
Gender Action Plan

FP149: Green Climate Financing Facility for Local Financial Institutions in Latin-America

Multiple Countries | CAF | B.27/02

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Table 14. Gender Action Plan

Action	Indicator	Timeline	Responsible Institution	Costs (USD)
Financial Component				
Sub-component 1.1 Green finance credit line for LFIs				
Evaluation of LFIs: existence and quality of gender strategies, policies or procedures; women-targeted financial products	Baseline: 0 Target: All participating LFIs (11 LFIs) have gender strategy, policy or procedures, or women-targeted financial products. If not, support will be provided within Activity 2.3.1.2 to strengthen and/or develop strategies, policies and/or procedures. MoV: Gender strategies, policies and procedures.	Programme inception phase	CAF	Included within monitoring costs (AE fee)
Program beneficiaries include women-owned SMEs. At program start LFI specific baselines will be established at portfolio level regarding gender gaps in land use and clean energy lending.	Baseline: 0 Target: An average of 25% of beneficiaries are women-owned SMEs Baselines established at portfolio level MoV: Monitoring reports, LFI-SME contracts and agreements	By program end	CAF in coordination with LFIs	
Program finance accessed by women	Baseline: 0 Target: At least 25% of overall program finance accessed by women-owned SMEs ⁴⁰ MoV: Monitoring reports, financial records	By program end	CAF in coordination with LFIs	
Technical Support and Awareness Building Component				

⁴⁰ Note that currently 22% of finance meets women-owned SMEs, thus 25% represents a realistic target given the baseline.

Action	Indicator	Timeline	Responsible Institution	Costs (USD)
Output 2.1 Climate change and mitigation awareness raising				
This activity has the objective of increasing knowledge of the Programme (and available financing) as well as climate change mitigation project opportunities focusing on the targeted sectors and countries of the Programme, highlighting the benefits of such projects and operational aspects important for accessing the financing. Participation of women-led SMEs will be actively promoted and awareness raising and gender considerations on gender gaps, barriers and additional issues women face in energy efficiency, renewable energy and land use sector will also be included in trainings.	Baseline: 0 Target: At least 185 (39%) women-owned SMEs participate in these workshops. Training materials, agendas, attendance sheets, photos, meeting summaries	By end of Year 2	CAF in coordination with LFIs	Included within monitoring costs (AE fee). A portion of the workshops' costs (total \$108,000) can be considered allocated to gender contents.
Output 2.2 Enabling environment activities for development of projects				
Activity 2.2.1 Matchmaking between LFIs and solution providers				
Matchmaking between LFIs and solution providers includes projects operated by women (women-owned SMEs)	Baseline: 0 Target: At least 25% of matches ⁴¹ made between LFIs and solution providers that support women-owned SMEs or that have a strong gender-empowerment component. MoV: LFI-SME contracts	By program end	CAF in coordination with LFIs	Included within monitoring costs (AE fee).
Activity 2.2.2 Country opportunities for standardized performance-based contracts				
Gender expert revises standardized contract template(s) for each country to ensure that the documents are gender sensitive.	Baseline: 0 Target: At least 4 standardized contracts (1 per country), written in a gender sensitive manner.	By program end	CAF in coordination with LFIs in each country	Gender consultants' costs included in budget of activity 2.2.2

⁴¹ A match is made when a meeting has taken place between the LFI, the solution provider and the SME, proven through minutes of the meeting.

Action	Indicator	Timeline	Responsible Institution	Costs (USD)
	MoV: Standardized contract templates			(20,000 USD). In addition, the Programme management team's gender expert will revise the documents.
Output 2.3 Technical support and capacity building				
Activity 2.3.1 Technical support for LFIs				
<i>Activity 2.3.1.1 Technical support for LFIs in Project Development and Assessment</i>				
Gender consultants to perform the activity: "12 on-the-job trainings on programme management and sectorial technologies (assuming 11 LFIs confirmed + 1 potential that enters de Programme). Each on-the-job programme consists of 5 days of training provided to each LFI by 2 international consultants, 1 local facilitator and 1 national gender consultant". As part of this on-the-job training, trainings for LFIs on gender and how to improve access to finance for women-owned SMEs, and to improve gender mainstreaming and monitoring for LFIs.	Baseline: 0 Target: 11 participating LFIs have been trained in programme management and sectorial technologies with gender perspective. Target: 320 staff are trained within programme activities, out of which 50% or 160 are female LFI staff (50% of 320 LFI staffed trained within the programme) MoV: Training materials, agendas, attendance sheets, photos, meeting summaries	By end of year 2	CAF in coordination with LFIs	\$ 33,450 for gender consultants and a portion of the workshops' costs
<i>Activity 2.3.1.2 Strengthening environmental and social management systems</i>				
Provision of technical support to LFIs to strengthen ESMS, including measures to ensure that both men and women benefit from projects fi-	Baseline: 0 Target: 11 participating LFIs have strengthened ESMS, including measures	By end of year 2	CAF in coordination with LFIs	\$111,000 dedicated for gender experts within assessment

