
Gender Action Plan

FP177: Cooling Facility

Bangladesh, El Salvador, Kenya, Malawi, North Macedonia, Panama, Sao Tome and Principe,
Somalia, Sri Lanka | The World Bank | B.30/02/Add.09

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6 Gender Action Plan

The Gender Action Plan proposed below is indicative at this stage and may be further amended and adapted according to knowledge gathered during the project inception phase, to reflect local and project context.

This gender action plan will cover all activities within the facility and are intended to close gender gaps women face at different levels. Some of the areas on which the facility may focus (but will not be limit to) are:

- **Entrepreneurship:** Women entrepreneurs often lack information about access to finance options in the country. In addition, development of enterprises requires technical assistance support tailored to women’s needs. Partnering with business networks, such as. female exporters or associations under chambers of commerce, is key to creating awareness about credit lines among women entrepreneurs. From a consumer perspective they will also have different needs and wants in terms of cooling technology products and services and the sectors they operate in (e.g. agriculture or transport).
- **Financial services**—not only accounts, but payments, savings, and credit—give women some basic tools they need to enhance their livelihoods and economic status. Under the current ecosystem, bank accounts are key to process payments for cooling technologies, and strategies need to be developed to facilitate women’s participation to the financial sector and cooling market. The use of digital payments can further reduce access barriers for women. Affordability is a key part of this focus.
- **Jobs and Skills Development:** Job creation and livelihood opportunities will be mapped out as part as part job creation and skills development aspects of the Facility. For instance, having women sales agents and local suppliers will create opportunities in terms of jobs or looking at labor force participation gaps between women and men in the e.g. cooling sector and implementing entities.
- **Consumer/stakeholder Engagement:** Growing evidence points to significant differences in the needs and wants of women versus men as e.g. consumers and entrepreneurs, as well as caregivers. For example, differences can be observed in how they use energy on a daily basis, how much they are willing and able to adopt cooling technology and measures e.g. in agriculture sector), and how they respond to campaigns marketing products and services. Differences have also been observed in the context of caregiving responsibilities in communities and families. It is therefore essential to tailor any efforts toward consumers specific behaviors of men and women. This points to a need for communications strategies in these countries to look beyond written materials as they transmit information related to benefits of cooling-related services, consumption patterns, and so forth. It could also be advisable to leverage women’s groups.
- **COVID-19 response and health measures:** Women often lack empowerment and autonomy to access services, sometimes related to health and decision making. Women must not be excluded from accessing services, as they can act as agents of change. Families and communities can benefit from informed actions taken by women to counter the negative effects of the global pandemic.
- **Data and information:** collecting sex-disaggregated data and gender-specific information help to assess the projects’ results and impacts on gender equality and also help to scale-up refine activities for future interventions.

Available Funding: Funding under Component 1 of the Facility will be dedicated to support gender-relevant activities¹ in the countries in the Facility, taking into account the particular context and needs of each country/project and in line with the Facility’s Gender Action Plan.

¹ This funding complements WB-funding dedicated to gender-related activities under each project

This includes at least USD200,000 per country (i.e., USD 1.8 million at the Facility-level) to support the development of a gender assessment. This gender assessment will identify relevant gender gaps in each country including barriers women have to access to services associated with cooling such as jobs, finance, assets, etc., and countries will have the opportunity to identify priorities to develop specific activities that will contribute to close gender gaps.

Beneficiaries: Men and women are the Facility's beneficiaries; all activities are gender informed and created in coordination with the IBRD/IDA parent project (where applicable), which will include gender mainstreaming activities. Each of the projects are pending to finalize their design and the details about specific beneficiaries. For five of the Facility's cooling projects, the parent projects are already aligned with the gender-tag WB's corporate commitments (see footnote 2). WB's projects that are investing in gender equality issues are focusing in three dimensions: human endowments (health and education); economic opportunities (participation in economic activities and access and to control ok key productive assets); and voice an agency (freedom from violence, political participation etc.). The World Bank Gender Strategy (which applies to the Cooling Facility's projects) focuses on addressing socially determined gender inequalities, which are rooted in behaviors, institutions, and market forces. Women and men are heterogenous groups (that are also stratified by race, ethnicity, disability, sexual orientation, and gender identity and overlap with income level, geographic location, migratory status, etc.). The WB understands that most inequalities based on gender have put females at a disadvantage. Therefore, transformative actions that aim to close gender gaps are planning to target and improve women's status by working with relevant stakeholders to empower women.

