move forward;
  - (c) Clear accountability mechanisms are needed, in terms of monitoring and reporting gender-responsive policy implementation, results and processes, to take corrective measures when results are not forthcoming;
  - (d) Gender-responsive complaint mechanisms are needed so that women and men are confident in filing complaints relating to climate change interventions;
  - (e) Sex-disaggregated data and relevant gender and social indicators in the results and performance measurement and portfolio monitoring frameworks need to be included, as appropriate, whenever an activity requires the intervention of people or has an impact on people;
  - (f) Qualitative and quantitative measurement methodologies are needed to assess the social impact of activities;

- (g) Periodic auditing of gender-responsive and social inclusion results will enable policies, accountability and implementation mechanisms to be adjusted as needed;
- (h) Operational procedures, guidelines and tools are needed to support the implementation of the policy;
- (i) Gender competencies among core staff are needed to enhance attention to gender and social issues; and
- (j) Dedicated budgets for gender-related activities will further support the Policy's implementation and impact.

## **VI. Next steps**

11. The Secretariat will operationalize the GESI Policy by implementing the Action Plan provided in annex III of this document while working with AEs/NDAs-focal points/delivery partners (DPs) to build competencies, tools and processes to achieve gender-responsive and socially inclusive results. Additionally, the Secretariat will report on the results achieved from the implementation of the GESI Policy, based on indicators highlighted in annex IV of this document.

## **Annex I: Draft decision by the Board**

The Board, having considered document GCF/B.19/25 titled “GCF Gender Equality and Social Inclusion Policy and Action Plan 2018–2020”;

- (a) Adopts the Fund’s Gender Equality and Social Inclusion Policy of the Green Climate Fund as presented in annex II to this document; and
- (b) Requests the Secretariat to implement the Action Plan 2018–2020 and the associated gender and social inclusion indicators contained in annexes III and IV, respectively, of this document.

## Annex II: Gender Equality and Social Inclusion Policy of the Green Climate Fund

### I. Background

1. The Governing Instrument for the GCF vests the GCF with a clear mandate to enhance a gender-sensitive approach in its processes and operations. The Governing Instrument recognizes the importance of gender considerations in terms of impact and access to climate funding thus:
  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.
  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 of the Governing Instrument lists women explicitly among GCF stakeholders. Finally, the Governing Instrument calls for gender balance among members of the Board (paragraph 11) and staff of the Secretariat (paragraph 21).
3. The GCF Gender Equality and Social Inclusion Policy (the GESI Policy) and the Action Plan express the commitment of the GCF to promote the interrelated goals of gender equality and social inclusion within the Secretariat, across its investment criteria<sup>2</sup> and as an integrated measure of the social dividends of the overall portfolio. These goals are not accidental co-benefits but are deliberate and intentional goals at process, performance and portfolio levels.
4. The GESI Policy and the Action Plan were prepared taking into consideration the policies and best practices of other multilateral development banks and international organizations, including the Global Environment Facility (GEF) Policy on Gender Equality 2017 and the GEF Gender Equality Action Plan.

### II. Definitions

5. The following definitions shall apply in this policy:
  - (a) **“Agency”** refers to the capacity to make decisions about one’s own life and act on them to achieve a desired outcome, free of violence, coercion, retribution or fear;
  - (b) **“Empowerment of women and girls”** means an expansion of agency throughout women’s lives via participation and decision-making, including support to (i) women’s rights, access to and control over resources; (ii) women’s access to opportunities and resources; (iii) actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality; and (iv) women’s ability to exert influence in society;<sup>3</sup>

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<sup>2</sup> GCF commits to six investment criteria, including impact potential, paradigm shift potential, sustainable development potential, country ownership, efficiency and effectiveness, needs of the recipient (IPSCEN compliance).

<sup>3</sup> Sourced from the GEF Policy on Gender Equality 2017.



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- (c) **“Gender”** refers to the social, behavioural and cultural attributes, expectations, responsibilities and norms associated with being male or female. They are context/time-specific and changeable, and therefore gender identity should also be considered;
- (d) **“Gender analysis”** refers to the critical examination of how differences in gender norms, roles, power structures, activities, needs, opportunities and rights affect men, women, girls and boys in a certain situation or context. It includes collection and analysis of sex-disaggregated data and gender information to understand gender differences and gaps, determine gender differentiated impacts and risks, to identify measures to avoid adverse gender impacts, and to uncover and act on opportunities to address gender gaps and inequalities relevant to the activity;
- (e) **“Gender equality”**, as enshrined in international conventions and national constitutions and other human rights agreements, refers to equal rights, power, access, decision-making, responsibilities and opportunities for women and men, as well as equal consideration of the interests, needs and priorities of women and men, recognizing the diversity of different groups and of gender identities. (refer also to the social inclusion definition);
- (f) **“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. The process of gender equity leads to gender equality as a legal right and obligation;
- (g) **“Gender equality and social inclusion analysis”** is a methodology for examining the causes and consequences of inequality in terms of gender, caste, faith, ethnicity and other intersectionalities. Drawing on gender analysis frameworks, it takes into account differences in roles, responsibilities, rights, decision-making, and access to resources to better understand disparities;
- (h) **“Gender mainstreaming”** refers to a globally accepted strategy for promoting gender equality. Mainstreaming involves the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the experiences and concerns of women as well as men an integral part of the design, implementation, monitoring and evaluation of policies and programmes, so that women and men benefit equally, and inequality is not perpetuated, if necessary, through targeted actions to ensure that women’s voices as important actors are heard;
- (i) **“Gender-responsive”** refers to the consideration of gender norms, roles and relations and to addressing inequality generated by unequal norms, roles and relations through remedial action beyond creating gender awareness;
- (j) **“Gender-sensitive”** refers to raising awareness and consideration of gender norms, roles and relations but does not necessarily address inequality generated by unequal norms, roles or relations through remedial action beyond creating gender awareness;
- (k) **“Human rights-based approach”**, or HRB approach, refers to an approach where every human being is recognized both as a person and as a rights holder. A human rights-based approach strives to secure the freedom, well-being and dignity of all people everywhere, within the framework of essential standards and principles, duties and obligations. The approach supports mechanisms to ensure that entitlements are attained and safeguarded. Rights are indivisible, interdependent and interrelated and the approach focuses on those who are most vulnerable, excluded or discriminated against;

