



GREEN  
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# Gender Policy and Action Plan

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\* The agenda item number may change as the final sequence of items in the provisional agenda is confirmed by the Co-Chairs.



## Recommended action by the Board

It is recommended that the Board:

- (a) Take note of the information presented in document GCF/B.09/10 *Gender Policy and Action Plan*; and
- (b) Adopt the draft decision presented in Annex I to this document.

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## Table of Contents

I.	Introduction	1
II.	Linkages with other documents	3
III.	Lessons learned from other climate funds	3
IV.	Gender policy	5
V.	Next steps	5
	Annex I: Draft decision of the Board	6
	Annex II: Green Climate Fund gender policy	7
	Annex III: Gender action plan 2015–2017	12
	Annex IV: Illustrative gender indicators	15
	Annex V: List of climate and gender experts who participated in the consultations for this document	17

# Gender Policy and Action Plan

## I. Introduction

1. In response to decision B.05/22, the Secretariat prepared document GCF/B.06/13 *Options for a Fund-wide Gender-sensitive Approach*. At its sixth meeting, in its decision B.06/07, the Board,
  - (a) *Requested the Secretariat to integrate gender considerations into the preparation of draft policy documents and draft documents containing operational modalities, in line with the Governing Instrument, including those documents for consideration by the Board at its seventh meeting; and*
  - (b) *Requested the Secretariat to prepare a draft gender policy and action plan for discussion at the seventh meeting of the Board, consistent with a country-driven approach, including through consultation with relevant bodies and observer organizations, for adoption at its eighth meeting.*
2. The Board also noted that in the administrative policies of the Fund (GCF/B.06/18, Annex I, paragraph 28), the Fund will always strive for gender balance amongst its staff and amongst staff recruited by its contractors (GCF/B.06/18, Annex I, paragraph 59). Finally, gender equity is cited amongst the criteria to be used by the Evaluation Unit (GCF/B.06/18, Annex III, paragraph 17(c)).
3. To allow members of the Board to focus on the remaining essential requirements for the commencement of resource mobilization, the discussion on the gender policy and action plan, planned for the seventh meeting of the Board,<sup>1</sup> was postponed to the eighth meeting of the Board in accordance with decision B.07/10. However, the Secretariat's integration of the work under way on the gender policy and action plan was reflected in the key policy papers discussed. The need for the Fund to pursue its mandate on gender sensitivity was, as a result, reflected in the decisions of the Board at its seventh meeting on:
  - (a) Gender-sensitive approach of the results management framework and the disaggregation of the results by gender where relevant (decision B.07/04, paragraph (i)), with an example of an indicator with sex-disaggregated data (GCF/B.07/11, Annex IX, indicator 8.1);
  - (b) Request for the Secretariat "to further develop the mitigation and adaptation performance measurement frameworks of the Fund, engaging international experts as required, for the Board to consider at its third meeting of 2014, including an approach to gender, indicators on mitigation and adaptation, and methodologies, data sources, frequency, and responsibilities for reporting" (decision B.07/04, paragraph (j));
  - (c) Coherence and integration of the guiding principles for the accreditation process of the Fund with other relevant provisions of the Fund, including the gender policy and the responsibility of the Secretariat in recruiting technical experts and striving for gender and regional balance (GCF/B.07/11, Annex I, paragraphs 2 (d) and 55);
  - (d) Linkages between the Fund's environmental and social management system and its gender policy (GCF/B.07/11, Annex VI, paragraph 2(b));
  - (e) Responsibility of the Secretariat to assess compliance with the gender policy as part of the second-level due diligence process in the project and programme activity cycle (GCF/B.07/11, Annex VII, Section IV); and

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<sup>1</sup> GCF/B.07/11, footnote 1.

- (f) Gender-sensitive development impact and gender aspects of the needs of recipients being amongst the initial criteria for assessing programme/project proposals of the initial investment framework (GCF/B.07/11, Annex XIV, Table 2).
4. This document responds to the Board's requests. The preparation of the report included:
- (a) A review of the comments made during the Board discussion of document GCF/B.06/13 and of document GCF/B.08/19 *Gender Policy and Action Plan* and the relevant decisions recorded in documents GCF/B.06/18 and GCF/B.07/11;
  - (b) A review of gender policies, gender action plans and portfolio reviews from several climate change funds and other institutions, as well as taking into account lessons learned from the implementation of projects and programmes (GCF/B.06/13); and
  - (c) Consultations in four separate sessions with representatives from civil society, climate change funding organizations and public and private sector practitioners, including from developing and industrialized countries.<sup>2</sup> Some invited representatives, who could not attend the sessions, sent their views and suggestions in writing (see Annex IV).
5. A large number of suggestions and perspectives were raised by participants and contributors (Box 1). Recognizing that the Fund is a new, growing and learning institution, most of the suggestions focused on the Fund's climate change mandate in the context of sustainable development and these suggestions were taken into account in the draft gender policy and in the draft action plan (see Annexes II and III).
6. It is important to underline that by including gender sensitivity in its mandate and by taking steps to adopt a gender policy and action plan from the onset of its activities, the Fund is viewed as adding considerable value to its climate change funding mechanisms.

