

# Gender Action Plan of the GCF 2020–2023

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This document captures the policy as adopted by the Board in decision B.24/12. The policy was sent to the Board for consideration at B.24 in document GCF/B.24/15 titled “Updated Gender Policy and Gender Action Plan 2020–2023”.

All decisions and documents adopted at B.24 can be found in document GCF/B.24/17 titled “Decisions of the Board – twenty-fourth meeting of the Board, 12 – 14 November 2019”.



## I. Introduction

1. The duration of the Gender Action Plan of the GCF 2020–2023 (hereinafter “Gender Action Plan”) is three years.
2. The operationalization of the Gender Policy of the GCF (hereinafter “Gender Policy”) rests among Secretariat roles, commitments and responsibilities and the compliance required by accredited entities (AEs) on project preparation, implementation, monitoring and reporting. GCF will develop sufficient institutional capacity and expertise to promote its gender objectives and ambitions.
3. 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 require GCF to ensure that AEs have established competencies, tools and processes to achieve results. It also provides the Board with the information required to exercise its oversight responsibility for the Gender Policy and Gender Action Plan, as mandated by the Governing Instrument for the GCF.
4. The Gender Action Plan is structured into five priority areas with accompanying details on the implementation actions required for each priority area.

### 1.1 Priority area 1: governance

5. GCF will strive to reach gender parity in all key advisory and decision-making bodies, including the Accreditation Panel, the independent Technical Advisory Panel and the Secretariat.
6. The Board will approve and periodically review the Gender Policy and Gender Action Plan and oversee the implementation of the Gender Action Plan through the review of periodic monitoring reports from the Secretariat.
7. The Secretariat will undertake due diligence of the implementation of the Gender Policy and Gender Action Plan by internal gender audits, and through a project approval and monitoring process. Internal audits should include performance against organizational, process-level indicators of the Gender Action Plan, as listed in annex IV to this document. The implementation of this Gender Policy and Gender Action Plan will require gender competencies within the Accreditation Panel, the independent Technical Advisory Panel and the Board. The Secretariat will report to the Board on the implementation of the Gender Policy and Gender Action Plan on an annual basis.
8. The overall implementation of the Gender Policy and Gender Action Plan is the responsibility of GCF. The Gender Action Plan contains an indicative budget, which will be allocated from the administrative and the Readiness and Preparatory Support Programme. At the project level, GCF will ensure that the AEs meet the project-level requirements of the Gender Policy.
9. National designated authorities (NDAs) and focal points may request readiness and preparatory support from GCF to develop and/or strengthen their policies, procedures and competencies to meet the requirements of the Gender Policy and Gender Action Plan.

## 1.2 Priority area 2: competencies and capacity development

10. GCF will ensure that learning in relation to gender equality and climate change becomes a valuable and required asset available to all staff and that this requirement is integrated into key qualification criteria across the organization. GCF will ensure that resources are available for internal learning for GCF personnel and the Board to fully subscribe to principles of the Gender Policy, not just as an operational project impact issue but as a fundamental way to include people in all their diversity to engage with, contribute to and benefit from GCF policies and investment decisions.

11. GCF is accountable for results on gender equality and the empowerment of women related to its mandate and interventions. This will be reflected in GCF administrative policies and procedures, human resource management guidelines that adhere to the principles of equal opportunity, non-discrimination and respect for individuals regardless of their gender.

12. The Secretariat will undergo training on gender mainstreaming approaches and be supported to contribute to the development of institutional guidelines to operationalize the Gender Policy and Gender Action Plan.

13. In addition to the appointment of a gender and social specialist, the Secretariat may consider appointing a senior staff member as the gender focal point or champion reporting to the Executive Director to lead the implementation of the policy as an intra-Secretariat coordination group.