- (l) **“Intersectionality”** refers to the study or concept of discriminatory or oppressive institutions on disenfranchised groups or minorities, and the way these groups are interconnected. The theory of intersectionality is based on the concept that oppressive institutions within a society, such as racism, ageism, sexism and homophobia, do not act independently, but are instead interrelated and continuously shaped by one another. In the context of gender, intersectionality describes how gender overlaps with other sociocultural factors such as race, ethnicity, religion or belief, health, status, age, class, caste, sexual orientation, inclusion and exclusion and gender identity;
- (m) **“Resilience”** to climate change can be understood as (1) the capacity to absorb shocks and maintain function in the face of stresses caused by climate change; and (2) adapt, and evolve into more sustainable socioeconomic behaviours, leading people to be better prepared for the adverse effects of climate change; and
- (n) **“Social inclusion”** refers to the process of improving the terms for individuals and groups to take part in society, and the process of improving the ability, opportunities, and dignity of those disadvantaged on the basis of their identity. The Sustainable Development Goals (SDGs), according to target 10.2, aims to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, relation or economic or other status.<sup>4</sup> Gender equality and social inclusion is a concept that addresses unequal power relations experienced on the grounds of gender, wealth, ability, location, caste, ethnicity, language and agency or a combination of these dimensions. It focuses on the need for action to re-balance these power relations, reduce disparity and ensure equal rights, opportunities and respect for all individuals regardless of their social identity.

### III. Rationale

6. In the context of the SDGs, GCF shall consistently apply gender-responsive and socially inclusive implementation arrangements and frameworks to its projects and programmes. The GESI Policy and Action Plan recognizes that gender relations, roles and responsibilities exercise important influences on women and men’s access to and control over decisions, assets and resources, information and knowledge. It also recognizes that the impacts of climate change can exacerbate existing gender inequalities, as well as inequalities from other forms of social exclusion. Guided by an HRB approach, it further acknowledges that climate change initiatives are more sustainable, equitable and effective when gender equality, women’s empowerment and social inclusion considerations are integrated into the design and implementation of projects and programmes. Effective social inclusion strategies increase the leadership and engagements of all people, regardless of their socioeconomic background, ethnicity, minority status, or sexual orientation, in implementing the transformative agendas required to respond to climate change.

7. The GESI Policy and Action Plan is closely aligned with the SDGs that make explicit commitments to gender, both as a standalone goal on gender equality and women’s empowerment (such as SDG5) and as a theme cutting across all the SDGs. SDG13 on combating climate change aims to promote mechanisms for raising capacity for effective climate change related planning and management in least developed countries and small island developing States, and includes focusing on women, youth, and local and marginalized communities. Other relevant SDGs include SDG2 (zero hunger); SDG3 (good health and well-being); SDG6 (clean water and sanitation); SDG7 (affordable and clean energy); and SDG8 (decent work for all).

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<sup>4</sup> Available at <<http://www.un.org/sustainabledevelopment/sustainable-development-goals/>>

8. The GESI Policy and Action Plan is guided, among others, by the United Nations Framework Convention on Climate Change (UNFCCC), in which the Parties note that when addressing climate change, principles of gender equality and empowerment of women should be respected, promoted and considered.<sup>5</sup> The GESI Policy and Action Plan is also guided by the Paris Agreement, which, in paragraph 7 of its preamble, urges Parties:

... when taking action to address climate change, to respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity.

Furthermore, Article 7.5 of the Paris Agreement reflects the commitment by Parties that adaptation action should be “gender-responsive”.<sup>6</sup> This policy is, therefore, congruent with international agreements and conventions, particularly, the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, International Labour Organization’s (ILO) core conventions, the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR).

9. The GESI Policy and Action Plan also aligns itself with the GCF procedures, language and guidance of the interim environmental and social safeguards (ESS) standards and with the policies or other programmatic and monitoring standards that GCF upholds or will come up with prospectively (e.g. the Indigenous Peoples Policy, environmental and social management system, ESS policy, accreditation framework, initial results management framework, performance measurement frameworks, monitoring and accountability framework, simplified approval process, country ownership guidelines, etc.).

#### **IV. Objectives**

10. This policy reinforces the responsiveness of GCF to the multiple, heterogeneous, culturally diverse context of gender equality and social inclusion to better address and account for the links between gender equality, social inclusion and climate change. The policy commits GCF to (i) enhancing gender equality and social inclusion within its governing structure and day-to-day operations; and (ii) promoting the goals of gender equality and social inclusion through its fund allocation decisions, operations and overall impact.

11. This policy spells out the principles for achieving gender equality, women’s empowerment and deeper social inclusion and, through an action plan and supporting technical guidance, the operational requirements for stakeholder involvement in the design, implementation and evaluation of projects.

12. This policy moves beyond a narrow understanding of gender to consider, respect and value the full diversity of women and men, as affected by their race, ethnicity, faith, health, status, age, class, caste and sexual orientation and gender identity.

13. The policy has three main objectives:

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<sup>5</sup> Available at <<http://unfccc.int/resource/docs/2015/cop21/eng/10a01.pdf#page=2>>

<sup>6</sup> Available at

<[http://unfccc.int/files/essential\\_background/convention/application/pdf/english\\_paris\\_agreement.pdf](http://unfccc.int/files/essential_background/convention/application/pdf/english_paris_agreement.pdf)>

- (a) Support climate change interventions and innovations through a comprehensive gender-responsive approach, applied both within the institution and by its network of partners, including accredited entities (AEs), executing entities, national designated authorities (NDAs)/focal points, and delivery partners (DPs);
- (b) Promote climate investments that (i) advance gender equality and social inclusion through climate change mitigation and/or adaptation actions; and (ii) minimize social and gender-related and climate-related risks, while also (iii) safeguarding and promoting the human rights of all people, including women and men from vulnerable communities in all climate change actions; and
- (c) Reduce the gender gap of climate change exacerbated social, economic and environmental vulnerabilities and exclusions through strategic climate investments that mainstream gender-equality concerns.

