

## Program Gender Action Plan

A project/program-specific Gender and Social Inclusion Action Plan (GAP) is a tool used to ensure gender mainstreaming is clearly visible in project/program design and implementation. This GAP will serve as a key guiding tool throughout the delivery of the program, PEEB COOL.

The Gender Action Plan presented below identifies key program activities and indicative outputs through which gender specific strategies, actions and outcomes will be progressed and monitored. The Plan and the gender assessment have been developed using desk reviews which included a review of projects implemented by PEEB in the 5 countries already with active PEEB engagement. Due to the multi-country programmatic nature of the Programme – wherein specific investments have not yet been confirmed - consultations with women or women focused groups, ministries or agencies have not yet taken place to support the development of the Analysis, but this would be carried out for specific Sub-Projects.

The Plan will be reviewed and refined during the inception phase, which will also ensure that all project stakeholders have the opportunity to identify issues and are aware of responsibilities for delivering and monitoring the Gender Action Plan. Implementation arrangements of the program include an ESS and Gender Expert who will provide technical advice in the decision-making process of the program's sub-activities.

The PEEB Cool program will seek to develop women's roles as consumers, employees, and entrepreneurs in the green building sector, improving their access to bioclimatic housing and their economic participation.

The following gender-specific barriers have been identified in the green buildings sector:

### Participation

- Due to existing gender inequalities, women often participate to a limited extent or are excluded from decision-making processes concerning buildings at all levels (households, local communities, businesses and sectoral policies)
- Unbalanced power relations between men and women (including spending decisions on buildings)

### Access

- Increased vulnerability of women in accessing decent housing
- Limited rights of women to own, control or inherit the land and property

### Jobs and skills

- Women lack the knowledge and awareness about green building options and the benefits they bring
- Women have difficulty accessing training to learn the trade and skills required in the buildings sector
- Social norms that reduce women's access to education, gainful employment and economic resources

### Finance:

- Women have difficulty accessing finance to enhance their livelihoods and economic status. This can include difficulty participating (through a lack of digital payments for example) and also affordability.
- Issue accessing credit to own or rent housing

- Differentiated gender impacts regarding the spatial design of housing
- Negative attitudes or perceptions of women employed in companies

The table below shows the gender-related indicators that will be tracked as part of the program, including highlighting in blue those indicators which will be tracked as part of the results framework for reporting to the GCF. Other indicators not highlighted will be tracked for reporting on gender-related activities specifically.

Gender dedicated teams are present at AFD, Proparco and GIZ In order to ensure that countries/implementers are supported in the conduct of gender assessment and gender action plan and also in the implementation of the gender action plans.

The Support for implementation and monitoring of gender action is designed subproject by subproject. It could be technical assistance financed either by the subproject owner resources or AFD-Proparco-GIZ resources.

Technical Assistance programs are crucial in implementing activities that promote gender equality within the Program. Since awareness and training are key to the development of gender equality, specific expertise in that field is to be considered in the TA recruitment. Thanks to the support of gender experts in a punctual or continuous basis – depending on a Subproject’s gender objective – TA activities are designed and implemented, as for instance:

- Support to the design and implementation of gender action plans for LFPs and end beneficiaries
- Support to gender analysis within E&S due diligence.
- Design and conduction of awareness campaigns for end beneficiaries
- Design and conduction of a capacity-building program including tools and training sessions for LFP staff
- Conduction of gender specific studies, e.g. on the roles of men and women in the sector targeted by the Subproject. As part of the subproject level assessments the AE will require the analysis and consultations provide information and analysis of the nature of challenges for indigenous women, women headed households, youth and elderly in each country.
- Organization of knowledge-sharing events between stakeholders involved in gender-related topics
- Design of awareness and communication tools to support the promotion of gender equality
- Knowledge management activities with gender focus
- Support to the inclusion of gender data in monitoring and evaluation systems

Synergies have to be looked at between Subprojects, not only to ensure consistency within the Program, but also to encourage learning between peers. Activities such as seminars or workshops between LFPs with specific focus on gender are encouraged. This follow-up will be made by the PMU with the assistance of the gender dedicated teams at AFD, Proparco and GIZ.

Grievance mechanism: For all subprojects, the implementing partner will provide an easily accessible and safe grievance mechanism to address incidents of gender-based violence and/or workplace related harassment issues.

