

Annex XIV: Gender action plan 2015–2017

1. The purpose of the gender action plan is to provide a time-bound framework within which 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 in order 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.
2. The gender action plan is structured into six priority areas and details the implementation actions required for each priority area.

I. Governance and institutional structure

3. 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 accredited entities (AEs), including implementing entities (IEs) and intermediaries.
4. The Board approves the gender policy and will oversee the implementation of the action plan, at least once per year, through the review of periodic monitoring reports from the Secretariat, impact evaluation reports from the Evaluation Unit and reports from the redress mechanism. The Secretariat will undertake its due diligence for the implementation of the gender policy through the accreditation of IEs and intermediaries, and the project approval and monitoring process. Furthermore, it will report to the Board on the progress made towards implementing the policy and action plan. A senior social development and gender specialist will be appointed within the Country Programming Division, with operational responsibility to manage the implementation of the gender policy and action plan.¹
5. The NDAs will verify through the no-objection procedure that project proposals are aligned with the countries’ gender policies, as well as with their climate change policies and priorities. The Fund will expect that the NDAs use, as appropriate, the countries’ gender competencies in order to review their climate change plans, programmes and projects.
6. Through the accreditation process, and taking into account the fit-for-purpose accreditation approach,² entities will be required to have policies, procedures and competencies in place in order to implement the Fund’s gender policy. After accreditation and at the project/programme level, the Accredited Entity will be responsible for implementing the gender policy as it relates to the Fund-approved project/programme, through in-country project identification and implementation, as well as for results reporting. Entities may request readiness and preparatory support from the Fund in order to develop and/or strengthen their policies, procedures and competencies to meet the requirements of the Fund’s gender policy.

II. Operational guidelines

7. The policy will be implemented throughout the Fund’s administrative³ and operational processes. Guidelines will be issued for the benefit of external partners: NDAs and AEs. The

¹ The gender specialist will consider establishing a formal partnership with an advisory group of experts on gender and climate change in order to enrich the implementation of the gender policy.

² Decision B.08/02.

³ The Administrative Manual will specify the Fund’s internal accountability structure and processes for gender results, including the staff’s annual performance review.

guidelines will apply to all activities, including private sector activities, and to the Fund's project/activity cycle described in document 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 accredited entities AEs will be required to undertake in order to collect baseline data, and to:
 - (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 in order 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 project/programme-specific requirements of the Fund's ESS in accordance with decision B.07/02;⁴ and
 - (d) Project screening for gender sensitivity at the various stages of the project preparation, appraisal, approval, and monitoring process, by the relevant bodies (NDAs, AEs, the Secretariat).
8. 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 most relevant items to its partners to use.

III. Capacity-building

9. Gender training will be provided for the Board and the Secretariat staff in order 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.
10. NDAs and entities may request readiness and preparatory support from the Fund related to gender training and capacity-building. They may also obtain gender training and capacity-building through their partnerships with other organizations (such as bilateral, multilateral and international organizations as well as NGOs).

⁴ 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 Fund's ESS, which employs the conventional 'do no harm' approach in order to ensure that all project/programme potential environmental risks are addressed and that measures are identified to offset these risks.

IV. Outputs, outcomes and impact indicators for monitoring and reporting purposes

11. 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 adaptation and mitigation are the gender measurement of the climate change resilience of women and men, and of women and men's behaviours to sustain low-emission development.

12. To monitor the gender policy implementation, two specific portfolio indicators are proposed:

- (a) For quality at entry: The percentage of adaptation and mitigation projects that include specific gender elements and gender-sensitive implementation arrangements; and
- (b) 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.⁵ 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.

V. Resource allocation and budgeting

13. 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.

5.1 Knowledge generation and communications

14. As a learning institution, the Fund will document the experience and knowledge that it will acquire from the implementation of its gender policy and action plan. In particular, it will seek to identify good practices from countries and AEs. At the same time, it must tap into the considerable knowledge already available on gender and climate mitigation and adaptation programmes and projects implemented by other partners. The Fund will support knowledge exchange activities on gender and climate change finance.

15. Communicating the Fund's commitment to gender equality, its gender sensitivity policy and its 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 seek periodic feedback from stakeholders and partners on the implementation of the policy and on possible improvements in the action plan.

The proposed initial duration of the gender action plan is three years so as to allow the Fund to implement these activities and then assess the implementation after this three-year period. Subsequently, the duration of the gender action plan is expected to align with the Fund's business cycle.

⁵ It involves giving a rating to projects on a scale from those with a significant gender focus to those with a marginal gender focus (e.g. just the safeguards) or with no gender element at all. The Fund could initially apply the Organisation for Economic Co-operation and Development's gender equality policy intention marker.