## V. Scope of application

14. The GESI Policy and Action Plan is comprehensive in scope and coverage. GCF applies its updated GESI Policy and Action Plan to all its activities, including all funding activities for mitigation and adaptation undertaken by the public and private sector. The policy objectives apply across four interconnected levels:

- (a) At the institutional level: adopt, implement and document the GCF gender-responsive approach and adherence to social and cultural diversity in its day-to-day governance, operations and procedures, and its performance measurement frameworks while committing the necessary resources to make this approach robust and effective;
- (b) At the project/portfolio level: address and minimize social risks and close gender inequality gaps, deepen stakeholder engagement and deliver better accountability to men and women to generate sustainable livelihood opportunities, health and well-being and resilience against climate-induced shocks and risks. The increasing number of funding proposals, whose principal objective is to promote gender equality and social inclusion in climate change, should be a significant indicator of progress;
- (c) At the regional and national level: support and sustain an enabling environment among GCF stakeholders – including NDAs/focal points, AEs, DPs – that builds on social policy commitments, environmental and social standards and redress mechanisms to achieve gender equality and social inclusion; and
- (d) At the sector level: contribute to high-quality, more comprehensive and systematic sex-disaggregated data collection, qualitative and quantifiable gender analysis, and a knowledge base that supports gender-responsive learning outcomes.

15. In this way, GCF will support an institutional culture and enabling environment that integrates gender equality, its intersectionality and social inclusion, vertically and horizontally, across diverse stakeholders and climate change relevant policy processes and frameworks through the course of the project life cycle and climate investments.

## VI. Guiding principles

16. The guiding principles underpin the core values and premises of the GESI Policy and are aligned with the objectives and guiding principles of the Governing Instrument.<sup>7</sup> These principles include the following:

## 6.1 Human rights-based approach<sup>8</sup>

17. GCF recognizes the centrality of human rights to sustainable development, poverty alleviation and ensuring fair distribution of development opportunities and benefits and supports “universal respect for, and observance of, human rights and fundamental freedoms for all”.<sup>9</sup> All GCF activities shall respect the rights and responsibilities set forth in the UDHR, the CEDAW, the Beijing Declaration and Platform for Action and other applicable international instruments relating to human rights, such as the ICCPR, the ICESCR, the Indigenous and Tribal Peoples Convention (ILO Convention No.169), the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and the International Convention on the Elimination of All Forms of Racial Discrimination.

18. GCF upholds the principles of accountability and rule of law, participation and inclusion, and equality and non-discrimination, noting that prohibited grounds of discrimination include race, ethnicity, gender and gender identity, age, language, disability, sexual orientation, faith, political or other opinion, national or social or geographical origin, birth or other status, including as a member of a minority.

## 6.2 Country ownership

19. GCF informs NDAs/focal points that proposed country programmes, readiness, national adaptation plans, nationally appropriate mitigation actions and other projects and proposals submitted to GCF by NDAs/focal points/DPs or AEs shall be aligned with national policies and priorities on gender and with the GESI Policy and Action Plan, within the framework of international human and women’s rights agreements.

20. GCF requires that women and men be provided with an equitable opportunity to be included in stakeholder consultations and decision-making during project and programme preparation, implementation and evaluation. In this regard, GCF will encourage NDAs/focal points serving as coordinating mechanisms for the engagement of their countries with GCF to apply the principles of inclusion, equality and non-discrimination with respect to stakeholder consultations and decision-making, within the framework of international human and women’s human rights agreements, and build on the guidelines for enhanced country ownership and country drivenness approved by the Board at its seventeenth meeting (B.17) in July 2017 (decision B.17/21).

## 6.3 Stakeholder engagement and consultation

21. GCF requires that women and men, and members of marginalized and vulnerable groups and communities, shall be provided with an equal and equitable opportunity to be fully

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<sup>7</sup> The Governing Instrument currently states: “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.”

<sup>8</sup> The pursuit of gender equality is inherently a human rights-based approach and such approaches cannot be disassociated with gender issues. Therefore, it is important to reiterate the need for a human-rights approach in any discourse pertaining to the development of an updated gender policy for GCF.

<sup>9</sup> *Charter of the United Nations, Article 55(c)*. Available at <<http://www.un.org/en/sections/un-charter/chapter-ix/index.html>>.

and effectively engaged in meaningful consultations and decision-making throughout the project cycle, in line with the initial best-practice options for country coordination and multi-stakeholder engagement outlined in Board decision B.08/10, the country ownership guidelines adopted in Board decision B.17/21, and the principle of free, prior informed consent in projects involving indigenous peoples in line with the ESS standards of the GCF and the Indigenous Peoples Policy. Special efforts may be required to support stakeholder engagement where groups or communities are particularly marginalized, excluded or isolated. Consultation in this context will be accountable in that comments and feedback received by GCF and AEs from stakeholders will be documented, taken into careful consideration, and applied to the project development, implementation and design as appropriate.

22. The process for meaningful consultation and building support will be inclusive, gender-responsive and culturally aware, and will be supported by the disclosure of relevant information pursuant to the GCF Information Disclosure Policy (IDP).<sup>10</sup> Activities involving indigenous peoples will support the full and effective participation of indigenous peoples and recognize their contribution to fulfilling the GCF mandate throughout the entire life cycle of the activities. The design and implementation of activities will be guided by the rights and responsibilities set forth in the UNDRIP, including, of importance, the right to free, prior and informed consent, which will be required by GCF in applicable circumstances, and giving due recognition and respect to the free, prior and informed consent as accorded to indigenous peoples by the UNDRIP and consistent with the relevant policy of GCF.