14. GCF published a gender and climate change toolkit<sup>1</sup> that provides details on how to programme climate change tools to mainstream gender in the overall project life cycle. This toolkit will be disseminated widely among NDAs/focal points, AEs, delivery partners and other relevant stakeholders. Training will also be provided to NDAs/focal points, AEs, and delivery partners on how to interpret and operationalize the toolkit. The gender and social specialist at GCF will work closely with the Secretariat to conduct training sessions on applying the toolkit.<sup>2</sup>

15. GCF will use outreach and capacity development events and activities to raise awareness, build capacity, and share knowledge about the Gender Policy.

## 1.3 Priority area 3: resource allocation, accessibility and budgeting

16. GCF resource allocation for adaptation and mitigation projects contributes to gender and women's empowerment. GCF will ensure that its projects support initiatives addressing the inequity of climate change impacts and provide solutions to climate change mitigation, adaptation, and country-driven readiness and national-level adaptation programs. When it is necessary to correct for climate change-exacerbated gender inequality, which affects women, GCF will target funds to support women's climate change adaptation and mitigation initiatives.

17. At the Secretariat level, appropriate human, financial and material resources will be allocated through the administrative budget to carry out knowledge management, monitoring, evaluation, learning, capacity development, and implementation support.

18. GCF will require AEs to submit funding proposals that contain gender assessments and project-level gender action plans, which include implementation budgets.

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<sup>2</sup> GCF and United Nations Women, *Mainstreaming Gender in Green Climate Fund Projects*. Available at <[https://www.greenclimate.fund/documents/20182/194568/Guidelines\\_-\\_GCF\\_Toolkit\\_Mainstreaming\\_Gender.pdf/860d1d03-877d-4c64-9a49-c0160c794ca7](https://www.greenclimate.fund/documents/20182/194568/Guidelines_-_GCF_Toolkit_Mainstreaming_Gender.pdf/860d1d03-877d-4c64-9a49-c0160c794ca7)>.

## 1.4 Priority area 4: operational procedures

19. The Gender Policy and Gender Action Plan will be implemented throughout GCF project life cycles and operational processes, and this implementation will consist of a set of agreed-upon or predetermined activities that will lead to greater understanding and oversight of gender-related organizational goals. GCF will ensure that AEs have in place gender equality competencies to support the operationalization of this Gender Policy and Gender Action Plan. Guidelines will be issued for the benefit of NDAs/focal points, AEs and delivery partners. The guidelines will apply to all activities, including private sector activities, and to the GCF project/activity cycle.<sup>3</sup> GCF will ensure that AEs undertake:

- (a) A mandatory initial gender assessment and develop a project-level gender action plan, complementary to the environmental and social safeguards (ESS) requirements. The gender assessment and the project-level gender action plan will:
  - (i) Collect baseline data and determine how the project can respond to the needs and strategic interests 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 to achieve the project adaptation or mitigation goals;
  - (iii) Identify and design the specific gender elements to be included in the project activities;
  - (iv) Estimate the implementation budgets;
  - (v) Select appropriate and measurable output, outcome and impact indicators; and
  - (vi) Design project implementation and monitoring of institutional arrangements; and
- (b) Gender-equitable and inclusive stakeholder engagement and consultations conducted and documented throughout the design and implementation of the project/programme, as follows:
  - (i) Inclusion of gender perspectives in the application of the mandatory project social and environmental safeguards in line with project-specific requirements of the ESS in accordance with decision B.07/02;<sup>4</sup> and
  - (ii) Project screening for the integration of gender issues at various stages of the project preparation, appraisal, approval and monitoring process by the relevant bodies (NDAs/focal points, AEs, and the Secretariat).

20. NDAs/focal points and entities may request support under the Readiness and Preparatory Support Programme to enhance their capacity to implement the Gender Policy and Gender Action Plan. GCF may develop sector notes on gender that promote the use of knowledge and lessons learned on gender issues as well as methodologies for assessing impacts, and it may conduct in-house learning to promote gender mainstreaming in climate investments.

21. The GCF proposal approval process will guide AEs to select and apply a range of gender indicators to measure progress, outcomes and impacts.

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<sup>3</sup> Decision B.07/03.