Activities	Indicators and Targets	Timeline	Responsibilities
<p>Impact Statement:</p> <p>The Cooling Facility will follow a systematic approach and provide support to individual projects interventions to contribute to closing gender gaps with a focus on data collection, policy dialogue, capacity building and training and skills development activities. The expected impact includes enhanced female economic participation in cooling related sectors, increased women’s access to services (energy, cooling, financial), and enhanced productivity and income for female-led businesses.</p> <p>Outcome Statement:</p> <p>The Facility will focus on 4 key areas a) generating sector specific country-level data collection that looks at gaps between women and men; b) policy dialogue activities to help recognize and embed actions to close gender gaps; c) project and program support to promote gender equality in the projects and program that are supported by the facility and d) exchange and learning opportunities.</p>			
<p>Implementation of the Facility</p>	<p>Number of direct beneficiaries: Total: 8.1 million Number of women: 4. 1 million (51%)</p>	<p>At the end of the program.</p>	<p>Executing Entities with the support of the WB team. Gender Specialist will be responsible to implement and report on the activities</p>
<p>Output(s) Statement:</p> <p>Output 1: Gender Analysis: Sector specific country-level data collection that looks at gaps between women and men</p> <p>Men and women have different motivations and priorities about the use of energy services and adoption of energy technologies and products and make decisions differently. Collecting baseline information about the sex of prospective beneficiaries and respondents (e.g., by household) in surveys or other information-gathering activities can provide useful input to policy and program design. In addition, a focus on gender gaps with regards to access to finance, entrepreneurship and employment, as well as health services will be key</p>			
<p>To contribute to close a knowledge gender gap for the cooling-related sectors in each country: by conducting a gender-sensitive gender assessment that describes different needs, cultural constraints, and perspectives of women and men in terms of access to cooling-related services/products, access to finance and employment, health services, including those associated directly or indirectly to immunization (including COVID-19) . The findings of the gender assessments will be presented and discussed at country-level multi-stakeholder events (e.g. consultation, workshops) and will help develop recommendations on</p>	<ul style="list-style-type: none"> Number of gender assessments developed or 	<p>On a rolling basis, at the time of project design Gender assessments: (2023: 3; 2024: 3; 2025: 3)</p>	<p>Executing Entities with the support of the WB team. Gender Specialist will be responsible to oversee implementation and report on the activities.</p>

<p>the design of the Facility projects and help generate gender and cooling insights more generally at the Facility level that may be helpful for .</p>	<p>improved. Baseline: 0³⁸. Target:9³⁹.</p> <ul style="list-style-type: none"> Number of multi-stakeholder event (e.g. consultation, workshop) held, including awareness raising on gender equality issues. Baseline: 0, Target: 9. 	<p>Multistakeholder events: (2023: 3; 2024: 3; 2025: 3)</p>	
<p>Output 2: Policy dialogue activities to recognize and embed actions to close gender gaps In many cases, policy targets for closing gaps between men and women can be addressed through actions in cooling-related projects. For example, national or sector targets for enhancing engagement with women’s groups and enhancing the voice and agency of female citizens in service delivery or development programs could be met through relevant approaches in project design. Looking at the interplay between policy and opportunities in the design of projects and supported interventions is therefore key. Activities under this output will include</p>			
<p>To identify barriers, constraints, and opportunities to foster the economic participation of women in the cooling-related sectors at the country level by producing and disseminating insights and opportunities from regulatory and policy framework assessments</p> <p>To train and create capacity within the PMU through workshops and trainings targeted at the PMU staff on gender and cooling-related issues)</p> <p>To create specific gender action plans with relevant gathered information that promote equal access of women and men to opportunities connected to</p>	<ul style="list-style-type: none"> Number of relevant policy dialogue engaged with client countries to build awareness and sensitivity, on gender equality issues, including benefits of promoting women’s economic 	<p>By the Facility’s end date</p> <p>Policy dialogues: (2025: 3; 2026: 3)</p>	<p>Executing Entities with the support of the WB Team Gender Specialist will be responsible to oversee implementation and report on the activities.</p>

³⁸ Countries have to develop a gender assessment at an individual basis.

³⁹ The extent of assessment may vary by country and may be more limited, especially, in the context of countries where the Cooling Facility is supporting COVID-19 emergency response operations and countries in a FCV (fragile, conflict and violence) situations (Somalia).

