
Gender Action Plan

FP180: Global Fund for Coral Reefs Investment Window

Comoros, Mozambique, Seychelles, Fiji, Indonesia, Philippines, Sri Lanka, Bahamas, Belize, Brazil, Colombia, Ecuador, Guatemala, Jamaica, Mexico, Panama, Jordan | Pegasus | B.30/02/Add.12/Rev.01

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**GREEN
CLIMATE
FUND**

ANNEX 1 GFCR GENDER ACTION PLAN

GFCR Gender Action Plan

Impact Statement: The Global Fund for Coral Reefs – Investment Window (GFCR) seeks to enhance the resilience and adaptive capacity of coral reef ecosystems, communities, productive systems and business that depend on them by investing in (i) sustainable ocean production, (ii) ecotourism and (iii) sustainable infrastructure, while maintaining a gender-responsive framework throughout project design, implementation, monitoring and evaluation. The model of the fund is intended to lead to greater resilience and adaptive capacity of women and girls living in coral reef-dependent communities through the attainment of three main impacts:

1. Empowerment of women and girls to promote independence and enable them to become agents of change;
2. Better health outcomes and improved physical and emotional safety of women and girls;
3. Sustainable livelihoods for women and girls.

Outcome Statement: By demonstrating how to de-risk investment (through blended finance, rigorous safeguards, and purposeful gender-responsive planning and integration) for private capital in additional, high-integrity projects, GFCR seeks to achieve the following gender-responsive outcomes:

- *Empowerment* from active inclusion of women in consultation processes and positions of leadership, explicit consideration of gender disaggregated-needs in project design, capacity building of women and girls to enable greater roles in environmental stewardship, and greater financial independence.
- *Formal employment and improved livelihoods* for women and girls through \$500 million in blended public/private capital, improved working conditions and greater gender parity in pay, and additional incomes that increase the diversity of household incomes, thereby reducing dependence on individual livelihood activities and enhancing financial resilience which is then less susceptible to periodic shocks.
- *Improved health and reduced disease prevalence* from sustainable infrastructure limiting exposure to pollution and waste and improved nutrition from enhanced food security and increased protein availability.
- *Improved capacity of communities to adapt to and cope with shocks to reduce safety risks to women and girls and gender violence.*
- *Increased gender equity*, through the GFCR Environmental and Social Management System (ESMS), mandatory project safeguards, gender-responsive project consultation framework (including expert consultation on including gender-based violence safeguards throughout projects, particularly those engaging in high-risk communities), and mandatory gender-responsive project design (SDG 5).
- *Strengthened institutional and regulatory frameworks* on regional and national level through alignment of GFCR projects with national NDCs and prevailing gender policies.

Activities	Indicators and Targets ³	Timeline	Responsibilities and Costs
<p>Output(s) Statement: M&E analysis confirms gender-responsive program design and projects improve empowerment of women and girls to promote independence and enable them to become agents of change. (NOTE: project-level assessments, and hence specific indicators and targets, can only be established once the GFCR host countries and projects are identified. Thus, indicators and targets have been identified where known, or if not, are exemplars.)</p>			
<p>Promote women entrepreneurship through capacity building</p> <p>This may be directly related to:</p> <ul style="list-style-type: none"> • Enhance livelihoods connected to coral reefs (e.g. technology for cold storage in coral reef fisheries, shared business centers, etc.) • Support coral reef communities that seek to shift livelihoods to be less dependent on coral reefs (e.g. alternative livelihood projects) • Build adaptive capacity through enhancing assets (e.g. savings groups or microcredit) and agency, networks, learning, and address broader interrelated vulnerabilities (e.g. health), or connect to strategies to cope with or adapt to risks and threats related to coral reefs (e.g. strategies to cope with salt water intrusion) • Provide capacity building for women-led tourism businesses and expansion activities (e.g. support diversification of women’s market access and fair trade for tourism products and services) • Promote a more empowered waste sector, with improved quality of life for the women engaged in waste management through capacity building, provision of equipment/ vehicles, training and awareness building, financial assistance and health insurance 	<p>Quantifiable participation of women in all capacity building activities, at least 40%</p> <p>Quantifiable participation of women in capacity building activities related to coral reef environments, at least 60%</p> <p>Quantifiable participation of women in capacity building activities related to entrepreneurship, at least 60%</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund’s LPA</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>
<p>Expand business opportunities for women across different sectors</p> <p>This may be directly related to:</p>	<p>Quantifiable increase in targeted and diversified business opportunities for</p>	<p>Years 1-6 (the duration of the</p>	<p>Project Developers with support from EEs</p>