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

22. The Secretariat is accountable to its Board for gender and climate change results and outcomes and reports annually in a transparent manner. Additional qualitative and quantitative gender monitoring, impact and outcome indicators, as well as methodologies for sex-disaggregated data collection, will be developed to complement those included in the results management and performance measurement frameworks.<sup>5</sup> Progress on gender results will be reported to the Parties to the United Nations Framework Convention on Climate Change as part of the GCF annual report to the Conference of the Parties. The Secretariat will provide regular (i.e. quarterly) policy monitoring reports to the Board.

23. AEs will be responsible for reporting on gender-related risks in relation to GCF-financed activities and reporting on how these risks are minimized or mitigated.

24. GCF will undertake gender mainstreaming<sup>6</sup> performance assessments periodically at the project level to assess if there are any programmatic and operational gaps that might have limited AEs from achieving goals related to gender and will recommend corrective measures to be undertaken by AEs. The gender assessments, when necessary, may be outsourced to an external agency with sufficient expertise in conducting such assessments.

## 1.5 Priority area 5: knowledge generation and communications

25. As a learning institution, the GCF will work with NDAs/focal points, AEs, and delivery partners to document experience and knowledge gained from applying the Gender Policy and Gender Action Plan to activities under the Readiness and Preparatory Support Programme, country programme development, concept notes, funding proposals and project activities. It will seek to identify good practices from NDAs/focal points and their countries, AEs, delivery partners, and observers to Board meetings and tap into the contextual knowledge already available on gender and climate mitigation and adaptation programmes and projects implemented by other partners. GCF will support global, regional, national and subnational knowledge exchange activities on gender and climate change finance.

26. Communicating the GCF commitment to gender, its Gender Policy and its implementation guidance will be a strategic communications activity and an integral part of the GCF communications plan. It will be important to communicate to the public not only how GCF is implementing its updated Gender Policy and Gender Action Plan but also to seek periodic feedback from stakeholders and partners on the implementation of the Gender Policy and on possible improvements in the Gender Action Plan.

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<sup>5</sup> Decision B.08/07.

<sup>6</sup> The United Nations Economic and Social Council agreed conclusions 1997/2 defines gender mainstreaming as “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality”. Further information is available at <http://www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF>.

## Annex IV: Gender Action Plan Indicators

Priority areas	Results to be achieved: implementation of the Gender Policy				
	Action	Indicators	Responsibility	Timing	Budget estimates
Priority area 1: governance	1. Approval of the updated policy				
	2. Periodic monitoring of reports on the implementation of the Gender Policy and Gender Action Plan	<ul style="list-style-type: none"> <li>• Annual progress reports to the Board</li> <li>• Reporting on gender issues is covered in the annual Independent Redress Mechanism report and in the annual report to the Conference of the Parties</li> </ul>	Board, Secretariat, Portfolio Management Unit, Independent Redress Mechanism, Accreditation Panel	July 2020 annually starting in July 2020; applicable to entities that submit their application for accreditation after the adoption of the updated Gender Policy	No cost implications No additional costs envisaged No cost implications
	3. Include performance on gender equality in the accreditation requirements related to the GCF Gender Policy and Gender Action Plan	<ul style="list-style-type: none"> <li>• Percentage of AEs with policies and procedures on gender equality at the time of accreditation</li> <li>• Percentage of AEs with gender equality competencies and track records in gender equality issues at the stage of accreditation</li> <li>• Percentage of direct access applicants and AEs requesting readiness support for the development of gender equality policies and procedures</li> </ul>			