#### **Box 1**

##### **Why gender and climate change matters**

- Women's mortality from climate-related disasters is higher (see Box 2); women are more vulnerable to waterborne diseases;
- Various manifestations of climate change, such as drought, exacerbate fuelwood and water scarcity and add more to the domestic burdens of women than to those of men;
- As women tend to rely more on natural resources for their livelihood, the decline in land and biomass productivity affects women more than men, especially in rural areas, and exacerbates their poverty (women are already amongst the poorest of the world's population, representing about 70 per cent of the people who live on less than USD 1 per day (Food and Agriculture Organization of the United Nations, 2011));
- In urban areas, after climate-related disasters, it is harder for poor women than for poor men to recover their economic status and welfare; and
- Women, as well as men, significantly contribute to combating climate change as knowledgeable small-scale farmers and leaders of climate-change adaptation and mitigation initiatives.

<sup>2</sup> Consultations with government and the private sector were held less formally than with civil society, in the context of the Climate Investment Funds partnership meeting in June, and the United States Agency for International Development workshop on gender and renewable energy in September 2014.

## II. Linkages with other documents

7. This document has linkages with the following main documents:
- (a) *Initial Proposal Approval Process, Including the Criteria for Programme and Project Funding* (GCF/B.07/03);
  - (b) *Financial Risk Management Framework* (GCF/B.07/05);
  - (c) *Financial Terms and Conditions of the Fund's Instruments* (GCF/B.09/08);
  - (d) *Initial Modalities for the Operation of the Fund's Mitigation and Adaptation Windows and the Private Sector Facility* (GCF/B.06/02);
  - (e) *Investment Framework* (GCF/B.07/06) and *Further Development of the Initial Investment Framework: Sub-criteria and Methodology* (GCF/B.09/07);
  - (f) *Guiding Framework and Procedures for Accrediting National, Regional and International Implementing Entities and Intermediaries, Including the Fund's Fiduciary Principles and Standards and Environmental and Social Safeguards* (GCF/B.07/02);
  - (g) *Application Documents for Submissions of Applications for Accreditation* (GCF/B.08/06);
  - (h) *Detailed Programme of Work on Readiness and Preparatory Support* (GCF/B.06/14);
  - (i) *Revised Programme of Work on Readiness and Preparatory Support* (GCF/B.08/10);
  - (j) *Decisions of the Board – Sixth Meeting of the Board, 19–21 February 2014* (GCF/B.06/18);
  - (k) *Country Ownership* (GCF/B.06/07);
  - (l) *Policies and Procedures for the Initial Allocation of Fund Resources* (GCF/B.06/05);
  - (m) *Initial Results Management Framework of the Fund* (GCF/B.07/04); and
  - (n) *Further Development of the Initial Results Management Framework* (GCF/B.08/07).
8. The documents listed above were reviewed at various stages during their preparation and suggestions were made in order to integrate gender sensitivity within them.

## III. Lessons learned from other climate funds

9. The present document draws from lessons learned from development institutions in implementing their gender policies (see Box 2) and from the Global Environment Facility (GEF), the Climate Investment Funds (CIF), bilateral and multilateral donors and various non-governmental organizations (NGOs) on their experience in:

- (a) Developing a gender policy and action plan;
- (b) Monitoring gender outputs, outcomes and impacts; and
- (c) Evaluating impacts and processes.<sup>3</sup>

These lessons include:

- (i) The merit of setting-up a “reference group” of gender, climate and other experts from public and private organizations as well as NGOs in order to tap the best available knowledge while developing the gender policy and action plan, and to open the discussion through a consultation process. This approach was

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<sup>3</sup> Lessons learned through: consultations, participation in the Partnership Conference of the CIF held in June 2014 and a review of documents.

- successfully adopted by the GEF, and to some extent by the CIF, for the preparation of their 2014 gender action plans;
- (ii) The need to make every effort to tap into the existing experience and knowledge encapsulated in the many sourcebooks, toolkits and guidelines available from public institutions and civil society organizations. They could be adopted as necessary for the specific requirements of the Fund;
  - (iii) The value of addressing gender and synchronizing with the operational processes of climate finance;
  - (iv) The need for continuous learning and knowledge generation as well as sharing as experience is gained; and
  - (v) The need for capitalizing on existing processes and instruments at the national level. These include, for example, national adaptation programmes of action (NAPAs), nationally appropriate mitigation actions and development strategies, and where relevant, harmonizing objectives, results, outcomes, and impacts indicators across climate-funding sources in order to minimize the data collection costs at the national level.