³ Targets will be rationalized by baseline data collected prior to implementation of projects.

<ul style="list-style-type: none"> • Support women in diversifying their business activities (of particular importance in regions where cyclones, overfishing and rising seas threaten livelihoods) and/ or expand business activities vertically across the supply chain (e.g. from pre-harvest, harvest, to post-harvest in fishing) to generate alternative revenues to fishing • Support women-led tourism businesses and expansion activities (e.g. support diversification of women's market access and fair trade for tourism products and services) • Promote expansion of business opportunities for women through infrastructure projects (e.g. agricultural activities around the built infrastructure to generate additional income) 	women and men, at least an annual increase of 10%	investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA	Costs included as part of project budgets
<p>Create employment opportunities for women across different sectors</p> <p>This may be directly related to:</p> <ul style="list-style-type: none"> • Create job opportunities for women in the sustainable fishing industry • Create direct and indirect job opportunities for women in ecotourism (e.g. ecotourism or hospitality activities and services such as diving schools, restaurants, eco lodges, etc.) • Create direct and indirect opportunities for women through infrastructure projects (e.g. sorting and recycling as part of the waste processing activities or waste-to-energy projects) 	Percentage of women in direct and indirect jobs created, 50%	Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA	Costs included as part of project budgets
<p>Provide training on skills and awareness entrepreneurship, self-confidence and business opportunities</p> <p>This may include interventions that seek to:</p> <ul style="list-style-type: none"> • Conserve coral reef resources that may directly impact livelihood options for women and men (e.g., Marine Protected Areas) • Enhance sustainable management of marine and land activities (e.g., fishing, farming) to ensure the sustainability of livelihoods and of resources 	Qualitative and verifiable increase in women's and men's relative confidence, skills and know-how, e.g., on appraising investments and developing projects, at least an annual increase of 10%	Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted	Project Developers with support from EEs Costs included as part of project budgets

<ul style="list-style-type: none"> • Provide women with training and formal education to improve the efficiency, profitability and sustainability of their business activities in the fishing sector and to improve their positions in the post-harvest activities to increase their bargaining power (e.g. education on fish preservation, marketing, etc.). • Offer education and training in the tourism sector to promote women into high-level employment (incl. training on soft skills, networking and high-level training for career progression) • Provide training on waste materials for better sorting and recycling in the waste sector • Promote women's participation in investment appraisal and project design through providing project-specific skills and know-how 		under the fund's LPA	
<p>Include women in the broader community, civil society organizations, and at project level</p> <p>This may include women's participation in decision-making spaces in the private sector, public sector tourism bodies, agencies, and trade unions, for instance, in the fishing or tourism industry.</p> <p>This may include activities that seek to:</p> <ul style="list-style-type: none"> • Strengthen women's role to participate in decision-making processes and increase control in the value chain and profit margins in the fishing sector • Promote gender equality strategies and policies for the tourism sector through women's involvement in the private sector, public sector tourism bodies, agencies, trade unions, tourism networks and cooperatives. 	Quantitative indicators that measure targets and quotas for women's participation and leadership in community and at project level, at least 20%	Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA	Project Developers with support from EEs Costs included as part of project budgets
<p>Promote decision-making of women and financial independence</p> <p>This may include activities that seek to:</p>	Quantifiable increase in the percentage of women making decisions on behalf of their families and	Years 1-6 (the duration of the investment	Project Developers with support from EEs