<b>Impact Statement:</b> Increased resilience of vulnerable communities, including women and girls, to the negative impacts of climate change, and: <ul style="list-style-type: none"> <li>increased <b>participation</b> of women in the design and the construction or supervision of sustainable buildings and associated material or industries</li> <li>improved <b>access</b> of women to housing and commercial or social infrastructures build with high environmental performances</li> <li>improved access of women to <b>jobs</b> of good quality, leadership and business opportunities</li> <li>improved access of women to <b>financial services</b>, amongst others.</li> </ul>					
<b>Outcome statement :</b> Private and public subproject owners have increased awareness and gained capacity on gender equality Increased number of women benefiting from gender sensitive housing, commercial or social infrastructure Increased number of women gaining access to long-term formal employment					
Activities	Indicator	Baseline	Target (disaggregated by gender)	Responsibilities	Budget
<b>Cross-cutting approaches to gender equality</b>					
1. Subprojects appraisal processes integrating gender – to assist subprojects to meet AFD Group internal gender objectives and seek to solve identified gender issues	1.1. Number and % of E&S due diligence documents developed that are gender sensitive and following international best practices	0	1.1.1. 100% of financed subprojects will have a due diligence document	AFD GROUP, GIZ and IEs	EUR 175,000,000
	1.2. Number and % of subprojects that are in line with AFD Group internal gender-sensitive objectives	0	1.2.1. 100% of financed subprojects		
	1.3. Number and % of gender-sensitive consultations conducted <sup>1</sup>	0	1.3.1. 100% of financed subprojects will have a consultation		

<sup>1</sup> Consult both women and men upstream to define their needs and integrate these in the infrastructure design as well as identify actions for a greater participation of women in the design and construction/supervision of the buildings. For B+ rated projects, this should be included with the ESIA.

	1.4. Number and % of assessments conducted to determine female access to technical assistance	0	1.4.1. 100% of financed subprojects will have an assessment		
	1.5. Number and % of subprojects with budget dedicated to gender activities within the subproject implementation	0	1.5.1. 100% of financed subprojects		
2. Capacity-building of subproject partners (IEs and end beneficiaries) on gender related topics – to raise awareness of gender issues at country and subproject level. Events will be organized that include direct beneficiaries, key country stakeholders and partners to share best practices	2.1 Number of multi-stakeholder meetings or policy dialogues which contribute to raising awareness of gender equality issues	0	2.1.1 100% of financed subprojects will hold an event addressing gender (meeting, dialogue, ...)		EUR 5,000,000
	2.2 Number of subprojects with budget dedicated to the recruitment of gender experts during implementation <sup>2</sup>	0	2.2.1 100% of financed subprojects		
3. Developing a strategy for addressing gaps in gender consideration in the sector of the efficiency for buildings for each country, to feed into the policy development process	3.1 High quality strategy completed for each country	0	3.1.1 10 strategies completed	AE	EUR 3,000,000
<b>Specific thematic approaches</b>					

<sup>2</sup> Internal or external expert in charge of implementing the Gender Action Plan

4. Provide gender-specific technical training to improve long-term employability of local workers of all genders.	4.1. Frequency of training provision: at the discretion of the subproject developer.	0	4.1.1 Gender disaggregated data to be collected, training attendees to be at least 50% women, reflecting the hiring targets of the subprojects, allowing equal access to capacity building		EUR 1,000,000
5. Equal access to services – improve access for women to new bioclimatic and green building solutions and services by designing interventions that address gender issues	5.1 % of building subprojects that facilitate women's access to new solutions	0	5.1.1 100% of the total infrastructure developed within the program		EUR 50,000,000
	5.2 Number and % of gender sensitive subproject training sessions conducted	0	5.2.1 65% of financed subprojects will conduct training sessions		

	5.3 Number of women-owned businesses that are benefited <sup>3</sup> .	Subproject dependent	Indicator followed but no target		
	5.4 Number of female final beneficiaries <sup>4</sup>	0	5.4.1 49.7% of women in finale direct beneficiaries		
6. Equal access to finance through the establishment of a dedicated fund	6.1 Number of women receiving financing from a specific fund aligned with the subproject objectives (innovation fund, fund for small grants, funds for income-generating activities...)	0	Indicator followed (on a subproject basis) but no target	AFD GROUP, GIZ and IEs	EUR 23,000,000

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<sup>3</sup> As defined by the 2X Challenge criteria #1 Entrepreneurship – either the share of women ownership is equal or superior to 51% or the business is founded by a woman

<sup>4</sup> Methodology to assess the number of beneficiaries developed in Annex 1

## Gender Action Plan template for Subprojects

### *GCF Gender Policy requirements*

The respective Gender Action Plans, when being drafted, should provide the following information: baseline information on women headed households in the subproject sites, # of women's organizations, rates of gender-based violence, women's participation in existing decision-making bodies etc.

