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# Gender Action Plan

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## **FP106: Embedded Generation Investment Programme (EGIP)**

South Africa | DBSA | B.22/07

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**GREEN  
CLIMATE  
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**Table 1: Gender and Social Inclusion Action Plan: A Gender Mainstream Measuring Tool at Programme Level**

OBJECTIVE	POSSIBLE OUTCOME	ACTIVITY	INDICATOR
Ensure potential beneficiary outreach in order to inform SMEs (both men and women owned companies) of the availability of funding resources from the programme	Increased interest of potential female programme participants/beneficiaries (measured through the number of applications received and funded)	Send RFPs that will target both men and women owned companies via all possible platforms.  Develop information and awareness material and ensure women participation in awareness workshops.	No. of women and men owned enterprises participating in awareness creation workshops;  No. of new applications/funding proposals received from both men and women owned enterprises;  No. of enquiries received
Ensure increased participation of women owned enterprises in the programme	Increased participation, in numbers, of women and vulnerable groups' receiving support from the programme  Increased number of women owned SME companies accessing financial resources from the programme  More women participating in the green economy.	Review eligibility/ funding criteria of the programme to target participation of both men and women owned companies to ensure gender balance in benefits	Amount of ZAR/USD increase as funding is provided to women and men owned enterprises, disaggregated by sex.
Emphasize on the hiring of women at project level, for the implementation of project objectives	Increased participation of women in the projects under the programme, and their increased capacity building	Review employment criteria to allow for gender sensitivity and inclusion of women	Number of positions offered: different on project to project basis  Number of local positions offered: at least 30% local hires to benefit rural, vulnerable communities  Number of women and men employed through jobs created from the project: at least 40% women hired



TRANSPORT

ENERGY

ICT

WATER

Provide technical training and capacity building to improve long-term employability of women.	More women being capacitated, and able to undertake and implement projects effectively and efficiently.	Develop gender sensitive training programmes and capacity building programmes. The training programmes should be recognized by the relevant authorities.	Frequency and quality of training provision. Gender disaggregated data to be collected, training attendees to be 40% women, reflecting the hiring targets of the projects, allowing equal access to capacity building
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## 1.6. References

Vulnerability Groups Indicators Report, 2016. Report No. 03-19-02 (2016). Statistics SA. [www.statssa.gov.za](http://www.statssa.gov.za)

World Development Indicators (2016). The little data book on Gender. World Bank group