<ul style="list-style-type: none"> • Offer competence training for financial decision-making and educate women on their rights • Build networks and connections between women to provide sources of peer support 	<p>communities, at least an annual increase of 10%</p> <p>Qualitative increase in earning and income generation opportunities for both women and men expressed as income ratio of men to women, at least an annual increase of 10%</p>	<p>cycle of projects), plus any follow-on investment period permitted under the fund's LPA</p>	<p>Costs included as part of project budgets</p>
<p>Provide access to financial services, infrastructure services and technologies to communities and stakeholders</p> <p>This may include activities that seek to:</p> <ul style="list-style-type: none"> • Promote gender-responsive consultation and engagement on fund and project level (incl. promoting GFCR across women networks) 	<p>Number/proportion of women with improved access to financial mechanisms (equity investment, affordable loans, etc.) , at least 50%</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>
<p>Output(s) Statement: M&E analysis confirms gender-responsive program design improves health outcomes and improved physical and emotional safety of women and girls. (NOTE: project-level assessments, and hence specific gender indicators and targets, can only be established once the GFCR host countries and projects are identified. Thus, indicators and targets are identified where known, or if not, are exemplars.)</p>			
<p>Improved conditions for better health and the reduction of diseases</p> <p>This may include activities that seek to:</p> <ul style="list-style-type: none"> • Create awareness and educate on health, safety, and disease prevention to empower individuals and communities to make changes that reduce the risk of developing chronic diseases and 	<p>(Water borne) disease prevalence (gender-disaggregated), at least an annual decrease of 10%</p> <p>Rates of childhood stunting (gender-disaggregated), at</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>

<p>other morbidities (e.g. awareness campaigns that are aimed to reduce open defecation, promote personal hygiene, support healthy nutrition for child growth and development, etc.)</p> <ul style="list-style-type: none"> Interventions that address women's vulnerability related to health and safety risks in a participatory approach, involving the women concerned and based on an examination of the local situation to define gender-responsive solutions 	<p>least an annual decrease of 10%</p>	<p>period permitted under the fund's LPA</p>	
<p>Reduction of gender-based violence among project stakeholders</p> <p>This may include activities that seek to:</p> <ul style="list-style-type: none"> Create awareness of sexual harassment and gender-based violence (particularly in the tourism industry) and develop appropriate instruments to reduce harassment and violence 	<p>Number of reported gender-based violence incidents (gender-disaggregated) (e.g. through grievance mechanism), below 10% of incidents reported shall be gender-related</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>
<p>Provide healthy and safe (work) environment</p> <p>This may include activities that seek to:</p> <ul style="list-style-type: none"> Develop gender-responsive measures (e.g. Personal Protective Equipment for women) 	<p>Number of health and safety incidents (gender-disaggregated), at least an annual decrease of 10%</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>
<p>Implement stakeholder outreach and engagement activities related to the above supported by proper safeguards and expert input</p>	<p>Qualitative assessment of engagement activities results, at least medium</p>	<p>Years 1-6 (the duration of the</p>	<p>Project Developers with support from EEs</p>

