

Gender Action Plan

FP181: CRAFT – Catalytic Capital for First Private Investment Fund for Adaptation Technologies in Developing Countries

Bahamas, Brazil, Mexico, Rwanda, South Africa, Trinidad & Tobago | Pegasus Capital Advisors|
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**GREEN
CLIMATE
FUND**

CRAFT – CATALYTIC CAPITAL FOR FIRST PRIVATE
INVESTMENT FUND FOR ADAPTATION TECHNOLOGIES IN
DEVELOPING COUNTRIES

Gender Action Plan
Annex 8

September 2021
THE LIGHTSMITH GROUP

Annex 8: Gender Action Plan

Impact Statement: The CRAFT Fund seeks to invest in technologies that can help communities, particularly those marginalized – including women and girls, in developing countries suffer less damage, loss, harm, and disruption (and recover more effectively when harm and disruption occur). CRAFT mobilizes capital and invests in technologies to enable vulnerable populations, including women, to identify, mitigate, and manage risks from climate change. Concurrently, it seeks to create opportunities to enhance livelihoods, particularly for women. In ensuring equitable access to the benefits of the project, including employment and income generating activities, the Fund will identify potential impact, technical assistance, or other available donor funds where possible to support disenfranchised groups, including women, to access climate resiliency tools and knowledge products to facilitate climate-smart innovation. CRAFT will enable local businesses, including women-owned and/or led enterprises to adapt their existing methods, expand local markets and demand, as well as attract further investment, especially for yet to be identified adaptation products and services.

Outcome Statement: CRAFT will reduce climate vulnerabilities for women and contribute to boosting income-generating opportunities by scaling access to localized, asset-specific information on climate-related risks and impacts, and physical products and services to manage those risks and impacts. CRAFT will achieve the following gender-responsive outcomes and report sex-disaggregated fund level impacts to the extent possible.

Sustainable Cities and Communities: Empowerment and resilience of vulnerable populations, including women and girls, through strengthened awareness of climate threats and risk-reduction processes.

Increased resilience and enhanced livelihoods of the most vulnerable people, communities, and regions. Opportunities benefiting women and girls who are often disproportionately disadvantaged, will build resilience through enhanced access to resources and economic engagement.

Increased resilience of health and well-being, food and water security for communities, including women and girls. More resilient water systems from investments in distributed, data-based, and efficient water technologies will enhance access to reliable and safe water supply, despite climate shocks and stresses, which will benefit vulnerable populations, including women and girls.

Increased resilience of infrastructure and the built environment to climate change will lead to human benefits, including for women and girls. Resulting in strengthened adaptive capacity and reduced exposure to climate risks by vulnerable populations, including women and girls.

The activities of each Portfolio Company will be assessed based on their expected contribution to Sustainable Development Goals 2,5, 6,7,9, 10,11,12,13. To the extent possible, the data informing the indicators for each impact goal will be segmented by gender.

| Activities: | Indicators & Targets: | Timeline: | Responsibilities: | Costs: |
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| Output 1: Establish fund-level gender equity process and outcomes | | | | |
| <p>1a. Fund Governance: Lightsmith will appoint women as part of the leadership and governance of the Project through a Limited Partner Advisory Committee (LPAC), Impact Council, or Strategic Advisory Board</p> <p>1b. Knowledge Generation and Communication: CRAFT will ensure equitable gender participation through the inclusion of women in public stakeholder meetings and events such as webinars and other convenings hosted by The Lightsmith Group that discuss practical approaches to adaptation and resilience investment</p> | <p>Indicator 1a: % of women in CRAFT governing bodies and key committees</p> <p>Target 1a: At least 25% of the members of CRAFT’s key governing committees are women</p> <p>Indicator 1b: CRAFT will collect gender-disaggregated information from key stakeholder meetings to track gender participation and engagement.</p> <p>Target 1b: 40% of the participants of CRAFT’s key public stakeholder meetings are women</p> | <p>December 2022- This will occur on an ongoing basis as various governance functions are established.</p> <p>December 2021- will occur on an ongoing basis</p> | <p>The AE, Pegasus Capital Advisors and the EE, the Lightsmith Group, have a dedicated, permanent employees responsible for the implementation of GCF’s Gender Policy, Gender Action Plan and full integration of gender within the investment teams.</p> <p>The EE’s Director of Sustainability</p> | <p>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 the ESG and Impact Manager salary) for all projects throughout the entire fund life. The indicative budget and budget</p> |

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| <p>1c. Capacity Development: Ensure that gender is operationalized in the investment process by strengthening staff capacity</p> | <p>Indicator 1c: Number of existing and new investment professionals participating in gender-related training within the first year of employment.</p> <p>Target 1c: 100% of employees of CRAFT participating in gender-related training within the first year of employment</p> | <p>Annually, beginning in 2022</p> | <p>and Impact will have day-to-day responsibility for the implementation of the Gender Action Plan</p> <p>The AE ESG and Impact Manager will provide oversight of the EE and utilize external gender experts to ensure compliance and implementation of the GCF Gender Policy and Gender Action Plan.</p> | <p>allocation is a preliminary estimate and is subject to further review and update by the AE</p> |
| <p>Output 2: Implement portfolio-level gender assessments and action plans</p> <p>(NOTE: Assessments, and hence specific gender indicators and targets, can only be established once portfolio companies are identified and a baseline has been established. Thus, indicators and targets are identified where known, or if not, are exemplars.)</p> | | | | |
| <p>2a. Country Level Stakeholder Engagement informs portfolio company level gender assessments and identifies opportunities to align investment with the gender-related priorities at the country level.</p> | <p>Indicator 2a: Number of Country and Sector level consultations that identify barriers and opportunities to expand climate resilient solutions to women vulnerable to climate change</p> <p>Target 2a: 1 annual country-level consultations for each GCF country</p> | <p>Annually beginning in 2023</p> | <p>The AE, Pegasus Capital Advisors and the EE, the Lightsmith Group, have a dedicated, permanent employees responsible for</p> | <p>The planned total budget for the implementation of activities outlined in the gender action plan amounts to USD</p> |

