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# Updated Gender Action Plan for the GCF 2026–2031

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## **Summary**

This document presents the updated Gender Action Plan (GAP) for the period 2026–2031, aligned with the GCF Strategic Plan 2024–2027 and relevant guidance under the United Nations Framework Convention on Climate Change.

The update builds on implementation experience under the Gender Action Plan 2020–2023 and coordination with the Independent Evaluation Unit. It aims to consolidate progress achieved to date while strengthening institutional accountability and impact through gender-responsive climate finance.

At the forty-fourth meeting of the Board (B.44), the Secretariat sought the Board’s strategic guidance on the proposed scope, ambition and duration of the updated GAP, ahead of targeted stakeholder consultations and further refinement. Considering the Board guidance received and inputs provided by stakeholders from consultations between 13 April and 2 May, this GAP is being submitted for Board consideration at B.45.

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## I. Introduction

1. The Governing Instrument for the Green Climate Fund (GCF) mandates the integration of a gender-sensitive approach across all GCF activities. Gender considerations are embedded in GCF guiding principles and operational modalities to maximize impact and improve access, including by (i) promoting environmental, social, economic and development co-benefits through a gender-sensitive approach; (ii) encouraging inclusive stakeholder participation; and (iii) advancing gender balance in the composition of the Board and the Secretariat, while recognizing women as key GCF stakeholders.<sup>1</sup>

2. In decision B.09/11, GCF adopted its Gender Policy (Annex XIII) and first Gender Action Plan (GAP), covering the period 2015–2017 (Annex XIV). In decision B.24/12, GCF adopted an updated Gender Policy (Annex XXIII) and related GAP, covering the period 2020–2023 (Annex XXIV). The updated Gender Policy shifted the focus of GCF to promoting gender-responsive climate action and elevated gender equality and women’s empowerment as core to GCF climate finance strategy, explicitly emphasizing women as agents of change.

3. In the absence of further updates to the GAP adopted in 2019, the Secretariat continued to apply the provisions of that GAP beyond 2023, consistent with GCF priorities under the updated Strategic Plan 2024–2027 (USP-2).<sup>2</sup> In 2024, the Conference of Parties (COP) to the United Nations Framework Convention on Climate Change (UNFCCC) at its 29th session (COP29) invited the GCF Board to: (i) consider improvements in the gender responsiveness of the work of GCF; (ii) adopt an updated GAP for the second replenishment period of GCF (GCF-2); and (iii) following adoption of the UNFCCC gender action plan, actively contribute to its implementation.<sup>3</sup> In 2025, at its 30th session (COP30), the COP again urged the Board to: (i) issue an updated GAP for GCF-2; and (ii) actively contribute to the implementation of activities under the Belém Gender Action Plan for 2026–2034, adopted at COP30.<sup>4</sup>

4. In 2025, the Secretariat reviewed the execution of the current GAP from its adoption through August 2025. This process included analysing Board documents, reviewing reports and evaluations, and consulting with Secretariat staff, independent units, and selected external experts. A series of achievements, lessons learned, and areas requiring stronger institutional gender integration emerged from this process and were captured in an Orientations Report (Addendum II), which in turn informed this proposal for an updated GAP, intended to cover the period 2026–2031 to increase impact and ambition.

5. The updated GAP 2026–2031 (Annex II) is designed to tackle several interrelated, systemic problems outlined in the Orientations Report, that resulted in the incomplete and uneven implementation of the 2020–2023 GAP and a failure to fully leverage on gender integration in projects as a driver of quality.

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<sup>1</sup> Governing Instrument, paragraphs. 3, 11, 21, 31 and 71.

<sup>2</sup> GCF/B.38/Inf.15: Strategic Plan for the GCF 2024–2027: Implementation Action Plan – Work plan pillar 2. Delivering Impact & Results: Continue to mainstream GCF gender action plan and include additional actions in line with USP-2.

<sup>3</sup> FCCC/CP/2024/11/Add.1, decision 3/CP.29, paragraph 14. *Urges* the Board to adopt an updated gender action plan for the second replenishment of the Green Climate Fund, noting the previous plan for 2020–2023,<sup>6</sup> and to actively contribute to the implementation of activities under the UNFCCC gender action plan once the gender action plan has been adopted.

<sup>4</sup> FCCC/CP/2025/12, decision 2/CP.30, paragraph 16. *Urges* the Board to adopt an updated gender action plan for the second replenishment of the Fund, noting the previous plan for 2020–2023,<sup>6</sup> and to actively contribute to the implementation of activities under the Belém gender action plan for 2026–2034 adopted by decision 7/CP.30.

6. The 2026–2031 GAP seeks to first and foremost close the strategic gaps identified, within the boundaries of the updated Gender Policy, by adopting ambitious, systemic interventions, centring on strengthening institutional accountability, elevating portfolio quality and gender outcomes, and considering evolving best practices for increased relevance and impact. By addressing these system-level problems, GCF can ensure that gender equality and women’s empowerment are integrated across all aspects of its work and financing, delivering climate finance that is more gender-responsive, increasingly addressing women’s strategic gender needs, harnessing their agency and expertise, maximizing the effectiveness and equity of climate investments, and demonstrating global leadership in gender-responsive climate finance.

7. In parallel with, and as instructed by, the Board, the Independent Evaluation Unit (IEU) has been conducting its own evaluation of the GCF gender approach, with the GAP being one of many elements within the scope. As both the 2026–2031 GAP and the IEU evaluation findings will be considered by the Board at its 45th meeting, the Secretariat and the IEU have been closely coordinating throughout this period, to ensure that the evaluative evidence from the independent evaluation also informs the action by the Secretariat under its updated GAP. The findings of the IEU Evaluation of the GCF approach to gender largely align with the Secretariat’s own review to a significant degree.

## II. Achievements and lessons learned

8. The 2020–2023 GAP set out operational measures intended to implement the Gender Policy, focusing on strengthening institutional capacity, improving gender-responsive programming, and enhancing data tracking, monitoring and reporting across the portfolio.<sup>5</sup> At the time of Board adoption, implementation was backed by an indicative budget of about USD 805,000, sourced from administrative and readiness resources, in addition to gender budgets at the project level mandated for all funding proposals. Central to the crafting of such provisions on the programming side was the Secretariat’s reliance on a compliance-based, mainstreaming approach coupled with efforts to improve gender equality within GCF at the organizational level. Overall, while several elements of the GAP 2020–2023 were advanced, its implementation was deemed uneven across the institution, with insufficient systematic monitoring and review mechanisms limiting consistent follow-through on agreed commitments.