<p>This may include activities, such as:</p> <ul style="list-style-type: none"> • Gender-responsive consultation and engagement can help identify project design needs • Consider gender aspects within the planning, delivery and management stages of the infrastructure life cycle to ensure that the infrastructure built is able to guarantee equal quality services 	satisfaction from stakeholder participants	investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA	Costs included as part of project budgets
<p>Output(s) Statement: M&E analysis confirms gender-responsive program design and projects to enhance sustainable livelihoods for women and girls. (NOTE: project-level assessments, and hence specific indicators and targets, can only be established once the GFCR host countries and projects are identified. Thus, indicators and targets have been identified where known, or if not, are exemplars.)</p>			
<p>Provide capacity building and applied skills and training for project developers and project stakeholders to include women in the workforce</p> <p>This may include activities that seek to:</p> <ul style="list-style-type: none"> • For the waste sector, women shall be provided with more formalized work, implying the provision of the benefits and stability of formal employment but the flexibility of the entrepreneurship model. • Build awareness of social rights (access to education, legal recourse against crime, access to health care etc.) and a safe means to exercise such rights. • Provide skills training and equipment to increase the female workforce 	<p>Number of gender related trainings held, at least one per project per year</p> <p>Percentage of women employed, at least 20%</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>
<p>Promote training and leadership among women</p> <p>This may be directly related to activities that:</p> <ul style="list-style-type: none"> • Provide women with training and formal education to improve the efficiency, profitability and sustainability of their business activities in the fishing sector and to improve their positions in the post- 	<p>Percentage of women that participated in a training, at least 20%</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>

<p>harvest activities to increase their bargaining power (e.g. education on fish preservation, marketing, etc.).</p> <ul style="list-style-type: none"> • Offer education and training in the tourism sector to promote women into high-level employment (incl. training on leadership skills, soft skills, networking and high-level training for career progression) • Provide leadership training on waste materials for better sorting and recycling in the waste sector 	<p>Percentage of women in leadership positions, at least 20%</p>	<p>any follow-on investment period permitted under the fund's LPA</p>	
<p>Enable conciliation of family and working life</p> <p>This may include activities that seek to:</p> <ul style="list-style-type: none"> • Improve women's work-life balance in tourism and encourage an equal division of unpaid care work in tourism communities through awareness building • Identify child care opportunities that can support conciliation of family and working life 	<p>Percentage of contractual relationships (temporary vs. permanent and full-time vs. part-time), at least 70% of female employees shall have a permanent contract that is either full or part-time</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>
<p>Demonstrate through gender-responsive program design and resulting data that livelihoods can be improved for women</p> <p>This may include activities that seek to:</p> <ul style="list-style-type: none"> • Create awareness on the gender pay gap and support women network to address the issue 	<p>Wages (gender-disaggregated data), 80% women shall have a wage above the minimum wage</p> <p>Percentage of gender pay gap, less than 10%</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>

Output(s) Statement: Establish GFCR fund-level gender equity process and outcomes			
Gender and social inclusion policies in place at fund level	Endorsement policy by fund management committee, including a gender-responsive results framework	Years 1-12 (the duration of the GFCR fund)	ESMS Manager, Accredited Entity, Executing Agency Costs included in GFCR fund level budget
Recruitment of women in projects; recruitment of women in development and implementation of fund capacity-building, field and monitoring teams	Aspire to parity, at least 40% of fund (including project planning and design teams) and 25% of field employees will be female	Years 1-12 (the duration of the GFCR fund)	ESMS Manager, Accredited Entity, Executing Agency Costs included in GFCR fund level budget
Recruitment of women in projects; recruitment of women in development and implementation of fund capacity-building, field and monitoring teams	Aspire to parity, at least 40% of fund (including project planning and design teams) and 25% of field employees will be female	Years 1-12 (the duration of the GFCR fund)	ESMS Manager, Accredited Entity, Executing Agency Costs included in GFCR fund level budget
Ensure GFCR internal annual reporting includes indicators with corresponding requirements, gender-disaggregated data and targets to ensure reportable progress	Annual compliance with gender reporting at fund level	Years 1-12 (the duration of the GFCR fund)	ESMS Manager, Accredited Entity, Executing Agency Costs included in GFCR fund level budget