## 6.4 Disclosure of information

23. This principle aligns with the requirements of the IDP. GCF recognizes the importance of transparency, access and accountability in all aspects of its operations. Through the employment of the IDP, GCF endeavours to provide accurate, gender-responsive and timely information to its stakeholders, including marginalized individuals and communities, and the public at large, about its policy guidelines, standards, procedures and project and programme operations.

## VII. Policy requirements

24. The policy requirements are categorized as follows:
- (a) GCF responsibilities;
  - (b) AE and NDA/focal point roles and commitments; and
  - (c) Project/programme-level implementation requirements.

### 7.1 GCF responsibilities

25. GCF is responsible for dedicating financial, human and other resources as required to implement the GESI Policy and Action Plan, specifically:
- (a) GCF shall ensure that applicant entities are screened, selected and presented for accreditation to the Accreditation Panel (AP) and the Board based on their commitment and capacity to implement the principles of this Policy;
  - (b) GCF shall ensure that the accreditation master agreements and funded activity agreements with AEs obligate them to comply with the requirements of the GESI Policy

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<sup>10</sup> Decision B.12/35, paragraph (a).

and Action Plan and ensure adequate means are retained for compliance with this Policy;

- (c) The AP shall examine policies, capacities and compliance procedures of prospective entities applying for accreditation in line with the requirements of the GESI Policy and Action Plan and require that any gaps identified are addressed within a specified timeframe as a condition of accreditation or renewal of accreditation;
- (d) GCF shall review each gender and social inclusion assessment submitted by an AE with a funding proposal and project-level gender and social inclusion action plan and checklist of project-level gender-responsive processes, procedures and implementation risks against which the project can be monitored;
- (e) GCF shall ensure that its projects target the poor, vulnerable, marginalized female/widowed/adolescent/child-headed households, the elderly, the differently abled and those living in climate vulnerable areas (e.g. hilly terrains and arid, semi-arid, and delta regions), as informed by the findings from the gender and social inclusion analysis;
- (f) GCF shall ensure that annual performance reports submitted by AEs report against gender and social inclusion requirements, targets and goals, in alignment with the SDGs;
- (g) GCF shall commit resources as necessary towards independent verification and independent project reviews and assessments to document, publish and archive the value-added benefits and considerations of gender-responsive actions and achievements as they contribute to gender equality, women's empowerment and broader social inclusion considerations;
- (h) GCF shall develop guidelines for gender assessments that go beyond the collection of sex-disaggregated data to also account for intra-community diversity and complexity, including intersecting categories, such as ethnicity, class, sexual orientation and age;
- (i) GCF shall develop specific targets and progress indicators aligned with the SDG framework, particularly SDG5 and gender and social inclusion targets in the other goals; integrate both qualitative and quantitative targets and indicators into the GCF results management framework and performance measurement frameworks and require all projects and programmes financed by GCF to report progress and impact against these frameworks;
- (j) GCF commits to generate, document, publish and archive experience gained through its actions and project investments, to promote learning from the best practice implementation of its partners. GCF shall also commit to capitalize on knowledge and expertise gained from other organizations and comparable climate finance mechanisms;
- (k) GCF is responsible for organizing gender training or providing any gender resource as requested by the Board. As requested by the Board, the Secretariat will organize gender training and capacity-building for AEs, readiness partners and intermediaries, especially through integration of a gender training module in its readiness support activities and via project preparation funds;
- (l) Additionally, the Secretariat may complement its own gender capacity with consultants and/or through the establishment of a gender advisory group of experts; and
- (m) The Independent Redress Mechanism (IRM) is responsible for ensuring that in the context of addressing a complaint or request, GESI Policy requirements are complied with in all redress cases.

## 7.2 Accredited entity and national designated authority/focal point roles and commitments

26. The AEs, including intermediaries, shall dedicate the necessary financial, human and other resources as required to implement the GESI Policy and Action Plan. Through the accreditation process and the fit-for-purpose accreditation approach,<sup>11</sup> all entities shall align their strategies with the GESI Policy and Action Plan and meet the gender requirements for accreditation. They are required to have policies, procedures and competencies in place with which to implement the GESI Policy and Action Plan, including the generation and use of sex-disaggregated data, and the development of a gender analysis and gender and social inclusion action plan for GCF-financed activities.
27. After accreditation, and at the project and programme level, the AE shall be responsible for implementing the GESI Policy and Action Plan as it relates to the GCF-approved project and programme through in-country project identification and implementation, as well as for results reporting.
28. GCF will inform the NDAs/focal points and DPs to ensure that proposed projects or programmes, including readiness programmes, submitted to GCF for financing consideration are aligned with national policies and priorities on gender and with the GESI Policy and Action Plan.
29. GCF will require that all necessary measures are undertaken to ensure the NDA/focal point country coordination and stakeholder engagement efforts, NDA/focal point country programmes, AE work programmes, as well as individual projects/programmes shall not discriminate against participation and inclusion of vulnerable people, including women and girls in the project life cycle.

### 7.3 Project-level implementation requirements

30. At the project/programme inception stage:
- (a) Apply robust gender-responsive standards and gender mainstreaming principles to all concept notes and funding proposals;
  - (b) All AEs submitting funding proposals shall submit a gender assessment, in conjunction with appropriate environmental and social assessments as may be required according to the level of risks and impacts, and a project/programme-level gender equality and social inclusion action plan at the project preparation stage. These assessments shall be used to inform project formulation, implementation, and monitoring and evaluation; and
  - (c) All AEs shall ensure gender-responsive approaches in stakeholder consultation: information sharing equitably with female and male stakeholders is a minimum standard, in which information is both available and presented in accessible formats across all stakeholder groups, including those more marginalized (e.g. women, girls, youth, indigenous peoples, etc.). The approach also includes opportunities for stakeholders to share information in a two-way exchange, give regular feedback during implementation, and ensure their views and priorities are incorporated in design and practice.
31. At the project/programme design stage:
- (a) GCF will require AEs to encourage women and men from all sections of society to participate equitably and meaningfully in project design; to mitigate risks of a project intervention to ensure that it does not increase gender inequality; and to optimize the project benefits for the underprivileged or for women and men from vulnerable communities to promote gender equality and end discrimination;

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<sup>11</sup> Decision B.08/02.