9. The Secretariat reviewed the GCF operational maturity across the five priority areas identified in the GAP: (i) governance; (ii) competencies and capacity development; (iii) resource allocation, accessibility and budgeting; (iv) operational procedures; and (v) knowledge generation and communication. Significant progress was achieved across all five areas and, notably, on the operational front, where from 2020 onwards, all funding proposals included a gender assessment and a project-level GAP, and all accredited entities (AEs) had policies and procedures on gender equality. Such policy requirements were fully operationalized in funding proposals’ legal agreements, and the submission of annual reports was mandated along templates that included a section to report on the project-level gender action plan. Gender obligations were integrated throughout the project lifecycle, with specific roles and responsibilities for the Secretariat, national designated authorities (NDAs), and AEs, the Readiness and Preparatory Support Programme (RPSP) and the Project Preparation Facility

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<sup>5</sup> The current scope of the GAP includes gender mainstreaming provisions, i.e. measures seeking to ensure that gender considerations are systematically integrated throughout the project cycle and across GCF operations, supporting more equitable and effective climate outcomes, emphasizing learning, accountability, and collaborating with accredited entities (AEs), national designated authorities (NDAs), and partners to advance gender-responsive climate finance.

(PPF) strengthened the capacity of NDAs and direct access entities (DAEs) to mainstream gender in their operations.

10. Despite such progress, key systemic constraints limited the deeper operationalization of gender across GCF operations and institutional architecture under the 2020–2023 GAP scope, reducing the effectiveness of GCF efforts to advance gender equality through both its portfolio and its governance. Internally, GCF was found to have lacked clear or robust accountability structures, defined roles and robust monitoring systems for gender commitments, including tracking the absorption and use of dedicated GAP resources. Overall, gender equality was not systematically embedded across GCF governance and operations. Externally, gender integration in projects has often been treated as a compliance requirement rather than as a driver of quality, effectiveness and results. The main challenge at the portfolio level lay in the inconsistent depth and quality of gender mainstreaming across GCF-funded activities, with high compliance with requirements yet a considerable variation in performance and outcome quality. In practice, gender considerations were frequently not integrated into the design stage of funding proposals, while the absence of unified data and metrics to assess and aggregate results constrained the ability of GCF to support adaptive management and demonstrate impact.

11. Taken together, these challenges reveal a persistent implementation gap between GCF ambitions, as expressed in the 2020–2023 GAP, and hitherto practice. The said gap limited the ability of GCF to fully leverage gender equality and women’s empowerment as drivers of the transformative climate impact of GCF.

### **III. Updated Gender Action Plan (2026–2031)**

#### **3.1 Overview**

12. The updated GCF GAP for 2026–2031 builds on the progress achieved under the GAP 2020–2023 and responds to the lessons gleaned through its implementation review<sup>6</sup> aiming to enable the full operationalization of the Gender Policy and elevate the climate impact of GCF. It is premised on acknowledging women and girls as agents of change in climate action, even within their diverse and often compounded vulnerabilities and/or vulnerable and fragile contexts and communities.

13. As the primary management tool serving the application of the GCF Gender Policy, the GAP retains the combined attention present in the policy to both the GCF portfolio and its institutional domain, as well as the policy’s five priority areas. It prioritizes the need for improved institutional accountability, strengthened institutional and partner ecosystem capacity, and elevated portfolio quality and evidence-based, results-focused gender outcomes. The prevention of sexual exploitation, abuse and harassment both in the institutional and programming domains is brought under the monitoring and reporting scope of the GAP. At the same time, dedicated efforts on the nexus between gender and climate action in fragile and conflict-affected contexts will be pursued. Crucially, the GAP sharpens the distinction between institutional and programming actions.

14. In stepping up its ambition, the updated GAP shifts from a primary focus on procedural compliance as a means to mainstream gender in its portfolio towards delivering and accelerating meaningful, measurable, and value-generating gender outcomes. It emphasizes the following key areas:

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<sup>6</sup> The Orientations Report submitted as Addendum II captures in detail the achievements and challenges encountered during the implementation of the 2020–2023 GAP.

- (a) The position of gender as a core source of impact in the catalytic mission of GCF, including by intentionally and proactively promoting more inclusive and equitable access to the benefits of climate finance for women of all ages, particularly for those facing multiple and intersecting vulnerabilities;
  - (b) Robust governance arrangements for GAP implementation, including clear ownership, accountability and oversight parameters, and enhanced monitoring and transparency of gender-related financial allocations;
  - (c) Improved results measurement and monitoring, alongside more purposeful knowledge generation and dissemination;
  - (d) Strengthened capacity on gender-responsive climate action, both institutionally and across the AEs, NDAs and delivery partners' network; and
  - (e) Diligent funded activity agreement monitoring, reporting and adaptive management, to ensure effective implementation and facilitate learning.
15. The updated GAP is intended to apply across GCF activities, with tailored guidance where needed. It explicitly recognizes the diversity, climate vulnerability and complexity of countries and institutional contexts, capacities and resource constraints across the GCF partner ecosystem. NDAs, DAEs, executing and delivery partners, private sector actors, and local and women-led organizations operate in highly differentiated environments. The proposal, therefore, combines clearer expectations with dedicated support (through readiness and capacity strengthening) to enable access, improve implementation and mitigate unintended barriers to access or delivery.

### 3.2 Key features: priority areas

16. The updated GAP for GCF 2026–2031 operationalizes the Gender Policy's programming and institutional commitments on gender equality for the 2026–2031 period, including by articulating the roles, responsibilities and contributions of NDAs, AEs and GCF, and by requiring specific implementation actions with clear indicators across five priority areas:
- (a) **Governance:** Strengthens institutional and portfolio-level governance through clearer accountability, defined roles and enhanced oversight mechanisms to ensure effective GAP implementation;
  - (b) **Competencies and capacity development:** Strengthens systematic gender capacity across the Secretariat and partners to ensure the timely and effective integration of gender considerations in programming and, consequently, improve the quality, consistency and gender impact of GCF financing;
  - (c) **Resource allocation, accessibility and budgeting:** Enhances transparency and effectiveness of gender-related resource allocation through improved budgeting, tracking and reporting at all levels;
  - (d) **Operational procedures:** Ensures gender considerations and promotes gender equality across the project lifecycle, strengthening monitoring and outcome-level reporting; and
  - (e) **Knowledge generation and communication:** Enhances data, learning and knowledge-sharing systems to scale evidence-based gender-responsive climate finance and reporting.
17. The Secretariat proposes a six-year duration for the GAP, spanning from 2026 through 2031. This time frame aligns with the forthcoming third updated Strategic Plan 2028–2031 (USP-3), which is expected to cover the period 2028–2031. This longer-term horizon would

enable completion of ongoing actions and promote efficiency and continuity across strategic planning cycles. Should circumstances require it, specific actions or measures may be added or revised following the adoption of USP-3 to reflect any new priorities or strategic directions. This approach would avoid the cost and time of a further comprehensive update within two years, while ensuring that the GAP remains relevant and adaptive.