Hire dedicated human resources to implement the Gender Action Plan, with allocated additional funds provided to ensure flexibility and security as new learning comes up within implementation	ESMS Manager, gender and SDG specialists in GFCR team	Years 1-12 (the duration of the GFCR fund)	ESMS Manager, Accredited Entity, Executing Agency Costs included in GFCR fund level budget
Dedicate resources to build and strengthen staff capacity related to knowledge management, learning; Appoint gender specialist/consultants as needed to respond to new capacity needs. The gender special can support GFCR with gender analysis, assessment, engagement, defining measures, monitoring key indicators against targets, and to engage with stakeholders on gender-related topics.	Line item in budget for gender-related capacity building within GFCR team	Years 1-12 (the duration of the GFCR fund)	ESMS Manager, Accredited Entity, Executing Agency Costs included in GFCR fund level budget
If appropriate and deemed necessary, audit and verification teams to review and assess project gender responsiveness and impact	TBD	Years 1-12 (the duration of the GFCR fund)	ESMS Manager, Accredited Entity, Executing Agency Costs included in GFCR fund level budget
Output(s) Statement: Implement project-level gender assessments and action plans (NOTE: project-level assessments, and hence specific gender indicators and targets, can only be established once the GFCR host countries and projects are identified. Thus, indicators and targets are identified where known, or if not, are exemplars.)			
Refer to the GFCR Gender Policy to comply with the requirements and guidelines. The following steps should be implemented on project level: 1. Understand the GFCR Policy, its scope, and application 2. Apply gender related safeguarding principles 3. Conduct gender-responsive stakeholder consultation 4. Conduct gender analysis and baseline determination	100% of projects in the fund have to comply with the GFCR Gender Policy	Years 1-6 (the duration of the investment cycle of projects), plus	Project Developers with support from EEs Costs included as part of project budgets

<p>5. Develop gender commitment statement 6. Define goals and measure change 7. Establish gender actions</p> <p>In addition:</p> <ul style="list-style-type: none"> • Reference and align with country NDC and prevailing gender policy • Develop the Monitoring and Evaluation mechanism and process 		any follow-on investment period permitted under the fund's LPA	
Output(s) Statement: Gender-sensitive safeguarding and stakeholder consultation is implemented, leading to gender-responsive project design and development.			
<p>Gender-responsive considerations (Gender Equality and Women's Rights) will be assessed during project design and stakeholder consultation in addition to other project safeguarding, including the following categories:</p> <ul style="list-style-type: none"> • Human Rights • Community Health, Safety and Working Conditions • Indigenous Peoples, Displacement and Resettlement • Corruption • Economic Impacts • Climate and Energy • Water • Environment, ecology and land use 	<p>100% of projects under consideration for investment</p> <p>% women in project design and development consultations, target 50%</p>	<p>Years 1-6 (the duration of the investment cycle of projects), plus any follow-on investment period permitted under the fund's LPA</p>	<p>Project Developers with support from EEs</p> <p>Costs included as part of project budgets</p>

Timeline

Gender Action Plan Milestones	2021	Prior to First Close of Fund	2022	2023	2024	2025	2026
GFCR gender and social inclusion policies in place	X	Gender training at fund level	X	X	X	X	X
ESMS Manager and gender framework – including safeguards – in place	X	ESMS revisions	X	X			
Revise Gender Action Plan and conduct country/ sector/ project specific gender analysis and action plans for financed activities	X	Revise Gender Action Plan and conduct country/ sector/ project specific gender analysis and action plans for financed activities	x				
Project-level gender sensitive and gender-responsive methodologies	X	Refine methodologies as/if needed for GFCR implementation	X	X			
Fund-wide implementation of gender safeguarding methodologies <ul style="list-style-type: none"> • Human Rights • Community Health, Safety and Working Conditions • Indigenous Peoples, Displacement and Resettlement • Corruption • Economic Impacts • Climate and Energy • Water • Environment, ecology and land use 	X	Methodology modification, as /if needed for GFCR implementation	X	X	X	X	X
Monitoring, Verification and Reporting (MRV) methodologies	X	Refine MRV methodology as/if needed for GFCR implementation	X				
Gender-related resource development			X	X			
Gender-related training development			X	X			

