
Gender Action Plan

FP047: GCF-EBRD Kazakhstan Renewables Framework

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B. Gender Action Plan on Strengthening Equal opportunities in Projects

Activities	Indicators and Targets	Timeline	Responsible organisations (excluding the FP)
<p>Impact: Increased number of low carbon investors and RES developers promoting women’s economic empowerment</p> <p>Outcome: Improved access to energy efficiency and renewable energy skills and employment by women and men.</p> <p>Means of verification: Gender disaggregated data assessed against appropriate indicators to measure enhanced access for women to energy efficiency and renewable energy skills and employment</p>			
<p>Output 1: 75% of loan clients fund-wide contribute to strengthening women’s access to energy efficiency and renewable energy employment</p>			
<ul style="list-style-type: none"> • Measures to increase workforce diversity by strengthening RES develop Equal Opportunities (EO) policies and practices • Measures to increase workforce diversity by reducing legal and regulatory barriers and promoting women’s equal access to employment via focused policy dialogue • Implement knowledge-sharing practices with RES developers and local women’s Economic empowerment NGOs • Develop EO policies and practices to sign up to the UN Women’s Empowerment Principles (WEPs) • Establish gender equity in local supply-chain talent identification and recruitment 	<p>Data of Res developer IEs disaggregated by gender and classified as strengthening Equal Opportunities based upon achieving one of the three criteria below:</p> <ol style="list-style-type: none"> 1. At least 30% women on RES developer company board or in senior management positions 2. At least 30% of RES developer employees are women 3. At least 30% of RES interns/ on-the-job trainees are women <p>b. Contribute with employers’ or industry organisations (eg., Kazenergy; National Chamber of Entrepreneurs) to the development of policy brief or guidance note to Ministry of Labour, Mining Association and high level stakeholders</p>	<ol style="list-style-type: none"> a. Gender ratio achieved by third year of programme operation and until programme completion b. By end 2020 c. By end 2020 d. By end 2020 e. e. By end 2020 	<p>IE reporting</p>

Activities	Indicators and Targets	Timeline	Responsible organisations (excluding the FP)
	<p>to remove discriminatory clause from Labour code, Article 16 as they pertain to prohibitions on women working in Energy</p> <p>c. Number of knowledge products produced by RES of own research & lessons learned</p> <p>to reducing existing knowledge gaps on reducing formal and informal barriers faced by women and men as economic actors in renewable energy sector</p> <p>d. Number of RES signed up to the UN Women’s Empowerment Principles (WEPs)</p> <p>e. Number of RES adopting contracting requirement/ procurement policy mandating primary contractor to adopt EO policy and practices</p>		
Output 2: Promote gender equality in energy efficiency and renewable energy vocational training skills and accreditation			
<ul style="list-style-type: none"> Develop outreach programmes targeted at women to promote vocational training system in 	<ul style="list-style-type: none"> Data on potential technical and vocational education and training (TVET) 	Throughout the programme operation	IE HR departments

Activities	Indicators and Targets	Timeline	Responsible organisations (excluding the FP)
<p>partnership with technical and vocational education and training (TVET) institutions and Kasipkor Holding (public authority responsible for the quality assurance of colleges and universities)</p> <ul style="list-style-type: none"> Support for women workers to move from semi-skilled to skilled and managerial/leadership positions through development of targeted training/ reskilling, mentoring, 'buddy systems' etc Undertake targeted advertising in women employment forums and organisations. Undertake knowledge-sharing with local women's economic empowerment NGOs. Spread awareness on the gender diversity dimensions of the RES sector through marketing and publicity strategies 	<p>inquiries disaggregated by sex</p> <ul style="list-style-type: none"> Aim for 35% of internship/ on-the-job training inquiries from women 		
Output 3: Households and individuals (males and females) with improved access to low-carbon emission energy sources			
<ul style="list-style-type: none"> Undertake gender sensitive public consultations to assess women's willingness to pay for improved access to low-carbon emission energy sources 	<ul style="list-style-type: none"> Number of households, and individuals (males and females) with improved access to low-carbon emission energy sources Percentage of sub-projects that have applied gender-equitable stakeholder consultations 	Throughout the programme operation	Consultant, AEs; Assumes that it will typically not be possible to measure improved access from large-grid systems; therefore, the data will be linked to off-grid access (e.g., solar panels) and mini-grid systems.

Activities	Indicators and Targets	Timeline	Responsible organisations (excluding the FP)
	<ul style="list-style-type: none"> (Female-headed) household expenses on energy (electricity) / percentage change in expenditure for household energy needs by women. 		
Output 4: Knowledge management products and gender awareness workshops highlighting equal gender access to RES skills and employment to be prepared and disseminated			
<ul style="list-style-type: none"> Highlight gender goal achievement status and report on gender disaggregated statistics in progress report Publish case studies to represent gender diversity of the programme and disseminate these on public forums Conduct workshops highlighting equal gender access to climate finance programmes 	One time each year of programme operation		AEs