#### **IV. Budgetary implications**

18. The administrative execution of the updated GAP for GCF 2026–2031 will require significant support from the administrative resources available from the Secretariat, including for the following areas: (i) analytical and learning work on innovative approaches that intentionally incorporate a gender lens into investment decision-making; (ii) a pilot in gender outcomes verification; (iii) development of a learning needs assessment towards the consolidation of related competencies,<sup>7</sup> both at institutional and portfolio levels; (iv) updating and completing as needed the GCF gender and climate toolkit and related guidance (v) certification of gender equality at the workplace; and (vi) improving complementarity and cohesion among Multilateral Climate Funds (MCFs) on advancing gender-responsive climate outcomes.

19. To support (i) efforts to improve women and women-led organizations' access to information on accreditation, country platforms, country ownership, readiness and locally led climate action; and (ii) to build up the capabilities and readiness levels of NDAs, AEs and delivery partners, programmatic resources will be requested from the Board for their consideration through the Readiness 3 modalities.

20. These potential budgetary needs will be reflected in the multi-year and annual work programming and budgeting process to be considered by the Board at its forty-sixth meeting (B.46). The GAP is designed to deliver its prioritized actions within the timeline, even faced with potential budgetary constraints and acknowledging an increasingly challenging international political context.

#### **V. Research and consultations**

21. In 2025, the Secretariat undertook a review of the implementation of the Gender Action Plan 2020–2023, drawing on Board documents, operational reports, evaluations and consultations with Secretariat staff. The review covered the implementation of the GAP 2020–2023 through mid-2025 across the five designated priority areas. It also considered relevant views published in recent years and available in the public domain by stakeholders, including civil society organizations. The summary of the findings, which also took into consideration the IEU Gender Synthesis report, forms the basis of the section on GCF progress on the GAP 2020–2023 and up to the end of 2025.

22. Stakeholder consultations were conducted between 14 April and 2 May 2026, comprising two dedicated technical sessions with the Board and active observers, bilateral engagements with Board seats, and eight targeted webinars with key stakeholder groups, including active observers, civil society organisations, AEs and NDAs, the GCF Indigenous Peoples Advisory Group, UNFCCC representatives, other multilateral climate funds, and select non-accredited entities. Participation in written submissions was strong and geographically diverse, with contributions from a broad range of Board seats, a predominantly international

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<sup>7</sup> This may include training on gender mainstreaming, such as targeted training on gender-responsive climate finance and gender-lens investing, and relevant industry standards.

cohort of AEs spanning multilateral, United Nations, and civil society institutions, and a smaller group of NDAs.

23. Across stakeholder groups, there was strong convergence on the need for the next GAP to be firmly results-oriented, with clear baselines, targets and methodologies. Stakeholders emphasized that an effective accountability architecture is a prerequisite for delivery, requiring clear assignment of responsibilities, defined oversight mechanisms and corrective action pathways, and that the provisions of the GAP should be fully embedded within the GCF monitoring system. A consistent shift was called for, moving away from compliance-focused indicators and towards demonstrable outcomes and implementation quality, underpinned by tracked resources and budget transparency. In addition, stakeholders underscored the importance of institutionalizing capacity at GCF, strengthening the feedback loop between monitoring, learning and operational adjustment. Several stakeholders also voiced the need to strengthen coherence with external frameworks, advance gender-transformative and human-rights-based framing, and deepen stakeholder engagement and inclusion, including by enhancing direct access for women's organisations, and keeping reporting proportionate.

## VI. Monitoring and reporting

24. Following adoption, the Secretariat will monitor the implementation of the updated GAP and review it as needed, with particular attention to performance against the indicators, baseline and targets set out in Annex II, as well as outcomes-focused results. The Secretariat will share progress on gender results<sup>8</sup> at both the portfolio and the institutional level as part of established reporting procedures.

25. To ensure coherence between the GAP 2026–2031 and the forthcoming USP-3 and associated Readiness (2028-2031)<sup>9</sup> elements, the Secretariat will embed gender equality and social inclusion considerations in the USP-3 development process from the outset. There will be defined entry points during the stakeholder consultations, draft preparation and Board review, so that the GAP priorities are systematically considered as USP-3 strategic directions evolve, including in relation to vulnerability, country needs and priorities, access, impact, efficiency and private sector engagement. Clear milestones will include the preparation of a GAP-USP-3 results cross-mapping during the finalization phase of the plan. Once USP-3 is adopted, the GAP will be subject to an early-cycle alignment check process through which its actions, indicators and delivery modalities will be mapped against the final USP-3 strategic orientations, including its programming strategy, reform agenda and resource mobilization objectives.

26. The Secretariat will also regularly review the GAP in light of relevant COP decisions.

27. Any adjustments necessary following the adoption of USP-3 and any relevant COP decisions will be incorporated through the multi-year work programme and annual action planning, thereby maintaining alignment while avoiding the need for a comprehensive GAP update within the same planning period.

## VII. Recommended action

The Secretariat recommends that the Board adopt the decision set out in Annex I.

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<sup>8</sup> For example, as required under the GCF revised Policy on the Prevention and Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment.

<sup>9</sup> <https://www.greenclimate.fund/readiness>

## Annex I: Draft decision of the Board

The Board, having considered document GCF/B.45/17 titled “Updated Gender Action Plan for the GCF 2026–2031” and its addendum Add.01:

- (a) Welcomes the progress made in implementing the Gender Action Plan for the updated Strategic Plan for 2020–2023, as set out in document GCF/B.45/17;
- (b) Adopts the Gender Action Plan 2026–2031, as contained in annex II, noting that its implementation is subject to the availability of administrative budget, which will be integrated within the multi-year budgeting process;
- (c) Requests the Secretariat to implement the Gender Action Plan 2026–2031 and to report on progress through existing reporting mechanisms to the Board; and
- (d) Requests the Secretariat to integrate into the development process for the third updated Strategic Plan of the GCF, and the further development of the Readiness and Preparatory Support Programme and the Project Preparation Facility, relevant actions from the Gender Action Plan 2026–2031 and associated resources required.