## Box 2

### Lessons learned from development institutions in implementing their gender policies<sup>a</sup>

The nine most relevant institutional lessons for the Fund include the following:

- Clear policy guidance and sustained management commitment on mainstreaming gender sensitivity in the relevant finance institution is needed in order to obtain gender-sensitive results;
- Clear baselines on gender sensitivity for the accreditation of implementing entities are needed in order to allow operations to move forward;
- Clear accountability mechanisms are needed, in terms of monitoring and reporting gender-sensitive policy implementation, results and processes, in order to take corrective measures when results are not forthcoming;
- Gender-sensitive complaint mechanisms are needed, so that women and men feel confident when filing their complaints relating to climate change interventions;
- Sex-disaggregated data and relevant gender indicators in the results and portfolio monitoring frameworks need to be included, as appropriate, whenever an activity requires the intervention of people or has an impact on people. Qualitative and quantitative methods are needed in order to assess the gender impact of activities;
- Periodic auditing of gender-sensitive results allows policies, accountability and implementation mechanisms to be adjusted;
- Operational procedures and tools are needed to implement policies;
- Gender competencies among core staff greatly enhance attention to gender issues; and
- Dedicated budgets for gender-related activities are indispensable.

<sup>a</sup> Details are provided in document GCF/B.07/13.

## IV. Gender policy

10. The overall objective of the Fund's gender policy is to ensure that by adopting a gender-sensitive approach, the Fund will efficiently contribute to gender equality and will achieve greater and more sustainable climate change results, outcomes and impacts.

11. The policy is anchored to six fundamental principles:

- (a) **Commitment** to gender equality and equity;
- (b) **Inclusiveness** in terms of applicability to all the Fund's activities;
- (c) **Accountability** for gender and climate change results and impacts;
- (d) **Country ownership** in terms of alignment with national policies and priorities, and inclusive stakeholder participation;
- (e) **Competencies** throughout the Fund's institutional framework; and
- (f) **Equitable resource allocation** so that women and men benefit equitably from the Fund's adaptation and mitigation activities.

12. The draft Green Climate Fund gender policy (see Annex II) provides the background and rationale for the policy, details the application of the six principles listed above, outlines its application through the Fund's institutional structure, discusses some of the main implementation tools and introduces the gender action plan. The policy will need to be reviewed and revised as experience is gained.

## V. Next steps

13. The draft Board decision is contained in Annex I. The Secretariat will also continue to review key policy documents in other areas of the Fund's development and operational modalities, as needed, in order to ensure that gender sensitivity is integrated in all the Fund's policies and activities.

## **Annex I: Draft decision of the Board**

The Board, having considered document GCF/B.09/10 *Gender Policy and Action Plan*:

- (a) Adopts the gender policy proposed in Annex II;
- (b) Adopts the gender action plan contained in Annex III; and
- (c) Requests the Secretariat to take the necessary measures to expedite the implementation of the policy and action plan.

## Annex II: Green Climate Fund gender policy

### I. Background

1. The Governing Instrument gives the Fund a clear mandate to enhance a gender sensitive approach in its processes and operations. It recognizes the importance of gender considerations in terms of impact and access to climate funding:

*“3. ... The Fund will strive to maximize the impact of its funding for adaptation and mitigation, and seek a balance between the two, while promoting environmental, social, economic and development co-benefits and taking a gender-sensitive approach”.*

*“31. The Fund will provide simplified and improved access to funding, including direct access, basing its activities on a country-driven approach and will encourage the involvement of relevant stakeholders, including vulnerable groups and addressing gender aspects”.*

2. Paragraph 71 lists women explicitly amongst the Fund’s stakeholders. Finally, the Governing Instrument calls for gender balance among Board members (paragraph 11) and staff of the Secretariat (paragraph 21).

3. The Fund’s gender policy is guided by the United Nations Framework Convention on Climate Change (UNFCCC), which refers in its Article 2 to “anthropogenic interference” – interference of both men and women – within the climate system. (Parties to the UNFCCC have adopted a number of resolutions on gender since 2001).<sup>1</sup> The Fund’s gender policy is congruent with international agreements, in particular with the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women,<sup>2</sup> the Millennium Development Goals<sup>3</sup> and follows up on the sustainable development goals,<sup>4</sup> and the International Labour Organization’s core conventions,<sup>5</sup> in that it recognizes the equal rights of women and men to access the Fund’s services in order to adapt to and mitigate against the impact of climate change.

4. Key gender definitions are listed below:

- (a) **Gender:** Refers to how societies and specific cultures assign roles and ascribe characteristics to men and women on the basis of their sex;
- (b) **Gender equality:** As enshrined in international agreements and national constitutions, refers to equal rights, power, responsibilities and opportunities for women and men, as well as equal consideration of the interests, needs and priorities of women and men; gender equality therefore entails that society values men and women and the roles they play equally;
- (c) **Gender equity:** Refers to the process of being fair to women and men. To ensure equity, measures often need to be taken to compensate for (or reduce) disparity for historical and social disadvantages that prevent women and men from otherwise operating on an equitable basis. Equity, therefore, leads to equality; and

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<sup>1</sup> Women’s Environment & Development Organization and the Global Gender and Climate Alliance, “Gender equality and the United Nations Framework Convention on Climate Change: A compilation of decision text”. Available from <<http://www.wedo.org/wp-content/uploads/united-nations-web.pdf>>.

<sup>2</sup> See <<http://www.un.org/womenwatch/daw/cedaw/cedaw.htm>>.

