

Gender Action Plan

FP038: GEEREF NeXt

Bahamas, Barbados, Belize, Brazil, Chile, Comoros, Costa Rica, Cote d'Ivoire (Ivory Coast), Democratic Republic of the Congo, Dominica, Dominican Republic, Equatorial Guinea, Georgia, Grenada, Guatemala, Guyana, Haiti, Jordan, Kenya, Madagascar, Mauritius, Mexico, Papua New Guinea, Saint Kitts and Nevis, Saint Vincent and the Grenadines, South Africa, Suriname, Togo, Uganda | EIB | B.16/02



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3. GEEREF NeXt Gender Action Plan

GEEREF NeXt will continue to promote gender equality and female empowerment at the fund manager level and at the project level. Given GEEREF NeXt's focus on financing development of new on-grid, utility-scale renewable energy infrastructure, GEEREF NeXt will focus on mitigating negative impacts and harnessing potential development benefits primarily in the upstream part of the value chain. It will follow a "do no harm" element, as well as actively strive towards gender gains. This will be ensured by the application of EIB's Environmental and Social (E&S) Standards (which are compliant with IFC Standards) as well as by a set of actions outlined below by the Investee Fund Managers on all Beneficiary Projects. Such actions will be premised upon:

- Being cognisant of and striving to address gender inequalities, whether real or potential, in the project.
- Ensuring women and men enjoy equal access to project resources, assets, benefits, opportunities, services, capacity building.
- Ensuring equal voice between women and men in the decision-making processes of the project.
- Collecting and analysing sex-disaggregated data and qualitative information to track the real gender impacts of the project on an annual basis.

EIB Environmental and Social Standards

Some of the implications of the application of EIB E&S Standards are listed below.

- The application of Standard 8 on labour rights and Standard 9 on occupational and public health, safety and security will ensure:
 - Employment of local women and men during the development and construction of RE/EE
 - Equality of opportunity and treatment for all women and men working in various capacities
 - Equal and fair wages across genders
 - Safety and security in the workplace
 - Social protection for workers and their families
 - Improved prospects for personal and professional development
 - Social integration

In practice these would encourage employment of women in the Beneficiary Projects. It would ensure that on Beneficiary Project-level actions to promote workplace diversity by supporting the move of women from low skilled to semi-skilled, skilled and leadership positions through training. It would ensure that Beneficiary Projects offer separate sanitary facilities for women in the project sites and, whenever possible, make-shift child care facilities for working mothers and basic medical services for all workers.

- The application of Standard 6: Involuntary Resettlement will ensure that:
 - The design and implementation of resettlement plans will take into account gender differences

In practice this would mean that if relocation occurs due to construction of infrastructure, the site to where the population will be relocated will have improved and secure housing and sanitary structured, improved infrastructure (e.g. improved access to roads, which will be safe for men and women to use), community facilities (e.g. community centres that have separate sanitary facilities for women and men) and schools for both boys and girls.

GEEREF NeXt Gender Metrics

As part as its current annual reporting on impact, GEEREF NeXt will develop specific metrics to track and report on that will be related to gender impact of its investments. Indicators will be tracked across the full project cycle (project design/development, construction and operations) and will include data on:

- Local job creation (already embedded into GEEREF’s impact reporting), including promotion of women entrepreneurship in the context of green economy generated under the project
- Access to participation and contribution to decision making by women and men
- Training received by women and men

It is to be noted that whilst GEEREF NeXt’s ultimate impact is to provide clean energy access to beneficiary households in developing countries through the grid, gender-disaggregated impact data remains challenging (beyond the rough assumption that at least 50% of the beneficiary households concerned will be women). Whilst best efforts will be made in generating impact in this regard and tracking related evidence, it remains to be seen how these will be accommodated within the scope of GEEREF NeXt’s portfolio.

Activities	Indicators	Timeline	Responsibilities
Impact: Enhanced clean energy and service delivery for all households, including poor, female-headed households in the targeted region			
Outcome 1: Project design integrates findings from gender impact assessments⁵			
Output 1.1: % of projects having conducted gender analysis/impact assessment during project preparation			
Percentage of projects having conducted gender analysis/impact assessment during project preparation	% of projects	Yearly basis (benchmarked to baseline)	Entity implementing the Investee Project: GEEREF NeXt/Fund Managers
Output 2.2: % of projects having produced a project-based dedicated gender action plan			
Percentage of projects having produced a project-based dedicated gender action plan	% of projects	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Outcome 2: Project implementation and monitoring ensures gender equality (Output 3 – 6)			
Outcome 3: Improved access to energy for women in the projects areas			
Output 3: Electricity generated			
Women benefiting from improved electricity access	Number/% of women (assumption: 50% of households)	Yearly basis (benchmarked to baseline)	GEEREF NeXt /Fund Managers
Outcome 4: Improved economic wellbeing of women in the projects areas			
Output 4.1: Employment of women			
Women employed in project implementation / Baseline	Number/% of women employed on projects	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Output 4.2: Female lead SMEs			
SMEs lead by women in project implementation	Number/% of women lead SMS	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Output 4.3: Promotion of women entrepreneurship			

⁵ As expressed through a dedicated project-based gender action plan

Inclusion of women entrepreneurship in project implementation	Number/% of female entrepreneurship along the continuum of the fund's project	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Outcome 5: Improved social and political wellbeing of women in the projects areas			
Output 5.1: Women's participation in decision-making process improved			
Women included in consultations between the project and local communities	Number/% of women participating Percentage of women participating out of the total participants (quantitative and qualitative assessment)	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Output 5.2: Consultation meetings lead by women			
Consultation meetings lead by women	Number/% of women leading consultation meetings	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Outcome 6: Women Empowerment/Breaking gender stereotypes in the energy sector			
Output 6: Female trained			
Trainings given to encourage female participation in the sector	Person hours of training	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers

⁵ As expressed through a dedicated project-based gender action plan