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## Annex II: Gender Action Plan for the Green Climate Fund 2026–2031

### I. Overview

1. The updated Gender Action Plan (GAP) for the GCF 2026–2031 will guide the operationalization of existing Gender Policy commitments on gender equality and women’s empowerment in and through climate action, including by articulating the roles and responsibilities of national designated authorities (NDAs), accredited entities (AEs), delivery partners and the Green Climate Fund (GCF). It prioritizes strengthened governance and institutional accountability over its implementation and the achievement of intended outcomes, including improved transparency on resources allocated to it; enhanced institutional and wider partner ecosystem capacity; and elevated portfolio quality marked by a shift from compliance to measurable impact. It provides a narrative outline, a detailed time-bound framework, and is organized around the policy-designated five priority areas.

### II. Key features: priority areas

2. The five priority areas span the institutional, operational and knowledge dimensions. Together, these five areas are designed to ensure that gender responsiveness in GCF climate action is not treated as a stand-alone requirement, but as a system-wide, results-oriented function embedded from policy commitment to institutional capability, in turn translated into operational delivery, supported by resourcing and institutionalized through learning and accountability.

#### 2.1 Governance

3. This priority area addresses the governance framework required to deliver the GAP, at both the portfolio and institutional levels. It focuses on the institutional leadership, accountability and oversight required to do so by embedding gender considerations at the levels of Board, Secretariat and policy frameworks, while reinforcing organizational ownership, coordination and reporting, and advancing gender balance in decision-making bodies and staffing. The objective of activities under this priority area is to strengthen governance and institutional accountability over delivery of the GAP.

4. Specifically, the Secretariat will consolidate a Secretariat-wide governance framework that anchors clear oversight, accountability and institutional leadership for implementation of the Gender Policy and GAP. At the institutional level, this will involve establishing a centralized accountability architecture through an intra-Secretariat Steering Committee under the oversight of the Executive Leadership Team. The Committee’s mandate will be limited to Secretariat-level implementation; Independent Units and third parties would continue to operate under separate accountability frameworks. In the meantime, efforts will be made to advance gender parity, strengthen people and culture systems, and pursue external benchmarking and certification<sup>1</sup> to reinforce institutional credibility. Gender competency requirements would also be developed and integrated into relevant staff performance frameworks and relevant decision-making processes to strengthen accountability. This would

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<sup>1</sup> The Secretariat will explore institutional certification or benchmarking against a recognized external standard on gender equity in the workplace, subject to that standard being fully consistent with the GCF Gender Policy and other applicable policies and procedures.

include assessing how staff integrate gender considerations into project design and funding recommendations, and how managers promote inclusive team environments and gender-balanced recruitment. These efforts would be delivered through structured corporate mechanisms that address: (i) representation; (ii) pay equity;<sup>2</sup> (iii) effectiveness of the human resources framework to ensure equitable learning and development (covering recruitment and promotion, leadership development, training and mentoring, flexible working and organizational culture);<sup>3</sup> and (iv) inclusiveness of organizational culture as reflected in employee perceptions.<sup>4</sup>

5. In parallel, at the portfolio level, the Secretariat will ensure systematic monitoring and reporting on the implementation of the Gender Policy, GAP and Sexual Exploitation, Abuse and Harassment Policy, including tracking the effectiveness of Readiness and PPF support in strengthening the gender capacities of NDAs, focal points and AEs, and reporting on overall portfolio performance to the Board.

## 2.2 Competencies and capacity development

6. The objective of this priority area is to build, strengthen and sustain gender competencies across the Secretariat, NDAs, AEs and other partners through structures and tailored capacity development initiatives to improve the quality and consistency of gender integration and results in GCF programming. This priority area ensures that the Secretariat, AEs, NDAs and other partners have the knowledge, skills and tools to deliver consistent, high-quality, gender-responsive climate finance.

7. Institutionally, this will be achieved by embedding gender considerations into the GCF competency and job family framework, delivering organization-wide and specialized training, and allocating dedicated administrative resources to sustain internal expertise and external advisory support. Specifically, the Secretariat will implement a holistic programme of institutional competency and capacity development to identify training needs and guide delivery of the updated GAP. Tailored training aside, the Secretariat will also promote learning on gender equality and climate change across all staff, including through onboarding and, as appropriate, performance management and qualification processes.<sup>5</sup> GCF will continue to allocate appropriate resources to sustain these efforts, and establish mechanisms to monitor uptake and progress, supporting the consistent application of gender-responsive practices across the organization.

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<sup>2</sup> GCF would work towards gender parity at leadership levels of the Secretariat and set targets for improved gender balance across other levels, supported by structured workforce data, and pay equity measures.

<sup>3</sup> The Secretariat will explore institutional certification or benchmarking against a recognized external standard on gender equity in the workplace, subject to that standard being fully consistent with the GCF Gender Policy and other applicable policies and procedures.

<sup>4</sup> In line with the GCF Staff Regulations and Staff Rules, the Secretariat will promote an inclusive, safe and respectful workplace where employee well-being is valued.

<sup>5</sup> All employees would be expected to complete baseline training on gender equality and gender-responsive approaches relevant to the GCF mandate. By including this requirement in performance management and qualification criteria, completion of such learning and the application of gender-responsive practices may be reflected in individual development plans and performance discussions, particularly for operational and leadership roles.

8. The Secretariat will also establish a gender advisory group of experts<sup>6</sup> to complement the Secretariat's own technical capacity, a provision already foreseen in the Board-approved Gender Policy. Initiatives such as the establishment of peer-learning groups will complement ongoing initiatives such as the GCF Women group.