<p>operations in terms of direct technical and operations skills and employment or bids/contracts etc.</p>	<p>empowerment, removal of barriers to female employment in cooling-related sectors and enhancing gender considerations in service delivery. Baseline: 0 Target: 6⁴⁰.</p> <ul style="list-style-type: none"> • Number of capacity-building workshops organized with PMU staff. Baseline: 0 Target: 6⁴¹ • Number of beneficiaries: • Share of women in capacity building activities: Baseline 0; Target: country dependent • Share of men in capacity building activities: Baseline 0; Target: country dependent • Number of gender action plans developed: Baseline: 0, Target: 6⁴² 	<p>Workshops (2025: 3; 2026: 3)</p> <p>Gender action plans (2025: 3; 2026: 3)</p>	
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⁴⁰ Bangladesh, Kenya, Malawi, North Macedonia, Panama, and Sri Lanka

⁴¹ IDEM

⁴² IDEM

<p>Output 3: Project support to promote gender equality in the projects that are supported by the Facility. At the project level, gender support will be provided (in coordination with/led by the World Bank staff and/or carried out by consultants) at the design and implementation phases. The proposed general approach that will be followed is outlined below.</p>			
<p>To assist projects to meet the WB’s corporate commitments of the gender tag by including an analysis, actions and indicators that aim to close gender gaps in the cooling-related sectors and are aligned with vertical logic of the project:</p> <p>To assess barriers and constraints: by identifying barriers that need to be addressed to promote the participation of women e.g. from national policies and programs that directly address female labour issue in the cooling-related sectors, down to main entity level (e.g., ministry, utility, regional bank) HR policies, recruitment, awareness raising and promotion processes.</p> <p>To engage with key stakeholders: by organizing events/consultation activities. Relevant stakeholders (e.g. policy makers, private/government , institutions, NGOs, schools, and universities) aim to closing gender gaps (including in the COVID-19 vaccination process and in reduction of GBV).</p> <p>To identify and prioritize actions that contribute to close gender gaps: Possible actions include e.g. enhance the productive uses of energy in agricultural, industrial and service sectors by enhancing the knowledge and skills of small and micro-business, households and farmers on how to use newfound access for profitable enterprise or addressing the barriers that need to be addressed e.g. from national policies and programs that directly address female labor participation issues in the cooling and related sector sectors (including the health sector and its cold chain for vaccines and medicine).</p>	<ul style="list-style-type: none"> Number of projects that will meet the WB Gender Tag (Baseline: 44% Target 60% of total number of projects)⁴³ Number of information sessions held with female-led firms⁴⁴ to share information on opportunities in contracts/tenders in projects. Baseline: 0 Target: 2.⁴⁵ Number of assessments conducted to determine access to finance barriers for female enterprises and for product adoption at the 	<p>On a rolling basis, as projects and programs come through</p> <p>Gender tag: at the end of the program (monitored on yearly basis)</p> <p>Informational sessions (2025: 1; 2026: 1)</p> <p>Assessments (2025: 1; 2026: 2)</p> <p>Campaigns: (2024: 3; 2025: 3; 2026: 3)</p>	<p>Executing Entities with the support of the WB Team Gender Specialist will be responsible to oversee implementation and report on the activities.</p>

⁴³ Gender Tag (see page 5 for an explanation) is a WBG’s corporate requirement as a percentage of lending operations. Baseline is set as the number of gender tagged Energy projects during the fiscal year 18 (July 2017 to June 2018)

⁴⁴ A business qualifies as a woman-owned business if it meets the following criteria: (A) ≥ 51% owned by woman/women; OR (B) ≥ 20% owned by woman/women; AND (i) has ≥ 1 woman as CEO/COO/President/Vice President; AND (ii) has ≥ 30% of the board of directors composed of women, where a board exists (IFC)

⁴⁵ Kenya, Malawi

	<p>consumer level Baseline: 0, Target: 3.</p> <ul style="list-style-type: none"> • Number of companies/institutions benefiting from capacity building and training opportunities provided by the Facility on women’s employment issues. Baseline: 0 Target: 6⁴⁶. • Number of information campaigns, outreach or behavior change initiatives conducted that tailor messages that target both men and women. Baseline: 0, Target: 9⁴⁷. 		
<p>Output 4: Exchange and learning opportunities through the Cooling Facility Enhance knowledge and learning of stakeholders by providing knowledge building opportunities to integrate a focus on gender equality in cooling and investment, through:</p>			
<p>To raise awareness and leverage the gender equality dialogue at the country level by the organization of fora where gender will be the focus of panels, workshops and discussions. Events will be organized that will invite beneficiaries,</p>	<ul style="list-style-type: none"> • Number of panels and discussions focusing on gender held through Facility 	<p>At the time of the delivery of workshops, on a rolling basis</p>	<p>Executing Entity with the support of the WB Team Gender Specialist will be</p>

⁴⁶ Bangladesh, Kenya, Malawi, North Macedonia, Panama and Sri Lanka

⁴⁷ The extent and type of information campaigns, outreach or behavior change initiative may vary by country and may be more limited, especially, in the context of countries where the Cooling Facility is supporting COVID-19 emergency response operations and countries in a FCV (fragile, conflict and violence) situations (Somalia).