<sup>3</sup> See <<http://www.un.org/millenniumgoals/bkgd.shtml>>; and United Nations Economic and Social Council, “Challenges and achievements in the implementation of the Millennium Development Goals for women and girls (E/CN.6/2014/L.7).

<sup>4</sup> See <<http://sustainabledevelopment.un.org/index.php?menu=1300>>.

<sup>5</sup> See <<http://ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>>.

- (d) **Gender sensitivity:** Refers to the understanding of the ways in which people think about gender and the sociocultural factors underlying gender inequality, and how they might be addressed. Gender sensitivity implies a consideration of the potential contribution of women and men to societal changes as well as the methods and tools used to: promote gender equity, reduce gender disparities, and measure the impact of climate change and other development activities on men and women.

## II. Rationale

5. There are three compelling reasons for the Fund's mandate on gender sensitivity:
- (a) Women, as well as men significantly contribute to combating climate change. Shifting the paradigm towards low-emission and climate-resilient development pathways, which is the Fund's mandate, requires a large number of individual and collective decisions by women and men. A gender-sensitive approach is therefore part of a paradigm shift;
  - (b) Climate change impacts women and men differently, to the detriment of women, and existing gender inequalities are likely to be exacerbated by climate change;<sup>6</sup> and
  - (c) Gender inequality, exacerbated by climate change, is linked, as are other development areas, to vulnerability and risks.<sup>7</sup> The greater vulnerability of women to climate change stems from gender norms and discrimination that result in the imbalanced division of labour, lower income, and lesser livelihood opportunities; less access and control over land and other productive assets; fewer legal rights; lesser mobility and lesser political and professional representation.<sup>8</sup>

## III. Objectives

6. The Fund's gender policy has four main objectives:
- (a) To ensure that by adopting a gender-sensitive approach, the Fund will achieve greater, more effective, sustainable, and equitable climate change results, outcomes and impacts, in an efficient and comprehensive manner in both its internal and external procedures and activities;
  - (b) To build equally women and men's resilience to, and ability to address climate change, and to ensure that women and men will equally contribute to, and benefit from activities supported by the Fund;
  - (c) To address and mitigate against assessed potential project/programme risks for women and men associated with adaptation and mitigation activities financed by the Fund; and,
  - (d) To contribute to reducing the gender gap of climate change-exacerbated social, economic and environmental vulnerabilities.

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<sup>6</sup> GCF/B.06/13.

<sup>7</sup> These risks include gender violence during climate-related extreme events stemming from complex social behaviours between women and men. See Emma Fulu and others, *Why Do Some Men Use Violence against Women and How Can We Prevent It? Quantitative Findings from the United Nations Multi-country Study on Men and Violence in Asia and the Pacific* (Bangkok, United Nations Development Programme, United Nations Population Fund, United Nations Entity for Gender Equality and the Empowerment of Women, and United Nations Volunteers, 2013). Available from <[http://www.undp.org/content/dam/rbap/docs/Research%20&%20Publications/womens\\_empowerment/RBAP-Gender-2013-P4P-VAW-Report.pdf](http://www.undp.org/content/dam/rbap/docs/Research%20&%20Publications/womens_empowerment/RBAP-Gender-2013-P4P-VAW-Report.pdf)>.

<sup>8</sup> GCF/B.06/13.

## IV. Principles

7. The Fund's gender policy consists of the following six elements:

### 4.1 Commitment

8. By adopting a gender-sensitive approach in its mandate on climate change, the Fund commits to contributing to gender equality, as enshrined in international agreements and national constitutions, and other human rights agreements.<sup>9</sup>

9. The Fund thereby also commits to:

- (a) Understand the sociocultural factors underlying climate change-exacerbated gender inequality, and the potential contribution of women and men to societal changes in order to build resilience to, and the ability to address, climate change;
- (b) Adopt methods and tools to promote gender equality and reduce gender disparities in its climate funding; and
- (c) Measure the outcomes and impacts of its activities on women and men's resilience to climate change.<sup>10</sup>

### 4.2 Comprehensiveness, in scope and coverage

10. The Fund applies its gender policy to all its climate mitigation and adaptation activities, whether implemented by international, regional, national or subnational, public or private entities that are accredited to the Fund.

### 4.3 Accountability

11. The Fund accounts to its Board for gender and climate change results and outcomes, and reports annually in a transparent manner. Qualitative and quantitative gender monitoring, impact, and outcome indicators are included in the results management and performance measurement frameworks (GCF/B.08/07).

12. Through the accreditation process and taking into account the fit-for-purpose accreditation approach,<sup>11</sup> entities will be required to meet the Fund's gender policy. They will also be required to have policies, procedures and competencies in place with which to implement the Fund's gender policy. After accreditation, and at the project/programme level, the accredited entity will be responsible for implementing the gender policy as it relates to the Fund-approved project/programme through in-country project identification and implementation, as well as for results reporting. The application of the Fund's guidelines on the

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<sup>9</sup> This approach takes into account equal rights, power, responsibilities and opportunities for women and men, as well as equal consideration of the interests, needs and priorities of women and men.