9. At the portfolio level, the Secretariat will conduct learning needs assessments and develop and deliver a tailored, systematic programme of outreach<sup>7</sup> and capacity development to implement the Gender Policy and the updated GAP among NDAs/focal points,<sup>8</sup> AEs,<sup>9</sup> delivery partners and other relevant stakeholders. GCF will also review and update its gender and climate change toolkit and develop additional guidance and resources to support the fulfilment of requirements upheld under the GAP 2026–2031. The updated toolkit will be disseminated widely among NDAs, AEs, delivery partners and other relevant stakeholders. Training will also be provided to NDAs, gender and climate focal points, AEs and delivery partners on how to operationalize the updated toolkit. This would help improve GCF upstream gender design across its portfolio and expand the pool of funding proposals with significant gender additionality. The Secretariat will also establish mechanisms to track the effectiveness of capacity-building activities and to demonstrate value-for-money to GCF stakeholders.

10. The GAP will place dedicated emphasis on structured and intentional engagement with women's and women-led organizations throughout its implementation period. Guided by a longer-term objective of expanding access to climate finance, the Secretariat will launch an Engagement-to-Access Pathway to deliver targeted outreach, strengthen the broader partner ecosystem, and improve access for these entities. The Secretariat will map this ecosystem across geographies and undertake engagement to: (i) raise awareness; (ii) improve access to information on accreditation, country platforms, country ownership, readiness and locally led climate action; and (iii) build capacity for direct and mediated access to funding.

11. GCF readiness support can play a strategic role in strengthening gender capacities across the wider partner ecosystem. Through its country-driven and demand-led modalities, it can support NDAs, DAEs and other national stakeholders in strengthening institutional capacity, coordination and planning for gender-responsive climate action, including in country programmes, country platforms, and project pipelines. Readiness can also strengthen country ownership processes, inclusive stakeholder engagement and direct access by building the institutional and operational capacities of entities to integrate gender considerations more effectively. As gender capacity development is an ongoing process, particularly amid changes in institutions and staffing, readiness remains an important instrument for sustaining national capacity. The programme also generates evidence on implementation and results through its reporting and knowledge systems. At the same time, proposal templates already require

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<sup>6</sup> GCF Gender Policy, para.25(j): GCF may complement its own technical capacity within the Secretariat with gender consultants and/or through the establishment of a gender advisory group of experts.

<sup>7</sup> GCF would undertake a rapid capacity needs assessment and produce a programme for outreach and capacity development. GCF would also review and update its gender and climate change toolkit to support the fulfilment of the requirements of the GAP 2026–2031. The updated toolkit will be disseminated widely among NDAs, AEs, delivery partners and other relevant stakeholders. Training will also be provided to NDAs, gender and climate focal points, AEs and delivery partners on how to operationalize the updated toolkit.

<sup>8</sup> GCF would continue to support NDAs' and focal points' readiness and PPF requests as needed to develop and/or strengthen their policies, procedures and competencies in order to meet the requirements of the Gender Policy and GAP.

<sup>9</sup> AEs may continue to request PPF support to meet project-level compliance requirements (gender assessment and gender action plan) and to advance intentional approaches to gender as a value-creation strategy from the beginning of the project cycle.

identification of country- or entity-specific capacity needs, including gaps in gender mainstreaming.

## 2.3 Resource allocation, accessibility and budgeting

12. The objective of this priority area is to ensure adequate, transparent and traceable resourcing for implementation of the GAP across both institutional and programming domains for budgeting processes. This priority area ensures that adequate resources are identified, tracked and reported to support GAP implementation. The activities proposed by the Secretariat in this area aim to strengthen alignment between financial resources and gender outcomes and to ensure that commitments under the GAP are adequately resourced and tracked.

13. At the institutional level, this entails allocating administrative budgets for gender expertise, training and systems, and strengthening internal financial oversight mechanisms to improve transparency and accountability in resource use. The Secretariat will identify and cost human, financial, and material resources required for implementing the GAP under the multi-year and annual work programming and budget processes, introducing internal gender budget tagging through a dedicated project cost category to monitor resource allocation against the five priorities of the GAP 2026–2031, with budget utilization reported annually to the Board as part of the Report on the Activities of the Secretariat.

14. At the portfolio level, the Secretariat will introduce systematic approaches to tracking gender-related investment flows, including through the adoption of gender markers, while advancing analytical work to better identify, value and scale investments that enhance women's economic participation and access to resources, thereby strengthening GCF overall impact. GCF will continue requiring AEs to include gender assessments and project-level GAPs with associated resources in their funding proposals, including human, financial, and other resources sufficient to meet the principles and requirements of the Gender Policy.<sup>10</sup>

15. Under the current Gender Policy, GCF ensures that AEs take necessary measures to implement the project-level gender action plan submitted as part of each funding proposal. The Secretariat will promote transparency by updating budget templates to clarify how the GAPs of funding proposals will be resourced. To this end, AEs may incorporate the financial resources required to implement project-level GAPs in the relevant output or activity lines in project budgets where possible, with relevant costs not related to specific outputs or activities incorporated into the project management costs line item. On the readiness front, the RPSP and PPF will be used strategically to support DAEs, AEs, delivery partners and NDAs in pursuing gender equality and women's empowerment through programming. Gender outcomes will be tracked, measured and reported at the project level and captured by GCF at the portfolio level.

## 2.4 Operational procedures

16. The primary objective of this priority area is to meaningfully embed gender considerations consistently across the GCF project lifecycle and operational processes to ensure that gender responsiveness is effectively translated into operational delivery, thereby improving gender-related outcomes and impacts that ultimately advance gender equality and women's and girls' empowerment and resilience in climate action.

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<sup>10</sup> This would include human, financial and other resources sufficient to meet the principles and requirements of the Gender Policy. Funding may be requested to support women-led actions as needed.

