

# Gender Action Plan

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## **FP168: Leveraging Energy Access Finance (LEAF) Framework**

Nigeria, Kenya, Ghana, Tunisia, Ethiopia, Guinea | AfDB | B.29/02/Add.04

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**GREEN  
CLIMATE  
FUND**

#### 4. Gender Action Plan LEAF- Programme-level Framework

The gender action plan below is a framework plan at the programme level which will be detailed during the programme implementation phase into national gender action plans at the country level. National gender assessments will be conducted in year 1 of the programme to refine national gender action plans by the gender expert coordinating this programme, funded with the TA budget of the LEAF.

Activities	Indicators	Baseline	Target after completion	Timeline	Responsibilities	Budget estimation in USD (\$)
<p><b>Impact statement:</b> Unlock local currency financing to scale DRE, increasing access to renewable energy for women and girls, including poor households, benefitting their health, safety, productive activity and reducing greenhouse gas emissions.</p> <p><b>Outcome statements:</b></p> <p>I. Increased access to renewable energy to 2,95 million women and girls beneficiaries (50% of total beneficiaries), including 160,000 poor households;</p> <p>II. Reduction in green house gas emissions of 22.9 million tCO<sub>2</sub>eq within households to preserve and improve health of women and girls, and poor households;</p> <p>III. Additional jobs created in the DRE sector for 15,600 women (30% of total jobs created).</p>						
<p><b>Output Statements:</b></p> <p>I. New SHS, mini-grid and captive power contracts entered into with 1.18 million customers, including 413,000 (35%) women and 48,000 poor and female-headed households;</p> <p>II. 20 Local banks/FIs capacitated.</p>						
<b>Activity 3.4.1: Conduct national gender assessments and refine gender action plans for each country</b>						
Recruitment of one full time gender expert responsible of the following tasks					Implementation, coordination and supervision by the gender expert recruited by the Accredited Entity AfDB	<b>\$500,000</b>  (unit: \$7000/month)
3.4.1.1 Conduct gender assessment at country level	Number of country level gender assessments	0	6 (1 per country)	Year 1		
3.4.1.2 Refine national gender action plans for each country, based on	Number of country level gender action plans developed	0	6 (1 per country)	Year 1		

the programme-level gender action plan, including timeline and budget						
3.4.1.3 Monitor and evaluate the gender activities implemented by the DRE companies and consultants	Number of gender logical frameworks and GAPs supervised	0	6 (1 per country)	Year 1-6		
3.4.1.4 Prepare annual LEAF gender reports.	Number of annual LEAF gender report to the AE	0	6	Year 1-6		
<b>Activity 3.4.2: Support the development of strategies and marketing campaigns for DRE companies to increase share of female customers</b>						
3.4.2.1 Support the development of strategies, (credit) policies and marketing campaigns for DRE companies to increase their share of female customers	Number of strategy/policy documents/ campaigns developed	0	+5-10 additional plans	Year 1-6 (based on pipeline development of DRE companies supported by LEAF)	Coordination and supervision by the gender expert recruited by the Accredited Entity AfDB  Implementation by gender consultant.	<b>\$150,000</b>
	Number of contracts entered into with female customers for new DRE connections (including 25% of FHHs and number of low-income women)	0	413,000	Year 1-6 (deployment by DRE companies)		Programme-related
3.4.2.2 Require DRE companies to collect and report customer data disaggregated by sex to ensure gender impact and reporting and to communicate it to the programme gender expert	Nr of DRE companies collecting disaggregated by sex and female-headed households (FHHs)	Tbc at project level	15-20 (all supported DRE companies)	Year 1-6	Implementation, coordination and supervision by the gender expert recruited by the Accredited Entity AfDB	Programme-related

3.4.2.3 Increase financial access through credit/Pay-as-you-go (PAYG) solutions to women customers/or FHH for SHS, green mini-grid and captive power solutions	N° of women who benefitted from PAYG or other financial solutions	Tbc at project level	+5% of women customers at completion <sup>20</sup>	Year 1-6	Implementation, coordination and supervision by the gender expert recruited by the Accredited Entity AfDB	Programme activity, gender component already included in the TA activity in the general LEAF Framework budget
3.4.2.4 Provide gender-responsive trainings to women and men staff of local banks and financial institutions by enhancing their ability to i) appraise and lend to DRE businesses (ii) creation of gender-responsive appraisal toolkits; (iii) standardized gender-responsive loan document templates	Number of trainings provided	0	15-20	Year 1-6	Coordination and supervision by the gender expert  Consulting firm will be contracted by AfDB for implementation of capacity building of FIs – gender component will be included in the contract.	The gender component is included in the TA budget activity for support to FIs
	Number of staff that participated in trainings, of which % women	0	75, of which 30% women			
<b>Activity 3.4.3: Develop gender inclusive recruitment and HR policies to increase women at the workforce of DRE companies</b>						
3.4.3.1 Support the development of gender sensitive and inclusive recruitment and HR policies to increase DRE	Number of companies that include an internal gender-responsive policy	Tbc at project level	+5-10 companies equipped with improved gender-	Year 1-6 (based on pipeline development of DRE companies supported by LEAF)	Coordination and supervision by the gender expert recruited by the Accredited Entity AfDB	<b>\$150,000</b>

<sup>20</sup> The 5% target is the minimum increase of access to finance for women to be achieved. There are certain barriers to access credit (such as e.g. a stable income to be demonstrated, which has been challenging for women) that might continue limiting this objective, and out of influence/ difficult to be removed by the programme. The target therefor is conscious of the need, as well as the credit risk of private sector companies.

companies share of women at the workforce			responsive recruitment and HR policies		Implementation by gender consultant.	
	Number of jobs created for women	Tbc at project level <i>or</i> % women working in DRE sector in the countries	15,600 (at least 30% of the new jobs created)	Year 1-6		Programme-related, gender component already included in the TA activity in the general LEAF Framework budget
<b>Activity 3.4.4 Support the development of a gender inclusive and enabling DRE environment</b>						
3.4.4.1 Support governments and related entities (e.g. REA) to develop and/or improve gender-responsive (digital) systems and frameworks for licensing, data collection and real time monitoring of electrification progress and simulations, and energy audits for auto-production taking into account the WMSMEs and women consumers needs.	Improved gender-responsive systems and frameworks for licensing, data collection and real time monitoring of electrification progress and simulations, and energy audits for auto-production taking into account the WMSMEs and women consumers needs through TA	0	6 systems and frameworks improved enhancing gender equality on the DRE access (1 per country)	Tbc by the gender expert coordinating the programme and based on engagement with Governments in the countries during the implementation phase and adapted to each country	Coordination and supervision by the gender expert  Consulting firm will be contracted by AfDB for implementation of capacity building of Government and agencies – gender component will be included in the contract.	The gender component is included in the TA budget activity for support to governments
<b>TOTAL cost estimation of the Gender Action Plan</b>						<b>\$ 800,000</b>