### *Guideline for collecting sex-disaggregated data*

Following the GCF Gender Policy principles, the program aims to contribute to high-quality, more comprehensive, systematic and participatory sex-disaggregated data collection. A guideline to collect and develop additional sex-disaggregated data within the subprojects is provided in annex 1 of Gender Analysis.

GCF manual "*Mainstreaming Gender in Green Climate Fund projects*"<sup>5</sup> provides additional guidelines on this issue.

### *Ideas for integrating gender into the subproject budget*

- Integrate a specific "gender expertise" component.
- Establish a specific fund (innovation fund, fund for small grants, funds for income-generating activities): this fund can be used to fund small gender activities that will be aligned with the subproject objectives of which they will enable operationalization.
- Condition the disbursement of certain costs (by example overheads) to the participation of a certain percentage of women in activities.
- Condition the loan rate to the inclusion of items promoting gender equality (e.g. allocation criteria scholarships providing for gender parity or including an affirmative action dimension for girls).

### *Ideas for integrating gender in subproject governance*

#### Composition of the steering committee

- Ensure that the subproject steering committee includes men and women. Require a quota of women (or men) if necessary at the start and plan a capacity building if necessary.
- Integrate the gender focal point (if any) of the counter part in the steering committee.
- Integrate the gender focal point of the concerned ministry or of the national agency of the sub-sector, for opinion, even when these are not the counterpart.

#### Monitoring and evaluation

- Assess the relevance of the monitoring and evaluation system in relation to the collection of relevant information to follow the participation and the results of the subproject on men and women, the opportunity to get the sex-disaggregated data based on indicators relevant defined during the investigation, not limited to neither quantitative nor access.
- Ensure that a gender point is included in the orders of the day of the subproject follow-up meetings, in order to analyze the data and take stock of the strategies put in place and future opportunities.
- Plan activities for sharing experiences and good practices to encourage the capitalization of existing and pooling of initiatives.

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<sup>5</sup> <https://www.greenclimate.fund/document/mainstreaming-gender-green-climate-fund-projects>

## Gender focal points

- Appoint a gender focal point for the project, or a male-female pairing, to ensure that follow-up specific.

## Accountability

- Ask how the responsibilities for gender will be integrated into the subproject / management of the subproject.

## *Mechanisms and activities that will address the risk of potential increased violence against women by subproject investments and activities*

- Empowering women through integrated multisectoral approaches : integrating economic and gender empowerment strategy, developing the knowledge and data collection on this issue
- Transforming cultural and social norms relate to gender : differentiated awareness campaigns M / F, working with men and boys, behavior change campaign, school based intervention
- Integrating violence against women in service offer : spatial planning, security personnel M / F, developing a subproject GBV grievance redress mechanism

<p><b>Impact Statement:</b> Write the project/program impact statement here (Note: an impact statement briefly summarizes, in lay terms, the difference the project/program will make over time. It also states the long – term gender, social, economic, environmental impacts to which the project/program will contribute.</p> <p>Examples of impact statements in, say, a climate change/energy efficiency project/program: <b>increased resilience of vulnerable communities, including women and girls, to the negative impacts of climate change; improved access to affordable, year – round clean energy services for all households, including poor and female – headed households).</b></p>					
<p><b>Outcome Statement:</b> Write the project/program outcome statement here (Note: the outcome statement should be specific, measurable and let project managers know when project goals are achieved. An outcome statement describes specific changes in knowledge, attitude, skills, and behaviours that will occur due to actions undertaken by the project/program.</p> <p>Example of an outcome statement in, say, a gender – responsive energy efficiency MSME project/program: improved business opportunities for an estimated X no./percentage of women – led/owned energy efficiency enterprises).</p>					
<p><b>Outputs Statement:</b> Write the output statement here. In many cases, there will be more than one output for a project or program; therefore, for each output statement a separate row should be created followed by associated activities, gender – performance indicators, sex – disaggregated targets, timeline and responsibilities. (Note: an output statement highlights what the project/program intends to achieve in the short term due to project/program activities. Example of an output statement in, say, an energy efficiency project/program is: installed sustainable cooling system, access to energy efficient infrastructure and improved building sustainability).</p>					
Activities	Indicator	Baseline	Target (disaggregated by gender)	Responsibilities	Budget
(This is the place where the project/program team inserts a brief list of activities.	Outline the indicators and targets here	Minimum or starting point used for comparisons	On the other hand, a target should – in the case of the GAP – be disaggregated	(Highlight here which party/organization /entity/partner / experts will be responsible for	(This is the column to insert the approximate budgetary allocation