17. At the portfolio level, the updated GAP will continue to advance gender-responsive climate action by applying relevant policy requirements. During accreditation, applicants will still be required to demonstrate a gender policy, strategy, or other commitment to meet the principles and requirements of the updated Gender Policy, and to furnish a track record of such commitment. The pursuit of gender mainstreaming will be maintained, and all funding proposals will continue to be required to include a gender assessment and a project-level GAP. The Secretariat will monitor the adherence of funding proposals to requirements for gender assessments, project-level GAPs, and inclusive stakeholder engagement, while strengthening quality assurance through periodic project-level assessments and broader evaluations of GAP implementation at funding proposal level to ensure accountability for results<sup>7</sup>. An independent gender outcomes verification pilot will also be considered during this period.
18. The Secretariat will seek to inform the scope of USP-3 for Board consideration to complement compliance-driven gender mainstreaming with the intentional positioning of women's empowerment within its investment approach. Recognizing the potential to enhance inclusiveness, innovation and impact in climate finance, the Secretariat will undertake targeted analytical and learning work to assess the relevance and potential value of integrating gender-lens investing programming within the GCF operational model, including through a review of emerging good practices, stocktaking of the GCF portfolio and pipeline, and engagement with AEs and partners. This analytical work will provide a clear and balanced evidence base to inform related intra-Secretariat deliberations on the GCF future programming approach under USP-3, without pre-empting such decisions.
19. In addition, on account of the rise of GCF financing volumes in fragile and conflict-affected states and the Joint Pledge on Women and Peace and Climate that the Secretariat and other agencies launched at COP 30, dedicated efforts will be made throughout the duration of the GAP to appreciate the nexus between gender and climate action in fragile and conflict-affected contexts, enabling the conceptually robust and structured financing of gender-responsive climate finance in these challenging contexts.
20. Finally, the Secretariat will make proactive and intentional efforts to improve the frequency and quality of its engagement with women's and women-led organizations with a view to increasing access of these entities to GCF climate finance over time.
21. Institutionally, these commitments will require updating corporate operational processes and related partner-facing guidance and strengthening data systems, including improving the collection, aggregation and use of sex-disaggregated data. Such information will be captured through updates to the Annual Performance Report templates.

## 2.5 Knowledge generation and communication

22. The objective of this priority area is to strengthen data, learning and knowledge-sharing to improve and scale gender-responsive climate finance. The appropriate enhancement of the systems, tools and partnerships needed to generate, share and apply knowledge on gender-responsive climate finance also falls under the scope of this area.
23. Over the duration of the updated GAP, the Secretariat will strengthen its role as a knowledge holder for gender-responsive climate finance by enhancing systems for learning, communication and external engagement. Institutionally, this will include updating and disseminating core tools such as the gender and climate change toolkit and improving internal knowledge management systems to support evidence-based learning.

24. At the portfolio level, the Secretariat will establish platforms for peer-to-peer learning among NDAs, AEs and delivery partners, develop a dedicated knowledge portal, and systematically communicate results and lessons learned, while promoting coherence with other climate funds and supporting the implementation of the UNFCCC Gender Action Plan to reinforce global alignment and impact.

25. The Secretariat will strengthen data collection and analysis systems as needed and will introduce gender markers and indicators,<sup>11</sup> with the proposal approval process guiding AEs in selecting meaningful gender indicators to measure progress, outcomes and impact, and noting other diverse dimensions compounding vulnerability, where feasible. GCF will continue to work with NDAs/focal points, AEs, delivery partners and active observers to document experience and draw on knowledge gained from applying the Gender Policy and implementing the GAP, using standardized gender impact metrics to capture evidence on gender-responsive climate finance systematically.<sup>12</sup> A periodic stock-take will consolidate portfolio-level results data, including case studies and lessons learned. The Secretariat's ongoing work on a Harmonized Results Management Framework, subject to conclusion of consultations and approval of the Board, foresees dedicated gender indicators for GCF programming as well as indicators that measure results disaggregated by gender while recognizing other intersectionalities such as Indigenous Peoples and disability. This is part of a larger effort that involves alignment across the MCFs on corporate results framework, results measurement methodologies, as well as reporting.

26. GCF will update its online resources into a knowledge portal on gender-responsive climate finance, including curated learning briefs, toolkits and case studies. Good-practice learning mechanisms (e.g. peer-to-peer exchanges with NDAs/focal points, AEs, delivery partners and civil society) will be established or expanded. GCF will continue to promote coherence and complementarity with peer climate funds through regular exchanges of lessons learned from implementation of the Gender Policy and GAP and will actively support the implementation of the UNFCCC Gender Action Plan, including through the Communities of Practice for Direct Access Entities. Communication of the GCF gender commitments, both internally and externally, will be a strategic activity, with periodic stakeholder feedback sought to inform adaptive management of the GAP.

27. The GAP seeks to reflect, as appropriate, relevant areas of alignment with the UNFCCC Belem Gender Action plan, considering the GCF mandate, processes and strategic priorities. The overlaps are more evident in Priority area A: Capacity-building, Knowledge Management and Communication; Priority area D: Gender Responsive Implementation, Means of Implementation; and Priority area E: Monitoring and Reporting. These areas are already where GCF and the MCFs collaborate and will continue to do so within the GCF mandate.

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<sup>11</sup> Examples of gender markers for climate and development projects include the Development Assistance Committee of the Organisation for Economic Co-operation and Development, Gender Equality Policy Marker, for gender-lens investing include the 2X Criteria, for grant-based development projects include the W+ Standard, and the UN Women's Empowerment Principles for institutions to advance gender equality in workplace, marketplace and community. The United Nations Sustainable Development Goal 5 on gender equality has multi-dimensional outcome targets (e.g. non-discrimination, leadership, economic resources, unpaid care). The Secretariat's final choice will need to be fully consistent with current GCF policies.

<sup>12</sup> This may include Readiness and Preparatory Support, country programme development, concept notes, funding proposals and project implementation and monitoring and evaluation.

## Appendix I: Gender Action Plan 2026–2031

Priority areas	Action	Indicators	Responsibility	Timeline
<b>Priority Area 1: Governance</b>	<b>Institutional</b>			
	1. Set up an Intra-Secretariat Steering Committee to lead the implementation of the Gender Policy and this Action Plan 2. Develop a centrally guided accountability framework	<ul style="list-style-type: none"> <li>• Terms of reference for Intra-Secretariat Steering Committee established and operationalized</li> <li>• Meeting minutes (4/annually)</li> <li>• Accountability framework endorsed by the Executive Leadership Team (ELT)</li> </ul>	<p>Lead: Executive Leadership Team</p> <p>Support: Sustainability and Inclusion Unit, Office of the Chief Strategy &amp; Impact Officer-Front Office (S&amp;IU/OCSIOFO)</p>	<p>Q4 2026</p> <p>As of Q4 2026 Q1 2027</p>
	3. Periodic monitoring on the implementation of the Gender Policy and Gender Action Plan (GAP) and Sexual Exploitation, Abuse and Harassment (SEAH) Policy	<ul style="list-style-type: none"> <li>• Annual progress reports on the 5 priorities of the GAP and SEAH policy included in the existing reports to the Board and to the Conference of the Parties submitted</li> </ul>	<p>Lead: OCSIO</p> <p>Support: Secretariat-wide</p>	Ongoing
	4. Pursue advancement of gender parity across functions and positions in the GCF Secretariat in:  Workforce composition  Leadership distribution  Hiring ratio	<p>Percentage of women and men across functions and positions, in leadership roles (Executive Leadership Team and Management Team) and in key advisory and decision-making bodies.</p> <ul style="list-style-type: none"> <li>○ Percentage of women and men staff overall</li> <li>○ Percentage of women and men at Director and Executive Leadership Team and Management</li> <li>○ Percentage of new hires (women and men)</li> </ul>	Department of People and Culture (DPC)	Already ongoing, and on an annual basis