Gender-disaggregated project data, reporting and fund-level reporting					X	X	X
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Process and content for developing gender analysis and action plans

Activities	Implementation
<p>Process during the development of country level gender analysis and action plans</p>	<p>Country level gender analysis and action plans will seek to align the project to achieve the gender related objectives of the GFCR Action Plan. An analysis of the gender equality landscape and data relevant to the host country and in the targeted sector(s), will be conducted and shall include the following activities:</p> <ul style="list-style-type: none"> • <u>Desk research and review of existing literature</u>: Initial research will help to understand the country context and existing gender-related issues in the country and sector. • <u>Gender-responsive Stakeholder Engagement</u>: Stakeholder engagement shall further help understand the local context and project specific gender issues that should be addressed. In addition, it can serve to identify measures to achieve the intended outcomes included in the GFCR Gender Action Plan. Gender-responsive stakeholder engagement shall include the following activities: <ul style="list-style-type: none"> <u>Understand the gender context to identify engagement approaches:</u> <ul style="list-style-type: none"> • Engage with the community, in particular women, to determine the best way to communicate with them. • Engage with women in focus group settings facilitated by a female to capture views and information. • Use participatory techniques to capture gender specific information e.g. gender matrices, seasonal calendars, ranking, community mapping/transect walks. • Identify and engage with women’s cooperatives/groups. Where they do not exist, support the establishment of such groups. <u>Undertake stakeholder mapping/analysis and determine gender context:</u> <ul style="list-style-type: none"> • Includes identifying the key stakeholders and mapping and prioritizing them based on level of impact, influence and interest. • Data gathering through community leaders, government representatives and high-level online research to understand the gender context (e.g. gender indicators/data on education, labor force participation, health, agency/decision making and traditional and cultural practices). <u>Develop engagement methods for stakeholder groups:</u> <ul style="list-style-type: none"> • Establish culturally appropriate engagement methods (including on the grievance mechanism if relevant) for each stakeholder group with consideration for culture and gender, based on the gender context. • Engage with stakeholder groups on approaches determined to gather feedback, suggestions, and measures to achieve the outcome objectives of the GFCR Gender Action Plan.

	<p><u>Document approach in a Stakeholder Engagement Plan</u></p> <ul style="list-style-type: none"> • Develop a Stakeholder Engagement Plan that includes stakeholder mapping/analysis, gender context and engagement methods. • <u>Gender-responsive Project Design and Action Plans:</u> The gender analysis, engagement, and safeguards assessment allows project developers to identify strategies, action and indicators to better assess how initiatives have engaged with or impacted different groups to inform the action plan. The following activities shall be part of this process: <ul style="list-style-type: none"> • Collect, analyze and apply sex-disaggregated data and using gender indicators to inform gender-responsive monitoring, evaluation, reporting and learning on programmatic activities; • Address results derived from the gender analyses and apply key issues and recommendations identified to inform gender-responsive project design, budgeting, staffing, implementation, monitoring and evaluation; • Analyze risks that the project may experience or pose, putting measures in place to ensure activities do not exacerbate existing gender-related inequalities, including gender-based violence, and seize opportunities to address gender gaps and support empowerment of women; • Structure inclusive and gender-sensitive project teams that demonstrate appropriate capacities and technical expertise to support gender-responsive action; • Ensure women and men have equal opportunities in terms of participation, decision-making and benefits, throughout the identification, design, implementation, monitoring and evaluation of activities; • Allocate sufficient resources for specific activities, technical support and/or other actions to improve gender equality considerations, including the meaningful engagement of diverse stakeholders and beneficiaries; • All project-level gender action plans shall support the drivers of change and specific gender elements derived from the gender assessment (see Gender Assessment for sector specific elements). This includes on a high-level: <ul style="list-style-type: none"> ○ Support women empowerment and entrepreneurship ○ Skills training and capacity building for women ○ Promote decent work for women ○ Support women’s needs in the community and civil society • <u>Monitoring and Evaluation:</u> All GFCR projects must include mandatory impact targets, a gender-sensitive framework, mandatory, and minimum gender-responsive elements. The project’s monitoring framework includes gender-responsive targets and indicators to monitor gender equality results against the established baseline.
<p>Envisaged stakeholder consultations (who will be</p>	<p>Gender-responsive stakeholder engagement should take place before and throughout project implementation so it can inform the design of the project to ensure that women can participate in the design phase. In addition, engagement should be promoted throughout the implementation of the project to address gender needs on a continuous basis. The following considerations should be made that relate to gender equality in Stakeholder Consultation planning:</p> <ul style="list-style-type: none"> - What measures and actions need to be put in place to ensure equal gender participation in Stakeholder Consultations. How should