<sup>10</sup> "Resilience to climate change to be understood as (1) the capacity to absorb stresses and maintain function in the face of external stresses imposed upon it by climate change, and (2) adapt, reorganize and evolve into more sustainable socioeconomic behaviors, leading people to be better prepared for future climate change impacts". (See C. Folke, "Resilience: The emergence of a perspective for social-ecological systems analyses", *Global Environmental Change*, vol. 16 (2006) pp. 253–267; and Donald R. Nelson, W. Neil Adger and Katrina Brown, "Adaptation to environmental change: contributions of a resilience framework", *Annual Review of Environment and Resources* Vol. 32 (2007) pp. 395–419.)

<sup>11</sup> Decision B.08/02.

initial socioeconomic and gender assessments and the Fund's environmental and social safeguards (ESS) as it relates to the project/programme<sup>12</sup> is mandatory.

13. Gender-related complaints and grievances that may occur in projects and programmes are processed through the Fund's redress mechanism.

14. The Fund's management and staff are accountable for gender results. This is reflected in the Fund's administrative policies and procedures, including human resource management and the procurement of contractors.

#### 4.4 Country ownership

15. The Fund informs national designated authorities (NDAs) and focal points (FPs) that proposed projects or programmes submitted to the Fund are required to be aligned with national policies and priorities on gender<sup>13</sup> and with the Fund's gender policy.

16. The Fund requires that women and men be provided with equitable opportunity to be included in stakeholder consultations and decision-making during project and programme preparation, implementation<sup>14</sup> and evaluation.<sup>15</sup>

#### 4.5 Competencies<sup>16</sup>

17. The Fund strives to reach gender balance in key advisory and decision-making bodies, including in the appointments of its Board members and Secretariat management and staff. The Secretariat also will appoint a senior staff member(s) with competencies in gender and social development in order to lead the implementation of the policy; the senior staff members(s) will report to the head of accreditation within the Secretariat. In addition, the Secretariat strives for the relevant gender and climate change competencies to be included in the Accreditation Panel,<sup>17</sup> the Investment Committee, the Risk Management Committee and the Private Sector Advisory Group,<sup>18</sup> as well as amongst technical advisers.<sup>19</sup>

18. The Fund's accreditation process<sup>20</sup> and fit-for-purpose approach<sup>21</sup> recognize that there is a wide range of types of organizations and institutional capacities. In the accreditation process, entities will be required to have policies, procedures and competencies in place in order to implement the Fund's gender policy.

19. NDAs/FPs and entities may request readiness and preparatory support from the Fund<sup>22</sup> so as to enhance their capacity to implement the gender policy.

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<sup>12</sup> GCF/B.07/03, paragraph 20.

<sup>13</sup> Many countries have national and sector gender policies (e.g. for energy, water, forestry and climate change), but relatively few have gender and climate change policies.

<sup>14</sup> GCF/B.07/03.

<sup>15</sup> GCF/B.06/06.

<sup>16</sup> Competencies are defined as a set of skills, knowledge, and behaviours acquired from training and experience, that allow individuals and organizations to perform a specific role or task.

<sup>17</sup> Annex V to decision B.07/02, Annex V, where gender is listed as an aspect within the Fund's ESS.

<sup>18</sup> GCF/B.05/13 and GCF/B.06/18, Annex I, paragraph II.

<sup>19</sup> GCF/B.07/11, Annex I, paragraphs 54-56.

<sup>20</sup> Decision B.07/02.

<sup>21</sup> Decision B.08/02.

<sup>22</sup> Decision B.05/14 para (b): "(iii) Enable implementing entities and intermediaries to meet the Fund's fiduciary principles and standards, and environmental and social safeguards, in order to directly access the Fund", and document GCF/B.06/14.

20. The Fund commits to knowledge generation as experience is gained on gender and climate change. It also commits to capitalize on knowledge and expertise gained from other organizations. Such knowledge is to be used to strengthen the competencies of all stakeholders.

## 4.6 Resource allocation

21. The Fund's resource allocation for adaptation and mitigation projects and programmes contributes to gender equality and women's empowerment. The Fund seeks to ensure that its projects and programmes support initiatives addressing the inequity of climate change impacts and to provide gender-sensitive solutions to climate change mitigation, adaptation or readiness. When it is necessary to correct for climate change-exacerbated gender inequality which affects women, the Fund will target funds to support women's climate change adaptation and mitigation initiatives.

## V. Implementation framework

22. The Fund adopts a gender action plan in order to implement its gender policy. The plan includes six priority areas as follows:

- (a) Governance and institutional structure;
- (b) Operational guidelines;
- (c) Capacity building;
- (d) Outputs, outcomes, impacts and paradigm-shift objectives used for monitoring, reporting and evaluation;
- (e) Resource allocation and budgeting; and
- (f) Knowledge generation and communications.

23. The proposed duration of the gender action plan is three years, in order to allow the Fund to get activities off the ground and then assess the implementation after this three-year period. Subsequently, the duration of the gender action plan is expected to align with the Fund's business cycle.

## VI. Review and revisions

24. The Fund is a nascent, growing and learning institution. As experience is gained and lessons are learned in the implementation of the gender policy in the Fund's activities and operational modalities – including activities with the private sector – the Fund will be able to adjust its policies, processes, procedures, and project and programme design. In the light of this, the Fund will review its gender policy after three years of being operational.