Priority areas	Action	Indicators	Responsibility	Timeline
	<p>Access to development and advancement opportunities</p> <p>Pay equity</p>	<ul style="list-style-type: none"> <li>○ Percentage of women and men identified in talent pools, or leadership development programmes in GCF</li> </ul> <p>Gender pay parity index across comparable roles at all levels in GCF staff</p>		
	<p>5. Consider institutional certification or benchmarking against a recognized external standard, on matters of gender equity in the workplace subject to management decision on scope and timing</p> <p>6. Obtain institutional certification for gender against a recognized external standard</p> <p>Recertification</p>	<p>100% of certification criteria assessed and documented against GCF policies and related ongoing work prior to submission for certification</p> <p>External gender certification achieved (baseline=0)</p> <p>Progress report submitted tracking milestones against certification requirements</p> <p>Certification renewed for a further 2 years</p>	DPC	<p>Q1-Q3 2027</p> <p>Q4 2027-Q1 2028 (2 years validity)</p> <p>On an annual basis following certification</p> <p>Q1 2030</p>
<b>Programming / Portfolio</b>				
	7. Establish a gender advisory group of experts to provide technical guidance	Gender advisory group established with agreed terms of reference	Lead: OCSIO-FO/SI&U	Q1 2027

Priority areas	Action	Indicators	Responsibility	Timeline
	on the implementation of the GAP to the Secretariat	Annual Advisory Report provided to the Intra-Secretariat Steering Committee		Q4 2027 and annually
	<p>8. Monitoring and reporting on volumes and effects/benefits of readiness and Project Preparation Facility (PPF) support in boosting the gender capabilities of accredited entities (AEs) and national designated authorities (NDAs) and the production of gender studies (incl. gender assessments, GAPs and related analyses) to inform FPs</p> <ul style="list-style-type: none"> <li>○ Track and report on support provided to AEs through PPF to AEs to address gender related issues</li> <li>○ Track and report on the support for gender to NDAs and focal points from the Readiness and Preparatory Support Programme (RPSP)</li> </ul>	<p>Biannual report produced to this end, capturing:</p> <ul style="list-style-type: none"> <li>• Volumes of readiness and PPF support dedicated to boosting gender capabilities of AEs and NDAs and production of gender studies;</li> <li>• Percentage of AEs with policies/procedures/competencies and track record on gender equality at accreditation</li> <li>• Number of PPF applications approved for gender assessments and action plans</li> <li>• Percentage of direct access AEs requesting and receiving RPSP support for the development of gender assessment and gender action plan equality policies and procedures</li> </ul>	<p>Lead: Office of the Chief Investment Officer, Department of Investment Services (OCIO/DINVS)</p> <p>Support: OCSIO Department of Monitoring, Evaluation and Learning (DMEL); OCSIO-FO/S&amp;IU</p>	<p>For Readiness: 2028 and biannually</p> <p>For PPF: Q3 2027 and annually thereafter</p>

Priority areas	Action	Indicators	Responsibility	Timeline
<b>Programming / Portfolio</b>				
	<p>9. Assessing learning needs on gender related matters of AEs, NDAs, delivery partners</p> <p>10. Deliver tailored and gender-capacity development programme for NDAs/focal points, AEs, delivery partners and other relevant stakeholders</p> <p>11. Launch an Engagement-to-Access Pathway, delivering intentional and targeted outreach to women's and women-led organizations to strengthen partner ecosystem capacity and improve access</p>	<p>Learning needs assessment and roadmap on strengthening gender-related capacity support to be provided to NDAs/focal points, AEs and delivery partners through the RPSP and PPF</p> <p>Percentage of NDAs/focal points and AEs, and stakeholders reached through gender outreach and capacity development activities</p> <p>Number of stakeholders, NDAs/focal points/gender focal points and AEs that received gender capacity-building support and/or training (baseline=0, target to be set)</p> <p>Map of the ecosystem relevant to the GCF mission and comprising women's and women-led organizations across regions, segmented by community-based groups, civil society organizations, cooperatives, and intermediary organizations (networks, funds, incubators). Pathway roadmap.</p> <p>Delivery of engagement to (a) serve awareness and basic engagement; (b) enhance access to information on accreditation,</p>	<p>Lead: OCSIO-FO/S&amp;IU</p> <p>Support: OCIO</p> <p>Lead: OCSIO-FO/SI&amp;U</p> <p>Support: OCIO/DINVS</p>	<p>Q4 2026 – Q2 2027</p> <p>Q1 2028 and on a recurrent basis</p> <p>Q3 2027</p> <p>Q4 2027-Q4 2030</p>

Priority areas	Action	Indicators	Responsibility	Timeline
	12. Document gender-related learning results from capacity development programme	<p>country platforms, country ownership, readiness, locally led climate action; and (c) build capacity on direct or mediated access to funding</p> <p>-Number of engagement instances for women's and women-led organizations target 1/yearly</p> <p>Number of women's and women-led organizations that submit GCF concept notes or funding proposals or apply for accreditation (baseline=0 ; target 1/yearly)</p> <p>Report on gender-related learning results produced</p>		Q2 2029 and on an annual basis