- (b) The AEs are required to understand and integrate sociocultural factors underlying climate change-exacerbated gender inequality and to optimize the potential contributions of women and men of all ages to build both individual and collective resilience to climate change;
  - (c) Where possible, AEs will adopt methods and tools to promote gender equality and reduce gender and social disparities, including through the application of ESS standards;
  - (d) GCF will require a description of how the activities proposed for GCF financing will be consistent with the GESI Policy and Action Plan, and particularly regarding the free, prior and informed consent process during project and programme design, implementation and expected outcomes related to impacts affecting communities;
  - (e) GCF will require the AEs to demonstrate in project documents how gender and social inclusion analysis informs project strategic context, inception and design;
  - (f) GCF will require the AEs to describe the involvement of women and men of all ages in their full social and cultural diversity in the design and the implementation of GCF-financed activities, and document detailed outcomes of the consultation process;
  - (g) Provide documented evidence of the mutually accepted process within GCF-financed activities between the implementing entities and the affected communities and evidence of an agreement between the parties as the outcome of the negotiations; and
  - (h) GCF will require AEs to identify gender-responsive and social inclusion indicators as part of project and programme design.
32. At the project/programme implementation stage:
- (a) Intentionally optimize women's empowerment, agency, choice and opportunities, promote gender equality, and end discrimination;
  - (b) Measure the outcomes and impacts of project activities on women and men's resilience to climate change by, among other things, specifically requiring sex-disaggregated data and gender and social inclusion analysis (qualitative and quantitative) throughout the project's life cycle;
  - (c) Establish specific social impact and gender-performance indicators and gender-responsive data collection and measurement methods aligned with SDG5; and
  - (d) Demonstrate in project documents how gender and social inclusion analysis is integrated into project implementation.
33. At project/programme monitoring and reporting stages:
- (a) The reporting framework will collect baseline information for each project; identify which projects/elements may contribute towards which aspects of gender equality and social inclusion (and which ones may not); identify, mitigate and manage possible risks and trade-offs with respect to gender equality and social inclusion; design and integrate necessary safeguards measures to mitigate social risks faced by vulnerable communities, including women and girls; and set up accountability, compliance mechanisms, monitoring and reporting standards to ensure that planned activities related to the empowerment of vulnerable social groups are implemented in an appropriate and timely manner; and
  - (b) Demonstrate in project and program reports how gender and social inclusion analysis informed the monitoring of key performance indicators and social outcomes and impacts.

## **VIII. Key priority areas for operationalizing the GESI Policy and Action Plan**

34. The implementation of the GESI Policy and Action Plan shall focus on the five priority areas described in detail in annex III to GCF/B.19/25 titled “GCF Gender Equality and Social Inclusion Policy and Action Plan 2018-2020”, including:

- (a) Governance;
- (b) Competencies and capacity development;
- (c) Resource allocation, accessibility and budgeting;
- (d) Operational procedures; and
- (e) Knowledge generation and communications.

## **IX. Effectiveness and revision**

35. This GESI Policy and Action Plan will come into effect upon adoption by the Board and will supersede the Gender Policy for the Green Climate Fund adopted by the Board with decision B.09/11 at its ninth meeting in March 2015. The GESI Policy and Action Plan will remain in effect until amended or superseded by the Board.

36. The proposed duration of the GESI Policy and Action Plan is three years to allow GCF to dedicate and invest the required resources necessary to develop robust GESI capacity institutionally as well as through climate change financing.

37. This GESI Policy and Action Plan will apply to GCF upon approval by the Board. The GESI Policy and Action Plan will apply to the AEs as from that date, and in accordance with the terms, established in the accreditation master agreements for the changes to the policies and procedures.

38. The Secretariat understands that the promotion of gender equality and the empowerment of women at the institutional and the project level is a long-term undertaking and a sustained commitment, which includes tracking and reporting on progress annually. It also acknowledges that approaches to gender equality, women’s empowerment and social inclusion evolve over time. The GESI Policy and Action Plan will be reviewed and updated every three years or as determined by the Board.

## Annex III: Action Plan (phase II) 2018–2020

1. The operationalization of the Gender Equality and Social Inclusion Policy (GESI Policy) of the Green Climate Fund rests equally among Secretariat roles, commitments and responsibilities and the compliance required by accredited entities (AEs) on project implementation and evaluation. To support the enabling environment of national contexts, GCF and the AEs need to develop sufficient institutional capacity and expertise to promote their gender equality and social inclusion objectives and ambitions.
2. The purpose of the Action Plan is to provide a time-bound framework within which to operationalize the GESI Policy. Implementation of the Action Plan will require GCF and its AEs, national designated authorities (NDAs)/focal points, and/or delivery partners (DPs) to build competencies, tools and processes to achieve gender-responsive and socially inclusive results. It also provides the Board with the information required to exercise its oversight responsibility for the GESI Policy and Action Plan, as mandated by the Governing Instrument for the GCF.
3. The Action Plan is structured into five priority areas with accompanying details on the implementation actions required for each priority area.

