
Gender Action Plan

FP140: High Impact Programme for the Corporate Sector

Multiple Countries | EBRD | B.26/02

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**GREEN
CLIMATE
FUND**

Annex 8: Gender Assessment/ Analysis, Gender Action Plan and Budget

Draft Gender Action Plan: activities and expected results

The draft Gender Action Plan below is at the Programme level, covering all the countries and the participating private sector companies. Once the private sector companies have been identified for EBRD investments, gender activities will be developed and will be monitored at the project level as appropriate, and relevant timeline will be set. This approach is based on EBRD's unique model of investments, and lessons learned from EBRD's experience working on gender on previous GCF projects.

At the sectoral level, the Programme will develop sector-specific gender assessments as part of the development of the low-carbon sectoral roadmaps, as summarized below.

Activities	Indicators and Targets	Timeline	Responsibilities
<p>Impact Statement:</p> <p>Increased number of energy-intensive investors and developers promoting women's economic empowerment</p> <p>Outcome Statement: The targeted energy-intensive sectors are more gender-responsive and provide equal opportunities for men and women</p> <p>Means of verification: Gender disaggregated data assessed against appropriate indicators to measure enhanced access for women to energy-intensive skills and employment</p>			
<p>Output 1: Gender Analysis: Sector specific country-level assessments to be undertaken as part of the development of low-carbon sectoral roadmaps and rollouts</p>			
<p>(i) Sector-specific gender assessments will be undertaken to better understand the different needs and perspectives of women and men in terms of access to economic opportunities in the energy-intensive sector targeted</p> <p>(ii) Findings of the gender assessments will be presented and discussed at country-and sector-level multi-stakeholder roadmap workshops and will help development recommendations for the development low-carbon strategies</p> <p>(iii) Based on the</p>	<p>5 gender assessments developed</p> <p>2 multi-stakeholder workshops held</p> <p>Number of participants at the multi-stakeholder workshops (with at least 30% of women)</p> <p>Enhanced understanding of different needs and priorities of men and women</p> <p>Evidence and findings of multi-stakeholder workshops reflected in analysis undertaken for the</p>	<p>As projects are identified</p>	<p>consultant with support from local stakeholders funded by GCF</p>

findings of the gender assessments, low carbon strategies developed will include gender considerations	preparation of the low-carbon strategy		
Output 2: Clients will contribute to strengthening women's access to energy-intensive employment			
(i) As part of the development of low carbon, gender-responsive corporate strategy development, equal opportunities action plan developed at the corporate level, with measures undertaken to increase workforce diversity	17 low-carbon, gender-responsive corporate strategies developed	As clients are identified	Clients HR departments with consultant funded by GCF
Output 3: Knowledge exchange and learning opportunities through the Programme			
<p>Enhance knowledge and learning of EBRD clients and others in relevant sectors by providing knowledge building opportunities to integrate gender considerations through:</p> <p>(ii) Regional and sectoral events where clients and multi stakeholders can share lessons learned; Knowledge sharing with local women's economic empowerment NGOs.</p> <p>(iii) Provision of gender focused capacity building workshops on the gender diversity dimensions of energy-intensive sectors, facilitated through the development process of the Programme.</p> <p>(iv) Case study development and dissemination: identifying the gender diversity dimensions of energy-intensive sectors, and enabling promotion of best practices</p>	<p>5 panels and discussions focusing on gender held at the Regional and sectoral workshops</p> <p>5 gender focused capacity building workshops conducted as part of the Programme</p> <p>1 case study compilation with a focus on gender-related best practices identified through the Programme</p>	At the time of the delivery of events and reports, on a rolling basis	consultant funded by GCF