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<p>nanced by the LFI, promoting gender-responsive monitoring of investments, and ensuring that supported investments do not widen gender gaps or produce adverse impacts.</p> <p>LFI will be encouraged to also disseminate information on gender-based violence, and brochures/ information on available in-country initiatives and resources to report gender-based violence, as well as information on other relevant gender-related initiatives.</p> <p>LFI must also provide information on the complaints and grievance redress mechanism to all beneficiaries (see ESMF Annex H for more detailed information).</p>	<p>to enhance gender-sensitive and responsive monitoring.</p> <p>MoV: revised ESMS for each LFI (documentation reports/ policies, etc.), LFI audits to ensure its application</p>			<p>teams, however many other activities will strengthen ESMS, including gender (total budget of \$1.394 million)</p>
<i>Activity 2.3.1.3 Technical support for GHG baseline definition and MRV</i>				
<p>One local gender consultant per country for assisting the local consultants in providing capacity building in gender-sensitive M&E. They will be reporting to the E&S and Gender Specialist of the PMU.</p>	<p>Baseline: 0</p> <p>Target: 11 participating LFIs have strengthened gender-sensitive and responsive monitoring.</p> <p>MoV: Training materials, agendas, attendance sheets, photos, meeting summaries.</p>	By end of year 2	CAF in coordination with LFIs	\$ 64,000
<i>Activity 2.3.2 Technical support for SMEs/TSPs</i>				
<i>Activity 2.3.2.1 Technical support for Project feasibility</i>				
<p>Trainings on green business literacy for women-owned SMEs in the energy and land use sector together with women's organizations and LFIs in participating countries</p>	<p>Baseline: 0</p> <p>Target: 60 women-led SMEs are trained in green business literacy in the energy and land use sector together with women's organizations and LFIs in participating countries.</p> <p>50% of participants in trainings, workshops and conferences are women.</p>	By end of Year 2	CAF in coordination with LFI	\$112,000

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	MoV: Training materials, agendas, attendance sheets, photos, meeting summaries			
<i>Activity 2.3.2.2 Technical support for GHG baseline definition and MRV</i>				
Workshops - Trainings for SMEs in developing GHG baselines: 3 workshops per year in year 1, 2, 3 (in total, 36 workshops)	Baseline: 0 Target: 288 women-led SMEs are trained in developing GHG baselines (39% of participation of women-led SMEs).	By end of Year 3	CAF in coordination with LFIs	Included in monitoring costs (AE fee) and responsibilities of Programme's Gender specialist.
Sub-component 2.4 Dissemination and learning				
<i>Activity 2.4.1 Communication and visibility</i>				
Development of a communication and dissemination strategy that includes measures to engage women, women's organizations and women-owned SMEs	Baseline: 0 Target: Communication and dissemination strategy elaborated, including measures to engage women, women's organizations and women-owned SMEs. MoV: Final communication and dissemination strategy	By end of year 1	CAF in coordination with LFIs	\$255,000 total cost of activity - \$30,000 exclusively for gender
Implementation of communication and dissemination strategy, and awareness raising campaigns targeted at women's groups and women-owned SMEs	Baseline: 0 people reached through awareness raising, strategy not implemented Target: Strategy implemented, with a focus on engaging women. Target: 55,000 people reached through awareness building efforts (50% women) MoV: Attendance sheets/ records from workshops, webinars, and other stakeholder events	By program end	CAF in coordination with LFIs	

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<i>Activity 2.4.2 Lessons learned and stakeholders' engagement activities</i>				
Women-led SMEs success stories: Develop a case study of inclusive finance in mitigation projects identifying women led-SMEs which were allocated a credit for the first time for mitigation technologies: EE, ER and land use projects.	Baseline: 0 Target: success story elaborated. MoV: Final format	By year 5	CAF in coordination with LFIs	\$22,500
Learning workshops, targeted presentations for dissemination of lessons learned to key stakeholders with: i) government institutions; ii) industrial/sectorial association of SMEs; iii) TSPs. Participation of women-led SMEs and representation of women from the institutions will be promoted. Lessons learned on gender issues will be particularly shared.	Baseline: 0 Target: Learning workshops and targeted presentations, with a focus on engaging women. Target: 50% women participation. MoV: Attendance sheets/ records from workshops, webinars, and other stakeholder events	By year 5	CAF in coordination with LFIs	Included in monitoring costs (AE fee)
Programme management				
Programme management team includes a Gender, E&S specialist to mainstream the E&S and gender issues throughout the implementation of the Programme.	Gender, E&S specialist included in Programme Management Unit	Throughout programme duration	CAF	\$215,000 for Gender, E&S specialist, in addition to Local gender specialists
Programme management team includes gender specialist to monitor the implementation of the GAP and support LFIs to implement gender-related components of the program. Budget dedicated for the ongoing monitoring of the GAP.	Gender specialist assigned for program evaluation and monitoring; Budget dedicated for the monitoring and implementation of the GAP	Punctual input throughout program duration	CAF	Included in monitoring costs (AE fee)

Action	Indicator	Timeline	Responsible Institution	Costs (USD)
Regular reporting on GAP progress according to program timeline and monitoring protocol	Project Reports include GAP progress (e.g. Inception report, annual program monitoring reports, final program report)	Throughout program duration	CAF and participating LFIs	

Additional references:

ELAC. 2019. More women in Latin America are working, but gender gap persists, new UN figures show. Available online: <https://news.un.org/en/story/2019/10/1050121>

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