### 1.1 Priority Area 1: Governance

4. GCF shall strive to reach gender and diversity balance in all key advisory and decision-making bodies, including in the appointments of members of the Board, the Accreditation Panel (AP), the independent Technical Advisory Panel (TAP), the Secretariat management and GCF personnel.<sup>12</sup>
5. The Board approves and periodically reviews the GESI Policy and Action Plan and oversees the implementation of the Action Plan through the review of periodic monitoring reports from the Secretariat, particularly the Portfolio Management Unit (PMU), impact evaluation reports from the Independent Evaluation Unit and any reports from the Independent Redress Mechanism.
6. The Secretariat will undertake due diligence of the implementation of the GESI Policy and Action Plan through internal gender and social inclusion audits through the accreditation of implementing entities and intermediaries, and through a robust project approval and monitoring process. Internal audits should include performance against organizational, process-level indicators listed in annex III. This will require strong gender equality and social inclusion competencies and integrity within the AP, the independent TAP and the Board. The Secretariat will report to the Board on the implementation of the GESI Policy and Action Plan on an annual basis.
7. The overall implementation of the GESI Policy and Action Plan is the responsibility of the Secretariat and the AEs and executing entities. NDAs/focal points, DPs, and entities seeking accreditation to GCF shall be required to put in place necessary policies, procedures and competencies to implement the GESI Policy and Action Plan. At the project/programme level, AEs will be responsible for implementing the GESI Policy and Action Plan as it relates to the GCF-approved project/programme, through in-country project identification and implementation, monitoring and results reporting.
8. NDAs/focal points may request readiness and preparatory support from GCF to develop and/or strengthen their policies, procedures and competencies to meet the requirements of the GESI Policy and Action Plan.

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<sup>12</sup> GCF personnel refers to any individual working at any level and grade within GCF, including the Executive Director, management and staff of GCF, and any other individual contracted by GCF.

9. The GESI Policy is aligned with the GCF risk management framework. GCF will have zero tolerance towards its personnel not adhering to the GESI Policy and Action Plan<sup>13</sup> and will evaluate all internal processes and policies (including the GESI Policy and Action Plan), funding proposals, and overall GCF investment in projects/programmes for potential policy breaches, and take corrective action as required.

## 1.2 Priority Area 2: Competencies and capacity development

10. GCF will ensure that social/human ecology and gender-responsive learning become a valuable and required asset available to all staff and that this requirement is integrated into key qualification criteria across the organization. GCF will ensure that significant resources are dedicated and earmarked for internal learning at many levels, from the level of personnel to the AP, independent TAP, Private Sector Advisory Group (PSAG) and the Board to fully subscribe to a gender equality and social inclusion principle, not just as an operational project impact issue but as a fundamental way to include people in all their diversity to engage with, contribute to and benefit from GCF policies and investment decisions.

11. GCF management and personnel are accountable for gendered results. This will be reflected in GCF administrative policies and procedures, human resource management guidelines that adhere to the principles of equal opportunity, non-discrimination and respect for individuals regardless of their gender, social background, ethnicity, sexual orientation, faith, class and nationality.

12. Strengthening the environment and social safeguards (ESS) unit in the Division of Country Programming (DCP) as well as the PMU, the Private Sector Facility (PSF) and the Division of Mitigation and Adaptation (DMA) from a social and gender perspective as well as a resource (human and financial) perspective will make for an entirely more effective organization. The role of the gender focal point in the Secretariat should be that of leadership and coordination on gender mainstreaming activities, both within and outside the Secretariat. With the consent of the Executive Director or the senior management team, the gender focal point will be assisted in his/her leadership efforts by the senior management team and designated gender champions across divisions and units.

13. All personnel should be required to receive multi-disciplinary training on ethics, diversity, social inclusion and gender responsive approaches, and be supported to develop their own guidelines related to streamlining gender considerations and building capacities within and among the various units to operationalize the updated GESI Policy and Action Plan. Basic training will be offered as an in-house, online module and further deepened through face-to-face case study discussions.

14. In addition to the appointment of a gender and social specialist, the Secretariat may consider appointing a senior staff member as the gender focal point reporting to the Executive Director to lead the implementation of the policy as an intra-Secretariat coordination group. The Secretariat shall strive for relevant gender and climate change competencies to be included in the AP, the Accreditation Committee, the Investment Committee, the Risk Management Committee, the PSAG and the independent TAP.

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<sup>13</sup> Available at <[https://www.greenclimate.fund/documents/20182/751020/GCF\\_B.17\\_12\\_-\\_GCF\\_risk\\_management\\_framework.pdf/17c38a79-8315-4b88-b042-3c0492ff16a6](https://www.greenclimate.fund/documents/20182/751020/GCF_B.17_12_-_GCF_risk_management_framework.pdf/17c38a79-8315-4b88-b042-3c0492ff16a6)>

15. GCF has, in partnership with United Nations Women (UN Women), published a gender and climate change toolkit that provides details on how to programme gender-responsive climate change tools to mainstream gender in the overall project life-cycle. This toolkit will be disseminated widely among AEs/NDAs-focal points/DPs and other relevant stakeholders. Training will also be provided to NDAs-focal points/AEs/DPs on how to interpret and operationalize the toolkit. The gender and social specialist at GCF will work closely with the DCP, DMA, and PSF to conduct training sessions on applying the toolkit.

16. GCF will leverage national and regional outreach and capacity development events and activities to raise awareness, build capacity, and share knowledge on gender equality, social inclusions and the empowerment of vulnerable women, men, girls and boys in climate change.

### 1.3 Priority Area 3: Resource allocation, accessibility and budgeting

17. GCF resource allocation for adaptation and mitigation projects and programmes contributes to gender equality, women's empowerment and social inclusion. GCF shall ensure that its projects and programmes support initiatives addressing the inequity of climate change impacts and provide gender-responsive solutions to climate change mitigation, adaptation, and country-driven readiness and national-level adaptation programs.

18. When it is necessary to correct for climate change-exacerbated gender and social inequalities, GCF will determine its strategy for targeted gender-responsive climate financing (e.g. through requests for proposals and simplified approval processes) to support women and men's climate change adaptation and mitigation initiatives at the grassroots.

19. At the Secretariat level, appropriate human, financial and material resources will be allocated through the administrative budget to carry out knowledge management, monitoring, evaluation, learning, capacity development, and implementation support.