Priority area 2: competencies and capacity- development	1. Increase the knowledge of GCF partners on gender equality and climate change	<ul style="list-style-type: none"> <li>Number of stakeholders, NDAs/focal points and AEs that received gender training</li> </ul>	Secretariat and partners	2020-2023	USD 100,000
	2. Improve the understanding of how to programme for gender equality results among GCF partners by disseminating the GCF gender and climate change toolkit	<ul style="list-style-type: none"> <li>GCF gender toolkit disseminated, and guidance provided to NDAs/focal points and AEs on how to interpret the information contained in the toolkit</li> </ul>			
Priority area 3: resource allocation, accessibility and budgeting	Funding to support gender issues for GCF and AEs	<ul style="list-style-type: none"> <li>Approved budget amount for targeted gender support at the project/programme/portfolio level</li> <li>Percentage of the annual administrative budget earmarked by the Secretariat to support gender expertise (staff, consultants), training, communications and monitoring and evaluation</li> </ul>	AEs/Secretariat	Annually	Cost estimates to be presented by the AE at the project level and costs to be factored in by the Secretariat in the annual work plan/administrative budget

Priority area 4: operational procedures	<p>Include gender equality consideration in the GCF Operational Manual:</p> <p>1. Guidance for NDAs/focal points, AEs on the mandatory socioeconomic and gender assessment and gender action plan at the start of each project</p>	<p>Guidelines issued and communicated to NDAs/focal points and AEs through the GCF website and through active outreach</p>	Secretariat	2020–2023	USD 30,000 annually for training sessions
	<p>2. Guidance on project design elements, budgets, results, monitoring, and impact indications, preparation, implementation and the monitoring of institutional arrangements</p>	<p>100% of all approved funding proposals contain a gender assessment and a project-level gender action plan, made for public viewing on the GCF website</p>	Secretariat	2020–2023	USD 75,000



	<p>3. Develop applied toolkits and sourcebooks for NDAs/focal points and AEs on gender and climate change mitigation and adaptation, including for specific sectors</p>	<ul style="list-style-type: none"> <li>• Number of training sessions on the guidelines provided to NDAs/focal points and AEs, and the qualitative reporting of these training</li> <li>• Number of toolkits, sourcebooks and references posted on the GCF website</li> </ul>			
	<p>4. Application of gender equality guidelines in project preparation, design, implementation, monitoring and reporting</p>	<ul style="list-style-type: none"> <li>• Percentage of projects that apply gender-balanced stakeholder consultations</li> <li>• Number of funding proposals whose principal objective is to promote gender equality in climate action</li> <li>• Number of projects where women and men report improvements in their quality of life</li> <li>• Number of projects that demonstrate the reduced vulnerability of both women and men</li> <li>• Number of projects that demonstrate increased adaptive</li> </ul>			

		<p>capacity of women and men to respond to the impacts of climate change</p> <ul style="list-style-type: none"> <li>• Number of projects that contain strategies and specific budgets to leverage co-benefits between gender equality and climate action</li> <li>• Projects with resilient infrastructure measures in place to prevent economic losses and mitigate gender-related risks</li> <li>• Number of projects that have undertaken a gender audit and strengthened operational systems and made course corrections to mainstream gender</li> <li>• Increase in the number of funding proposals with principal objectives of promoting gender equality in climate change</li> </ul>	<p>Office of Portfolio Management, Independent Evaluation Unit, Gender Specialist with support from an external agency</p>	<p>2020-2023</p>	<p>USD 300,000 for third-party evaluation</p>
<p>Priority area 5: knowledge generation and communications</p>	<p>Assess the implementation of the Gender Policy and Gender Action Plan</p>	<ul style="list-style-type: none"> <li>• “Stock-taking” report posted on the website</li> <li>• Communications and dissemination strategy that address gender issues developed</li> <li>• Communication materials developed and disseminated to</li> </ul>	<p>Board, Gender Specialist, Communications Unit</p>	<p>2020–2023</p>	<p>USD 300,000</p>

		<p>internal and external stakeholders</p> <ul style="list-style-type: none"> <li>• Public outreach activities undertaken at the national and grassroots level</li> <li>• Multimedia campaign on gender equality and climate change launched at the country level</li> </ul>			
Total					USD 805,000

Abbreviations: NDA = national designated authority, AE = accredited entity.



GREEN  
CLIMATE  
FUND