<p>engaged and how)</p>	<p>inputs and insights from women and men be sought out, listened to, considered, addressed and documented?</p> <ul style="list-style-type: none"> - Is it necessary to make any specific arrangements to ensure that all constituencies are engaged in the consultation arrangements to not only foster inclusive participation of women but also avoid potentially negative consequences? (for example, speak to women and men separately; have focus groups for women and focus groups for men before gathering them together to ensure their meaningful participation; adapt timing schedule to men’s and women’s working schedules) <p>Potential stakeholders with gender perspective that shall participate during stakeholder consultation:</p> <ul style="list-style-type: none"> - Women from local communities directly or indirectly affected by a project - Ministry of Gender, similar government bodies - NGOs/CSOs working on gender issues - Agri- /aquaculture and fishing organizations - Women’s organization - Research institutions/universities. <p style="text-align: center;">○</p>
<p>Key information that is expected to be collected</p>	<p>The gender analysis and engagement allows project developers to collect information on:</p> <ul style="list-style-type: none"> - Information on gender country, sector and project specific context (e.g. gender indicators/data on education, labor force participation, health, agency/decision making and traditional and cultural practices - Feedback, suggestions, and measures to achieve the outcome objectives of the GFCR Gender Action Plan and make - Strategies, actions and indicators to achieve the gender related outcomes outlined in the GFCR Action Plan and to make context-specific amendments to the Action Plan - Gender indicators to inform gender-responsive monitoring, evaluation, reporting and learning on programmatic activities <p>Culturally appropriate engagement methods (including on the grievance mechanism if relevant) for each stakeholder group with consideration for culture and gender, based on the gender context.</p>
<p>Key issues that will be expected to be addressed</p>	<p>Through the country and sector specific gender analysis, the following issues shall be addressed:</p> <ul style="list-style-type: none"> - Gender imbalance and misinformation of gender-equality issues - Overcome the misconnect between women and other stakeholders including the project developers - Potential risks to achieving programme goals (which is important for effective risk mitigation strategies) - Address stakeholders who are blind to, or oppose, gender equality - Accountability when it comes to gender mainstreaming and equality on project level

Role of the AE and indicative budget to implement the Gender Action Plan

'The Accredited Entity will make sure to dedicate enough resources to conduct country and sector specific gender analysis and implement the Gender Action Plan. All activities are supervised by the ES Manager. If appropriate, external gender specialists are engaged.

The costs are included in the budget provided in the ESMS (line items capacity building services, fund's E&S team, engaging external experts). The planned total budget for the implementation of activities outlined in the Gender Action Plan amounts to USD 300'000 (excl. travel and logistics costs or ES Manager salary) for all projects throughout the entire fund life. The budget will be adjusted with the revision of the Gender Action Plan.

The timing of country- and sector-specific gender analysis will be determined prior to project implementation as part of the broader ESG and impact due diligence (see ESMS), which will include gender safeguards to ensure that project design and implementation can be aligned.'