20. Funding proposals must contain a gender and social inclusion action plan, and these must be fully costed by the AE. Readiness programs and national-level adaptation plans must include gender mainstreaming strategies and be accompanied by financial resources to ensure these principles are operationalized.

### 1.4 Priority Area 4: Operational procedures

21. The GESI Policy and Action Plan will be implemented throughout GCF project/programme life cycles and operational processes, and this implementation shall consist of a set of agreed upon or pre-determined activities that will lead to a greater understanding of, and oversight over, gender-informed organizational goals. In addition, AEs need to build in-house gender capacities and competencies to operationalize the GESI Policy and Action Plan. Guidelines will be issued for the benefit of NDAs-focal points/DPs/AEs. The guidelines will apply to all activities, including private sector activities, and to the GCF project/activity cycle described in document GCF/B.07/03. Core elements will include:

- (a) A mandatory initial socioeconomic and gender assessment and accompanying project/programme-level gender and social inclusion action plan, complementary to the ESS process, which AEs will be required to undertake to collect baseline data, and to:

- (i) Determine how the project/programme can respond to the needs of women and men<sup>14</sup> 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 appropriate and measurable output, outcome and impact indicators; and
  - (vi) Design project/programme implementation and monitoring institutional arrangements;
- (b) Gender-equitable, inclusive and meaningful stakeholder engagement and consultations, conducted and documented throughout the design and implementation of the project/programme, and:
- (i) Guidance on the application of the free, prior and informed consent principle will be developed and maintained in consultation with communities in their full diversity as part of the operational guidelines of this policy;
  - (ii) Inclusion of gender and social perspectives in the application of the mandatory project/programme social and environmental safeguards in line with project/programme-specific requirements of the ESS in accordance with decision B.07/02;<sup>15</sup> and
  - (iii) Project/programme screening for gender responsiveness and inclusiveness at various stages of the project/programme preparation, appraisal, approval, and monitoring process, by the relevant bodies (NDAs-focal points, AEs, the Secretariat).
22. NDAs/focal points and entities may request readiness and preparatory support from GCF to enhance their capacity to implement the GESI Policy and Action Plan. GCF may develop sector notes on gender that promote use of knowledge and lessons learned on gender issues as well as methodologies for assessing impact and conduct in-house learning to promote gender-responsive climate investments.
23. The GCF proposal approval process will guide project developers to select and apply a range of gender indicators to measure progress, outcomes and social impacts. Areas of measurement could include:
- (a) Measuring added social value to a project's development impact through its contribution to gender equality, women's empowerment and social inclusion; and
  - (b) Measuring activity outcomes that target and address gender and social gaps. These may include economic opportunities; voice, agency and leadership; and addressing time poverty.
24. The Secretariat accounts to its Board for gender and climate change results and outcomes, and reports annually in a transparent manner. Additional qualitative and quantitative

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<sup>14</sup> Including pro-poor and preferential targeting, especially for vulnerable female-headed households/widowed households/the elderly/the differently abled/households/families that are in arid, semi-arid regions, deltas or living next to mangroves.

<sup>15</sup> The initial socioeconomic and gender assessment is recommended for CGF to proactively build in a gender-responsive approach to project planning design and implementation arrangements, by contrast to the GCF ESS, which employs the conventional "do no harm" approach to ensure that all project/programme potential environmental risks are addressed and that measures are identified to offset these risks.

gender and social monitoring, impact and outcome indicators as well as methodologies for sex-disaggregated data collection will be developed to complement those included in the results management and performance measurement frameworks (GCF/B.08/07). Progress on gender integration results is also reported to UNFCCC parties as part of the GCF annual report to the Conference of the Parties. The Secretariat will provide regular (i.e. quarterly) policy monitoring reports to the Board.

25. AEs and their contractors will be responsible for reporting on gender and social inclusion-related risks at the level of activities that are contracted out, and to report on how these risks are minimized or mitigated.

26. Gender and social inclusion performance assessments will be undertaken periodically at the project/programme level to assess if there are any programmatic and operational gaps that might have limited the AE from achieving its goals related to gender equality and social inclusion and will highlight corrective measures to be undertaken by the AE. These assessments will be undertaken following tested methodologies practiced by the United Nations and the funds, programmes and specialized agencies of the United Nations System, multilateral development banks, bilateral agencies and leading international non-profits. The GESI assessments, when necessary, may be outsourced to an external agency with sufficient expertise in conducting such assessments.

## 1.5 Priority Area 5: Knowledge generation and communications

27. As a learning institution, GCF will work with AEs and NDAs/focal points to document experience and knowledge gained from applying the GESI Policy and Action Plan to readiness support programmes, country programme development, concept notes, funding proposals and project/programme activities. It will seek to identify good practices from NDAs/focal points and their countries, AEs, other implementation partners and observers to Board meetings and tap into the contextual knowledge already available on gender and climate mitigation and adaptation programmes and projects implemented by other partners. GCF will support global, regional, national and sub-national knowledge exchange activities on gender and climate change finance.

28. Communicating the GCF commitment to gender equality and social inclusion, its policy and its implementation guidance will be a strategic communications activity and an integral part of the GCF communications plan. It will be important to communicate to the public not only how GCF is implementing its GESI Policy and Action Plan, but also to seek periodic feedback from stakeholders and partners on the implementation of the GESI Policy and on possible improvements in the action plan.