## Annex III: Gender action plan 2015–2017

1. The purpose of the gender action plan is to provide a time-bound framework within which to operationalize the gender policy. Implementation of the gender action plan will provide the Fund and all implementation partners, public or private, with the tools and processes in order to achieve gender sensitivity in all areas within the Fund's mandate. It will also provide the Board with the necessary information to exercise its oversight responsibility for the Fund's gender policy as mandated by the Governing Instrument.
2. The gender action plan is structured into six priority areas and details the implementation actions required for each priority area.

### I. Governance and institutional structure

3. The overall implementation of the gender policy will be the responsibility of all components of the Fund's operational structure and of the national designated authorities (NDAs). The main operational responsibility for the implementation of the gender policy will be with the accredited entities, including implementing entities (IEs) and intermediaries.
4. The Board approves the gender policy and will oversee the implementation of the action plan, at least once per year, through the review of periodic monitoring reports from the Secretariat, impact evaluation reports from the Evaluation Unit and reports from the redress mechanism. The Secretariat will undertake its due diligence for the implementation of the gender policy through the accreditation of IEs and intermediaries, and the project approval and monitoring process. Furthermore, it will report to the Board on the progress made towards implementing the policy and action plan. A senior social development and gender specialist will be appointed within the Country Programming Division, with operational responsibility to manage the implementation of the gender policy and action plan.<sup>1</sup>
5. The NDAs will verify through the no-objection procedure that project proposals are aligned with the countries' gender policies, as well as with their climate change policies and priorities. The Fund will expect that the NDAs use, as appropriate, the countries' gender competencies in order to review their climate change plans, programmes and projects.
6. Through the accreditation process, and taking into account the fit-for-purpose accreditation approach,<sup>2</sup> entities will be required to have policies, procedures and competencies in place in order to implement the Fund's gender policy. After accreditation and at the project/programme level, the accredited entity will be responsible for implementing the gender policy as it relates to the Fund-approved project/programme, through in-country project identification and implementation, as well as for results reporting. Entities may request readiness and preparatory support from the Fund in order to develop and/or strengthen their policies, procedures and competencies to meet the requirements of the Fund's gender policy.

### II. Operational guidelines

7. The policy will be implemented throughout the Fund's administrative<sup>3</sup> and operational processes. Guidelines will be issued for the benefit of external partners: NDAs and accredited entities. The guidelines will apply to all activities, including private sector activities, and to the Fund's project/activity cycle described in document GCF/B.07/03. Core elements will include:

<sup>1</sup> The gender specialist will consider establishing a formal partnership with an advisory group of experts on gender and climate change in order to enrich the implementation of the gender policy.

<sup>2</sup> Decision B.08/02.

<sup>3</sup> The Administrative Manual will specify the Fund's internal accountability structure and processes for gender results, including the staff's annual performance review.

- (a) A mandatory initial socioeconomic and gender assessment, complementary to the environmental and social safeguards (ESS) process, which accredited entities will be required to undertake in order to collect baseline data, and to:
- (i) Determine how the project/programme can respond to the needs of women and men in view of the specific climate change issue to be addressed;
  - (ii) Identify the drivers of change and the gender dynamics in order to achieve the project/programme adaptation or mitigation goals;
  - (iii) Identify and design the specific gender elements to be included in the project/programme activities;
  - (iv) Estimate the implementation budgets;
  - (v) Select output, outcome and impact indicators; and
  - (vi) Design project/programme implementation and monitoring institutional arrangements;
- (b) Gender equitable stakeholders' consultations with the gender parameters provided in the policy;
- (c) Inclusion of gender perspective in the application of the mandatory project/programme social and environmental safeguards in line with project/programme-specific requirements of the Fund's ESS in accordance with decision B.07/02;<sup>4</sup> and
- (d) Project screening for gender sensitivity at the various stages of the project preparation, appraisal, approval, and monitoring process, by the relevant bodies (NDAs, accredited entities, the Secretariat).
8. A large number of guidelines, toolkits and sourcebooks have already been published by a range of institutions. Rather than issuing similar tools, the Fund will review the existing stock of material and recommend the most relevant items to its partners to use.

### III. Capacity-building

9. Gender training will be provided for the Board and the Secretariat staff in order to build up the Fund's gender sensitivity. It is expected that the Fund will complement its own staff capacity with consultants, and that additional gender-competent staff will be recruited as its activities and staffing increase over time.
10. NDAs and entities may request readiness and preparatory support from the Fund related to gender training and capacity-building. They may also obtain gender training and capacity-building through their partnerships with other organizations (such as bilateral, multilateral and international organizations as well as NGOs).