<p>potential future beneficiaries, key country representatives and partners under the Facility to share best-practices and agreed commitments on gender under projects.</p> <p>To strengthen capacity and technical skills at the country level by the provision of gender focused capacity building workshops,</p> <p>To contribute to create global knowledge on gender equality in context of cooling-related projects by developing case studies from insights from Facility projects.</p>	<p>support. Baseline: 0, Target: 4.</p> <ul style="list-style-type: none"> Number capacity building training that includes gender and cooling/EE entry points. Baseline: 0, Target: 6. <p>Number of beneficiaries:</p> <ul style="list-style-type: none"> Share of women in capacity building activities: Baseline 0; Target: country dependent Share of men in capacity building activities: Baseline 0; Target: country dependent Number of case studies produced on gender by the Facility. Baseline: 0, Target: 3. 	<p>Panels: (2025: 2; 2026: 2)</p> <p>Trainings: (2025: 3; 2026: 3)</p> <p>Case studies: (2026: 3)</p>	<p>responsible to oversee implementation and report on the activities.</p>
<p>Output 5: Facilitate benefit access of cooling, refrigeration, cold chains, logistics, and green solutions: At the project level, each team will work on activities that aim to close gender gaps with a mainstreaming approach. The country-specific gender gaps have been or will be assessed and incorporated within each proposal's vertical logic considering their context and resources. Each project will benefit men and women, and each country/project will be responsible for monitoring specific indicators and activities. The following approach would be adopted and tailored according to each project context. Selection of specific activities/interventions will be made during project preparation .</p>			
<p>Improve access for men and women to new cooling, refrigeration, cold chains, logistics and green solutions by designing interventions that aim to</p>	<ul style="list-style-type: none"> Number of initiatives/programs 	<p>At the time of the delivery of</p>	<p>Executing Entities with the support of the WB Team Gender</p>

<p>reduce a gender gap in employment and entrepreneurship and/or access to cooling-related service.</p>	<p>that facilitate women’s access to new solutions. Baseline: 0; Target: 6⁴⁸</p> <ul style="list-style-type: none"> • Number of beneficiaries: • Number and percentage of female beneficiaries. Baseline: 0; Target: country dependent. • Number and percentage of male beneficiaries. Baseline: 0; Target: country dependent. • Number of new jobs for women: Baseline 0; target: country dependent. • Number of women-owned businesses benefited. Baseline: Target: country-dependent 	<p>workshops, on a rolling basis</p>	<p>Specialist will be responsible to oversee implementation and report on the activities.</p>
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Additional Information:

Knowledge- Links between Gender and Energy and other Sectors

⁴⁸ Bangladesh, Kenya, Malawi, North Macedonia, Panama and Sri Lanka

The ESMAP Gender and Energy Program has produced various reports and products over the years on issues of gender and energy across sectors based on case studies and best practices. A brief summary of reports and guidance is summarized below. In addition, the Bank has also produced reports and guidance related to gender in the context of different sectors. A number of these are listed below.