## Annex IV: Gender and social inclusion indicators

Focus areas	Results to be achieved: Implementation of the GESI Policy				
	Action	Indicators	Responsibility	Timing	Budget estimates
a) Governance and institutional structure	Approval of the updated policy		Board	February 2018	No cost implications
	Periodic monitoring of reports on the implementation of the GESI Policy and Action Plan	<ul style="list-style-type: none"> <li>Annual progress reports to the Board</li> <li>Gender and social inclusion is covered in the annual independent Redress Mechanism report and in the annual report to the Conference of the Parties</li> </ul>	Board/Secretariat/PMU/independent Redress Mechanism	Annually	No additional costs envisaged
	Appointment of a senior gender specialist	<ul style="list-style-type: none"> <li>Recruitment of senior staff with high-level gender and social inclusion competencies</li> </ul>	Secretariat	February 2018	USD 342,000
	Include gender and social inclusion performance in the accreditation requirements related to the GCF GESI Policy and Action Plan	<ul style="list-style-type: none"> <li>Percentage of AEs with policies and procedures on gender and social inclusion at the stage of accreditation</li> <li>Percentage of AEs with gender and social inclusion competencies and track records in gender issues at the stage of accreditation</li> <li>Percentage of direct access AE applicants requiring readiness support for the development of GESI policies and procedures</li> </ul>	AP/Secretariat	Starting in March 2018; applicable to entities that submit their application for accreditation after publication of the updated GESI Policy	No cost implications
b) Administrative & operational guidelines	Include gender equality and social inclusion in the GCF Operational Manual: 1. Guidance for NDAs, AEs on the mandatory socioeconomic and	<ul style="list-style-type: none"> <li>Guidelines issued and communicated to NDAs and AEs through the GCF website and through active outreach</li> </ul>	Secretariat	2018–2020	USD 30,000 annually for training sessions



Focus areas	Results to be achieved: Implementation of the GESI Policy				
	Action	Indicators	Responsibility	Timing	Budget estimates
	gender assessment and action plan at the start of each project/programme; 2. Guidance on gender-responsive and socially inclusive project design elements, budgets, results, monitoring, and impact indications, preparation, implementation and the monitoring of institutional arrangements	<ul style="list-style-type: none"> <li>100% of all approved funding proposals contain a gender and social assessment and a project-level gender and social inclusion action plan, made for public viewing on the GCF website</li> <li>Number of training sessions on the guidelines provided to NDAs and AEs, and the qualitative reporting of these trainings</li> </ul>			
	3. Develop applied toolkits and sourcebooks for NDAs/AEs on gender and climate change mitigation and adaptation, including for specific sectors	<ul style="list-style-type: none"> <li>Number of toolkits, sourcebooks and references posted on the GCF website</li> </ul>	Secretariat	2018-2019	USD 75,000
c) Capacity-building	<ol style="list-style-type: none"> <li>Increase the knowledge of GCF partners on gender and social inclusion</li> <li>Improve the understanding of how to programme for gendered results amongst GCF partners by disseminating the GCF/United Nations Women gender and climate change toolkit</li> </ol>	<ul style="list-style-type: none"> <li>Number of development partners/stakeholders/NDAs/AEs that received gender and social inclusion training</li> <li>GCF/United Nations Women gender toolkit disseminated, and guidance provided to NDAs/focal points/AEs on how to interpret the information contained in the toolkit</li> </ul>	Secretariat and partners	2018-2020	USD 100,000
d) Outputs, outcomes and impact monitoring indicators and reporting	Application of gender and social inclusion guidelines in project preparation/design/implementation/monitoring	<ul style="list-style-type: none"> <li>Percentage of projects/programmes that apply gender and inclusive stakeholder consultations</li> <li>Number of funding proposals whose principle objective is to</li> </ul>	PMU/IEU/Gender Specialist with support from an external agency	2018-2020	USD 300,000 for third-party evaluation

Focus areas	Results to be achieved: Implementation of the GESI Policy				
	Action	Indicators	Responsibility	Timing	Budget estimates
		<p>promote gender equality and social inclusion in climate action</p> <ul style="list-style-type: none"> <li>• Number of projects where women and men from vulnerable communities and socially excluded groups report improvements in their quality of life</li> <li>• Number of projects that demonstrate reduced vulnerability of women and men from socially excluded groups to the adverse impacts of climate change</li> <li>• Number of projects that demonstrate increased adaptive capacity of women and men from vulnerable and excluded communities to respond to the impacts of climate change</li> <li>• Number of projects that contain strategies and specific budgets to leverage co-benefits between gender equality and social inclusion and climate action</li> <li>• Projects with resilient infrastructure measures in place to prevent economic losses and mitigate social risks, including gender-related risks</li> <li>• Number of projects that have undertaken a GESI audit and strengthened operational systems and made course</li> </ul>			

Focus areas	Results to be achieved: Implementation of the GESI Policy				
	Action	Indicators	Responsibility	Timing	Budget estimates
		<ul style="list-style-type: none"> <li>corrections to mainstream gender and promote inclusive strategies</li> </ul>			
e) Knowledge generation, communications & outreach	Assess the implementation of the GESI Policy and Action Plan	<ul style="list-style-type: none"> <li>“Stock-taking” report posted on the website</li> <li>Gender-informed communications and dissemination strategy developed</li> <li>Gender-responsive communication materials developed and disseminated to internal and external stakeholders</li> <li>Gender-responsive public outreach activities undertaken at the national and grassroots level</li> <li>Multimedia campaign on gender and climate change launched at the country level through readiness programmes and projects/programmes financed by GCF</li> </ul>	Board/Gender Specialist/ Communications Unit/NDAs/focal points/ AEs	2018–2020	USD 300,000
f) Resource allocation, accessibility and budgeting	Provision of window of funding to support gender equality and social inclusion in GCF and partner operations	<ul style="list-style-type: none"> <li>Approved budget amount for targeted GESI support at the project/programme/portfolio level</li> <li>Percentage of annual administrative budget earmarked by the Secretariat to support GESI expertise (staff,</li> </ul>	AEs/Secretariat	Annually	Costs to be factored in by the AE at the project/ programme level and costs to be factored in by the

Focus areas	Results to be achieved: Implementation of the GESI Policy				
	Action	Indicators	Responsibility	Timing	Budget estimates
		consultants), training, communications and M&E			Secretariat in the annual work plan/administrative budget

*Abbreviations:* GESI Policy = Gender Equality and Social Inclusion Policy of the Green Climate Fund, NDA = national designated authority, AE = accredited entity, PMU = Portfolio Management Unit, IEU = Independent Evaluation Unit.

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