### IV. Outputs, outcomes and impact indicators for monitoring and reporting purposes

11. Gender sensitivity has been applied to the Fund's initial results management framework (GCF/B.07/04) and further development document (GCF/B.08/07) for both adaptation and mitigation. Common to both adaptation and mitigation are the gender measurement of the

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<sup>4</sup> The initial socioeconomic and gender assessment is recommended for the Fund to proactively build in a gender-sensitive approach to project planning design and implementation arrangements, by contrast to the Fund's ESS, which employs the conventional 'do no harm' approach in order to ensure that all project/programme potential environmental risks are addressed and that measures are identified to offset these risks.

climate change resilience of women and men, and of women and men's behaviours to sustain low-emission development.

12. To monitor the gender policy implementation, two specific portfolio indicators are proposed:

- (a) For quality at entry: The percentage of adaptation and mitigation projects that include specific gender elements and gender-sensitive implementation arrangements; and
- (b) On the basis of best practices from other organizations, a portfolio classification system, which consists of a project rating at entry for gender sensitivity, will be adopted.<sup>5</sup> Such a system allows for a global analysis of the portfolio from a gender perspective, an assessment of effectiveness and, eventually, corrective action to be taken.

## V. Resource allocation and budgeting

13. As the rationale for the Fund's gender policy is to generate greater and more sustainable gender-equitable climate change results, the project approval process may consider giving additional weight to projects with well-designed gender elements.

### 5.1 Knowledge generation and communications

14. As a learning institution, the Fund will document the experience and knowledge that it will acquire from the implementation of its gender policy and action plan. In particular, it will seek to identify good practices from countries and accredited entities. At the same time, it must tap into the considerable knowledge already available on gender and climate mitigation and adaptation programmes and projects implemented by other partners. The Fund will support knowledge exchange activities on gender and climate change finance.

15. Communicating the Fund's commitment to gender equality, its gender sensitivity policy and its implementation guidance will be a strategic communications activity and an integral part of the Fund's communications plan. It will be important to communicate to the public not only how the Fund is implementing its gender policy, but also to seek periodic feedback from stakeholders and partners on the implementation of the policy and on possible improvements in the action plan.

16. The proposed initial duration of the gender action plan is three years so as to allow the Fund to implement these activities and then assess the implementation after this three-year period. Subsequently, the duration of the gender action plan is expected to align with the Fund's business cycle.

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<sup>5</sup> It involves giving a rating to projects on a scale from those with a significant gender focus to those with a marginal gender focus (e.g. just the safeguards) or with no gender element at all. The Fund could initially apply the Organisation for Economic Co-operation and Development's gender equality policy intention marker.

## Annex IV: Illustrative gender indicators

Priority area	<i>Result to be achieved: Implementation of gender policy</i>			
	Action	Indicators	Responsibility	Timing
<b>(a) Governance and institutional structure</b>	1. Approval of the gender policy		Board	March 2015
	2. Periodic monitoring of reports on the implementation of the gender policy and the gender action plan	<ul style="list-style-type: none"> <li>Annual Report of the Fund;</li> <li>Gender is covered in the annual Redress Mechanism report</li> </ul>	Board/Secretariat/ Evaluation Unit/ Redress Unit	<ul style="list-style-type: none"> <li>Annually;</li> <li>Annually</li> </ul>
	3. Appointment of a senior social development and gender specialist within the Country Programming Division	<ul style="list-style-type: none"> <li>Recruitment of senior staff with gender competencies</li> </ul>	Secretariat	June 2015
	4. Include gender performance in the accreditation requirements related to the Fund's gender policy	<ul style="list-style-type: none"> <li>Percentage of accredited entities with policy and procedures on gender;</li> <li>Percentage of accredited entities with gender competencies and track records in gender issues</li> </ul>	Accreditation Panel/ Secretariat	Starting in 2015, applicable to entities that submit their application for accreditation after publication of the Fund policy
<b>(b) Administrative and operational guidelines</b>	1. Include gender in the Fund's Operational Manual, in particular:	<ul style="list-style-type: none"> <li>Guidelines have been issued and communicated to NDAs and accredited entities through the Fund's website; and</li> <li>The number of training sessions, on the guidelines, provided to NDAs and accredited entities, and the qualitative reporting of that training</li> </ul>	Secretariat	2015-2017
	1.1 Guidance for nationally designated authorities (NDAs) and accredited entities on the mandatory socioeconomic and gender assessment at the start of each project/programme; and			
	1.2 Guidance on gender-sensitive project design elements, budgets, results, monitoring, and on impact indications, preparation, implementation and the monitoring of institutional arrangements			
	2. Review and recommend to NDAs and accredited entities toolkits and sourcebooks on gender and climate change mitigation and adaptation, including for specific sectors	<ul style="list-style-type: none"> <li>Number of toolkits, sourcebooks and references posted on the Fund's website</li> </ul>	Secretariat	2015