Resource	Summary
Cooling for All and Gender – Towards Inclusive, Sustainable Cooling Solutions (SEforALL, 2021)	This knowledge brief is the first such analysis of the gender-based impacts of a lack of access to cooling. It examines the gender-related challenges that should be considered, analyzed and addressed to ensure cooling interventions and finance acknowledge gender-differentiated impacts and adapt to maximize equitable access. This brief offers a series of recommended steps to address these challenges while pursuing universal sustainable cooling and gender equality. Governments, development finance institutions and nongovernmental organizations should raise awareness regarding the gender-based impacts of a lack of access to cooling, bolster policies for protections, drive research to understand gender disparities and increase investments to gender-transformative solutions that also deliver sustainable cooling.
Integrating Behavior Change in Energy Efficiency Programs in Developing Countries: A Practitioner’s Guide (ESMAP 2020)	The purpose of this guide is to provide practitioners in the field of energy efficiency with an overview of the opportunities available to integrate behavior change strategies in demand-side energy efficiency programs. The guide offers relevant suggestions, references, and examples, with a focus on communication and gender equality considerations. While behavior change principles can be applied to energy efficiency programs in various sectors (public, commercial, industrial, residential, and transportation), this guide centers particularly on the residential sector.
Mini Grids for Half a Billion People: Market Outlook and Handbook for Decision Makers (ESMAP 2019)	Approximately 1.2 billion people will need to gain access to electricity to achieve universal access by 2030. The only way to achieve this is through a combination of the main grid extension, mini grids, and off-grid solar. This report shows that about half a billion people can be cost-effectively provided with electricity through mini grids. The combination of falling costs, dramatic increase in the quality of service, and favorable enabling environments have made modern mini grids a scalable option to complement grid extension and solar home systems. The report is the most comprehensive study on mini grids to date. It takes stock of the global mini grid market and industry; analyzes in detail the solar-hybrid mini grid costs and technological innovations; shows the importance of introducing income-generating machinery and micro-finance early in the planning process; and provides policy makers, investors and developers with insights on how mini grids can be scaled up.

Gender Equality in the Geothermal Energy Sector-Road to Sustainability (ESMAP 2019)	The report is a primer on advancing gender equality in the geothermal energy sector. Based on good practices and lessons learned, it introduces ways that geothermal projects can mitigate risks and pursue opportunities to address gender gaps within the project cycle. It outlines the risks and opportunities associated with (i) changes in land and natural resource use, (ii) changes to employment and economic patterns, and (iii) changes to the environment and health. Beyond mapping risks and opportunities in another energy sector, the report makes the case for focusing on the gaps between men and women from a project's outset.
Key Entry Points for Gender Equity in Energy Access, Energy Policy, Renewable Energy, and Transmission and Distribution (World Bank 2019c)	Short one-pagers provide hands-on, practical guidance to help task teams close gender gaps in energy operations. They address four energy subsectors—energy access, energy policy, renewable energy, and transmission and distribution—and provide entry points for achieving objectives of the Gender Strategy.
Getting to Gender Equality in Energy Infrastructure: Lessons from Electricity Generation, Transmission, and Distribution Projects (ESMAP 2018)	The report examines the social and gender footprint of large-scale electricity generation, transmission, and distribution projects to establish a foundation on which further research and replication of good practices can be built. The main impact pathways analyzed are access to land and labor markets, along with social sustainability considerations, including health and education.
Integrating Gender Considerations into Energy Operations (World Bank 2013)	Provides project teams with basic tools for integrating gender considerations into energy sector activities with country examples and a focus on monitoring and evaluation.
Gender in Agriculture Sourcebook (World Bank, FAO, IFAD 2009)	The document combines descriptive accounts of national and international experience in investing in agriculture with practical operational guidance on to how to design agriculture-for development strategies that capitalize effectively on the unique properties of agricultural growth and rural development involving women and men as a high-impact source of poverty reduction. It looks at gender equality and women's empowerment, and the associated principles have the potential to make a difference in the lives of hundreds of millions of rural poor.
The Cost of the Gender Gap in Agricultural Productivity – in Malawi, Tanzania and Uganda (World Bank, UN Women, UNEP, UNDP 2015)	The report provides a unique quantification of the costs in terms of lost growth opportunities and an estimate of what societies, economies, and communities would gain if the gender gap in agriculture is addressed. The findings of this report are striking and send a strong signal to policy makers in Africa as well as development partners that closing the gender gap is smart economics.

<p>Gender in fisheries and aquaculture – Module 13 (World Bank - http://siteresources.worldbank.org/INT/GENAGRLIVSOUBOOK/Resources/Module13.pdf)</p>	<p>This Module details investments that address livelihood problems arising from the ongoing changes in production systems, marketing, and technology in the fisheries and aquaculture sector and examines investments that reflect gender inequities that exist in many societies. These gender inequities include the comparatively low value attached to work done by women, and women’s limited access to essential resources such as ponds, new technology, education, and information and skills. These inequities reflect societal norms of masculinity and femininity that determine who can and should do what and are visible in local communities, in institutions serving these communities, and in the way many national and international organizations operate</p>
<p>Gender Data Portal (World Bank - https://datatopics.worldbank.org/gender/)</p>	<p>The Gender Data Portal is the World Bank Group’s comprehensive source for the latest sex-disaggregated data and gender statistics covering demography, education, health, access to economic opportunities, public life and decision-making, and agency.</p>