<p>Activities are those that tell us what the project/program will do; sometimes referred to as interventions. Examples of activities associated with the above output are):</p> <p>(i) Poor and socially excluded female headed households (FHH) provided with sustainable cooling system</p> <p>(ii) Poor and vulnerable FHHs provided with access to energy efficient infrastructures</p> <p>(iii) Increase in female-headed, start-up, energy-based microenterprises</p> <p>(iv) Women self – help groups (SHGs) trained as trainers for the implementation of gender-sensitive energy user awareness programs</p> <p>(v) Public awareness program implemented, targeting women's and men</p>	<p>(Note: A good indicator should be able to measure the quantity, quality and timeliness of products (goods or services) that are the result of an activity, project or program</p>		<p>by sex. Targets, disaggregated by sex, is an effective way to measure quantifiable [and differential] results for women, men, girls and boys.</p>	<p>ensuring the achievement of targets, as outlined in the indicator and targets column.</p>	<p>for undertaking each activity. Examples are provided below):</p> <p>US\$ X</p> <p>US\$ X</p>
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## Annex 1: Methodology to assess the number of beneficiaries

### Direct beneficiaries

Direct beneficiaries are defined as the users of buildings whose construction or renovation is financed by the PEEB Cool Programme. According to the Programme targets, in buildings without mechanical cooling PEEB Cool support will lead to an increase of at least 20% in thermal comfort of users of the building, and often this number will be much higher.

To assess the number of beneficiaries for PEEB Cool, the subproject portfolio that was analysed was broken down by building type after having defined the direct beneficiaries for each building.

In the residential sector the beneficiaries were calculated based on the number of households to be built/retrofitted in each country multiplied by the members of household in each country taking into consideration the assumption that a household will reside in a house for 25 years.

Education direct beneficiaries were assessed based on an average occupancy density of 5m<sup>2</sup>/person. It is assumed that a child will remain in the same school for 5 years so for a period of 50 years the turnover ratio equals to 10.

Direct beneficiaries of the health sector were assessed based on the number of people served by health centre/hospital per country. Beneficiaries correspond to the population covered and therefore are unique, even though they could use the healthcare services several times in the 50 year programme period.

Similarly, to the case of education commercial use beneficiaries have been based on the default occupancy density from the EDGE app. It was further assumed that during the 50 years period 2 businesses will use the same space.

The number of direct beneficiaries can be assessed using the below ratio:

Building type	Factor	Source
Residential social housing	Household size	Feasibility study and UN DESA 2019
Hospitals	Population covered	WHO Global Health Observatory
Schools	Default occupancy density	EDGE
Small office buildings		

For the calculation of direct beneficiaries over the lifetime of the buildings (50 years), the following assumptions are considered:

- An apartment will be occupied for 25 years by the same occupants, hence why we multiply the annual beneficiaries by 2.
- For schools, it was considered that the same beneficiaries stayed on average 5 years on the premises, hence the multiplying factor 10.
- For small offices, it was assumed that the same staff stayed on average 12.5 years on the premises, resulting in a multiplying factor of 4.

- For retail, it was assumed that the same staff stayed on average 25 years on the premises, resulting in a multiplying factor of 2.

### **Indirect beneficiaries**

The number of indirect beneficiaries has been computed using the same methodology as GHG avoided emissions (factor of three of direct beneficiaries in countries with a building code to account up to three replications of the direct impacts in those countries). For those countries where new building codes will be introduced, it is assumed that the new building codes would impact 3% of the population each year (i.e. due to renovation or new buildings – particularly in the residential sector) and over the course of a 15-year period, 45% of the population would be indirect beneficiaries.

The countries with an existing building energy codes are: Morocco, Tunisia, Nigeria, Mexico, Argentina, Indonesia, Vietnam, Sri Lanka, Albania and North Macedonia. The countries where codes are expected to be introduced are Costa Rica, Djibouti, and Mali. The table below shows the estimated number of indirect beneficiaries calculated.

### **Gender Disaggregation**

Direct and indirect beneficiaries' disaggregation has been conducted on a country basis using UN DESA 2020 sex ratio data.