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| <p>Project Level Gender Assessment and Action: through the gender assessment, CRAFT will identify opportunities to invest in women led and governed companies (2b); income generation for women through direct and indirect employment (2c); and the adaptation of climate resilient products or services by vulnerable women (2d).</p> <p>2b. Invest in Portfolio Companies with Women Leadership and Governance: CRAFT will evaluate, and track women owned and led companies in the portfolio and require companies to report on gender-related actions or considerations taken</p> <p>2c. Create income-generating opportunities for women: identify opportunities within portfolio</p> | <p>in which the Fund has made an investment</p> <p>Indicator 2b: Report on number of CRAFT portfolio companies that meet the following criteria as Women-Led Companies:</p> <ul style="list-style-type: none"> • at least 51% women-owned or founded by one or more women; • at least one woman on the company’s executive management team (e.g., C-suite); • at least one woman on the company’s Board of Directors <p>Target 2b: CRAFT will invest in 2 Women-Led Companies</p> <p>Indicator 2c(i): Number of direct jobs created for women within Portfolio Company</p> | <p>Throughout the investment period</p> <p>Throughout the</p> | <p>the implementation of GCF’s Gender Policy, Gender Action Plan and full integration of gender within the investment teams.</p> <p>The EE’s Director of Sustainability and Impact will have day-to-day responsibility for the implementation of the Gender Action Plan</p> <p>The AE ESG and Impact Manager will provide oversight of the EE and utilize external gender experts to ensure compliance and implementation of the GCF Gender Policy</p> | <p>300’000 (excl. travel and logistics costs or the ESG and Impact Manager salary) for all projects throughout the entire fund life. The indicative budget and budget allocation is a preliminary estimate and is subject to further review and update by the AE</p> |
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| <p>companies that provide a new source of income for women in climate-vulnerable communities and / or facilitate employment opportunities for women</p> <p>2d. Increased Usage by Women of Resilient Products and / or Services: Identify opportunities to extend physical products and services to climate-vulnerable women to better manage climate risks and impacts</p> | <p>Indicator 2c(ii): Number of indirect jobs created for vulnerable women in developing countries as a result of CRAFT’s investment</p> <p>Target 2c(i) and 2c(ii): [Targets for number or percent of direct and indirect employment created for women and vulnerable groups will be established at the time of each GCF portfolio investment]</p> <p>Indicator 2d: Number of additional women and girls provided access to and/or benefiting from climate resilience solutions, including localized climate risk information or physical products or services (for example women made more aware of climate threats and risk- reduction processes; made more food secure; provided improved access to water / water management solutions, etc.)</p> <p>Target 2d: At least 30% of all beneficiaries from GCF Portfolio Companies are women and girls</p> | <p>investment period</p> <p>Throughout the investment period</p> | <p>and Gender Action Plan.</p> | |
| <p>Output 3: Applying a gender-lens in M&E analyses</p> | | | | |

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| <p>3a. Develop a Monitoring and Evaluation framework that provides granularity on the impact of vulnerable communities, including women and girls.</p> <p>3b. Gender Safeguarding in Portfolio Companies: Include protections to ensure that the employment relationship is based on the principle of equal opportunity and fair treatment and will not discriminate with respect to any aspect of the employment relationship (recruitment, hiring, compensation, working conditions, terms of employment, access to training, promotion, termination, etc.)</p> | <p>Indicator 3a: Number of companies that incorporated gender metrics into their reporting and / or develop relevant policies, strategies, and plans produced that include discussion of gender</p> <p>Target 3a: 100% of GCF Portfolio Companies incorporate gender metrics in reporting and / or develop policies, strategies, and plans to address gender gaps, barriers and challenge and opportunities</p> <p>Indicator 3b: Monitor and report non-compliance through the Annual ESG and Impact Report and address violations, as necessary, through Environmental and Social Action Plans. Verify company reporting on a routine and randomly selected basis.</p> <p>Target 3b: Each active Portfolio Company monitors and reports for compliance on an annual basis.</p> | <p>Throughout the investment period with annual reporting requirements</p> <p>Portfolio Companies will provide this data annually through the Annual ESG and Impact Report</p> | <p>The AE, Pegasus Capital Advisors and the EE, the Lightsmith Group, have a dedicated, permanent employees responsible for the implementation of GCF's Gender Policy, Gender Action Plan and full integration of gender within the investment teams.</p> <p>The EE's Director of Sustainability and Impact will have day-to-day responsibility for the implementation of the Gender Action Plan</p> <p>The AE ESG and Impact Manager will provide</p> | <p>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 the ESG and Impact Manager salary) for all projects throughout the entire fund life. The indicative budget and budget allocation is a preliminary estimate and is subject to further review and update by the AE</p> |
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