Priority area	<i>Result to be achieved: gender-sensitive outputs, outcomes and impact of Fund's projects/programmes</i>			
	Actions	Indicators	Responsibility	Timing
<b>(c) Capacity-building</b>	1. Increase the gender sensitivity of the Fund's partners	<ul style="list-style-type: none"> <li>The number of development partners/stakeholders which received specifically project-related gender training</li> <li>Percentage of resources allocated to gender in the Fund's readiness and preparatory support work-programme.</li> </ul>	Secretariat and partners	2015-2017
<b>(d) Outputs, outcomes and impact monitoring indicators, and reporting</b>	1. Application of gender guidelines in project preparation/design/implementation/monitoring	<ul style="list-style-type: none"> <li>Percentage of projects/programmes that have carried out initial socioeconomic and gender assessments, and that have collected disaggregated baseline data; and</li> <li>Percentage of projects/programmes that have applied gender-equitable stakeholder consultations</li> </ul>	<ul style="list-style-type: none"> <li>Accredited entities;</li> <li>Due diligence by the Secretariat in the second stage of the approval process in collaboration with the Technical Advisory Panel; and</li> <li>Evaluation Unit</li> </ul>	2015-2017
<b>(e) Knowledge generation and communications</b>	1. Assess the implementation of the gender policy and the gender action plan	<ul style="list-style-type: none"> <li>'Stock-taking' report posted on the website</li> </ul>	<ul style="list-style-type: none"> <li>Board/gender expert/communications team</li> </ul>	2017

## **Annex V: List of climate and gender experts who participated in the consultations for this document<sup>1</sup>**

Ms. Lorena Aguilar, Global Senior Gender Advisor, International Union for Conservation of Nature (IUCN) (Washington, D.C., United States of America)

Ms. Annaka Peterson Carvalho, Senior Programme Officer, Oxfam America (Washington, DC, United States of America)

Ms. Moushumi Choudhury, Associate, Vulnerability and Adaptation Initiative, World Resource Institute (Washington, D.C., United States of America)

Ms. Verona Collantes, Intergovernmental Specialist, United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) (New York, NY, United States of America)\*

Mr. Sven Harmeling, Climate Change Advocacy Coordinator, CARE International (Oslo, Norway)\*

Ms. Gertrude Keyangi, Support for Women in Agriculture and Environment (Kampala, Uganda)\*

Ms. Anne Kuriakose, Senior Social Development Specialist, Administrative Unit, Climate Investment Funds (Washington, D.C., United States of America)

Ms. Noel-Debique, Gender Equality Advisor at Caribbean Development Bank (Wilkey, St. Michael, Barbados)

Mr. Sriram Pande, Senior Economist, Gender Team, United Nations Development Programme (UNDP) (New York, NY, United States of America)\*

Ms. Emilia Reyes, Director of Gender Policies and Budgets, Equidad de Género (Mexico City, Mexico)

Ana Rojas, Asia Program Officer and Climate Change and Gender Expert, ENERGIA International Secretariat (Leusden, The Netherlands)

Ms. Liane Schalatek, Associate Director, Heinrich Boëll Foundation North America (Washington, D.C., United States of America)\*

Ms. Titi Soentoro, Policy Advisor, Aksi – For Gender, Social and Ecological Justice (Jakarta, Indonesia)

Ms. Sonomi Tanaka, Lead Gender Specialist, Asian Development Bank (Manila, The Philippines)

Dr. Mariama Williams, Senior Programme Officer, Global Governance for Development Programme, South Centre (Geneva, Switzerland)

Ms. Granat Margaux, IUCN (New York, NY, United States of America)

Ms Jackie Siles, IUCN (New York, NY, United States of America)

Mr. Steve Herz, Sierra Club (Washington, D.C., United States of America)

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<sup>1</sup> Some of these experts participated in consultations both in April and in September of 2014.

Ms. Elaine Zuckerman, President, Gender Action (Washington, D.C., United States of America)

Ms. Titi Akosa, Centre for 21<sup>st</sup> Century Issues (Lagos, Nigeria)

Ms. Verona Collantes, UN Women, the Philippines (Manila, The Philippines)

Ms. Dorcas Robinson, CARE-US (Cambridge, MA, United States of America)

Ms. Karen Orenstein, Friends of the Earth (Washington D.C., United States of America)

Ms. Bridget Burns, Women's Environment and Development Organization (WEDO)  
(New York, N.Y., United States of America)

Ms. Lora Minicucci, WEDO (New York, N.Y., United States of America)

Ms. Nisha Onto, Women Organizing for Change in Agriculture and Natural Resource  
Management (Kathmandu, Nepal)

Ms. Eliza Northrop, World Resource Institute (Washington D.C., United States of America)

Ms. Verionia Chao, Global Gender and Climate Alliance (GGCA), Programme Coordinator, UNDP  
(New York, N.Y., United States of America)

Ms. Althea Skinner, Gender Focal Point, World Wildlife Fund (WWF-US), (Washington D.C.,  
United States of America)

Ms. Yoko Watanabe, Gender Focal Point and Senior Program Officer, Global Environment  
Facility Secretariat (Washington D.C., United States of America)

Mr. Daouda Ndiaye, Program Officer, Adaptation Fund Secretariat (Dakar, Senegal)

Ms. Anna Williams, Consultant, Resource Management and Finance, Green Climate Fund  
Secretariat (Songdo, Republic of Korea)

Ms. Smita Nakhooda, Country Ownership, Green Climate Fund Secretariat  
(Songdo, Republic of Korea)

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\* Part-time participation

\*\* Connection problems did not allow full participation in the consultation