Priority areas	Action	Indicators	Responsibility	Timeline
	<p>13. GCF will review, update and disseminate its gender and climate change toolkit and will develop additional capacity materials, as needed, e.g.:</p> <ul style="list-style-type: none"> <li>- Guidance on Nexus between Gender and Fragile and Conflict-affected States</li> </ul> <p>14. The Secretariat will develop a mechanism to track effectiveness of gender-related capacity-building activities given the importance of demonstrating value-for-money to GCF stakeholders</p>	<p>Updated gender toolkit and any other learning materials developed out of the roadmap disseminated and elements embedded in relevant documents to reach all NDAs/focal points and AEs and monitored for effectiveness; all NDAs and AEs have access.</p> <p>Effectiveness indicators determined, deployed and reported on an annual basis (baseline=0)</p>	<p>Lead: OCSIO-FO/S&amp;IU Support: OCIO</p> <p>Lead: OCSIO-FO/S&amp;IU and DMEL</p>	<p>Q3 2027 and on going</p> <p>Q4 2027</p>
<b>Institutional</b>				
	<p>15. Assessing learning needs on gender-related matters at GCF-level (Secretariat)</p> <p>16. Gender issues integrated in GCF Competency and Job Family Framework to support the Secretariat in identifying</p>	<p>Learning needs assessment and roadmap on strengthening gender-related awareness for all staff, with attention to dedicated skills-sets for OCIO and OCSIO teams</p> <p>Gender considerations integrated in GCF Competency and Job Family Framework developed and adopted (baseline -ongoing work)</p>	<p>Lead: OCSIO-FO/S&amp;IU &amp; DPC Support: OCIO</p> <p>Lead: DPC</p>	<p>Q4 2026 – Q2 2027</p> <p>Q3 2027</p>

Priority areas	Action	Indicators	Responsibility	Timeline
	<p>Institutional and role-specific capacity development needs under this Action Plan</p> <p>17. Development and delivery of competency-based training that addresses gender issues for all staff, based on the competency framework and identified learning needs</p> <p>18. Delivery of targeted training for specialist areas, including topics such as gender and climate nexus; gender and fragile and conflict-affected states nexus; gender lens investing; industry standards</p>	<p>All Secretariat staff complete gender and climate change training(s) (baseline=0 )</p> <p>All OCIO investment teams and select OCSIO teams trained</p>	<p>Lead: OCSIO-FO/S&amp;IU</p> <p>Support: OCIO</p>	<p>As of Q4 2027 (for 2027) and annual refreshers thereafter</p> <p>As of Q3 2027 and on an ongoing basis, as needed</p>
Priority Area 3: Resource allocation, accessibility and budgeting	<b>Institutional</b>			
	19. Allocate, track and report on share of administrative budget assigned to the implementation of the GAP 2026–2031	Percentage of annual administrative budget allocated to the implementation of the GAP 2026–2031 (baseline to be established)	Lead: Department of Finance Support: Secretariat	Annually as of 2026
	<b>Programming / Portfolio</b>			
20. Track and report on share and use of project-level GAP budgets for funding proposals approved as of B.47	Capital expenditure volumes allocated to the implementation of the project-level GAPs and	Lead: OCIO and OCSIO/DMEL	Annually as of 2027	

Priority areas	Action	Indicators	Responsibility	Timeline
	and for the remaining duration of the GAP 2026–2031	absorption levels upon project completion (baseline to be established)		
<b>Priority Area 4: Operational procedures</b>	<b>Programming / Portfolio</b>			
	21. Update GCF project operational processes as needed to reflect the provisions of the GAP	All relevant standard operational procedures and documents effectively embed gender considerations and provisions of the GAP 2026–2031	Lead: OCIO Support: OCSIO-FO/S&IU	As of Q1 2027 and ongoing
	22. Monitor the adherence of project funding proposals to the requirement for a gender assessment and GAP	100% of approved funding proposals include gender assessments, project-level GAPs and GAP-dedicated budgets. All are posted on GCF website	Lead: OCIO	Annually
	23. Monitor adherence of funding proposals to requirements for gender-equitable stakeholder engagement and consultation	100% of approved funding proposals documenting evidence of consultation with women's groups and organizations against gender-disaggregated stakeholder data (baseline to be established)		Annually as of B.48 cohort of approved projects/ programmes
	24. Strengthen the Secretariat's adaptive management practice in monitoring project-level GAP implementation	Number of projects to have made course correction to mainstream gender	Lead: OCIO-FO/OS, OCSIO-FO/S&IU	As of Q1 2027
	25. Scope of GCF quality assurance of funding proposal evaluations includes GAP implementation and other gender	100% of funding proposals' midterm and end-of-project/programme evaluations address quality of implementation of GAPs at funding proposal level and other gender	Lead: OCSIO/DMEL	Annually

Priority areas	Action	Indicators	Responsibility	Timeline
	mainstreaming actions and/or co-benefits	mainstreaming actions and/or co-benefits (baseline to be established)		
	26. Launch a voluntary pilot in gender outcomes verification at project level	Report accounting for both substantive performance captured under the pilot's sample, and operational viability (fit for GCF)	Lead: OCSIO/DMEL Support: OCSIO-FO/S&IU	2028–2029
	27. Initiate analytical and learning work to assess relevance and potential value of integrating gender-lens investing programming within the GCF operational model	Roadmap on gender lens investing available for consideration under USP3	Leads: OCSIO-FO/S&IU and OCIO	Q4 2026–Q2 2027
	28. Strengthen systems for collecting, aggregating and analysing sex disaggregated data and indicators for the portfolio approved from B.46 onwards	Number of projects demonstrating meaningful engagement of Indigenous women and delivering gender-responsive, climate-resilient outcomes  Number of projects carrying co-benefits at the intersection between gender equality and climate action	Leads: OCSIO /DMEL, OCSIO-FO/S&IU, OCIO-FO	As of the B.48 cohort of approved funding proposals and ongoing  As of B.48 cohort of approved funding proposals
	29. Institutional gender markers are adopted, tasked to track depth of integration and advancement of gender equality objectives in GCF investment portfolio and in Readiness	A gender marker system fit for GCF is designed, piloted and operationalized in internal procedures. Funding proposal's depth of gender responsiveness is captured (baseline=0).		By Q3 2027

Priority areas	Action	Indicators	Responsibility	Timeline
	<p>30. Conduct periodic project assessments to gauge performance of project-level GAPs GCF will commit resources as necessary towards independent verification and project reviews and assessments to document and publish the benefits and considerations of actions and achievements that address gender issues as deemed necessary</p> <p>31. Commission the interim and final assessment of the implementation of the GAP</p>	<p>Summary report of project-level GAP assessment findings and lessons learned submitted to the Board (baseline=0)</p> <p>Mid-term and 1 final assessment reports on GAP implementation produced (baseline=0)</p>	<p>Lead: OCIO-FO/ OS Support: OCSIO-FO-S&amp;IU</p> <p>Lead: Inter-Secretariat Committee Support: OCSIO-FO/S&amp;IU</p>	<p>Annually as of Q1 2028 and ongoing</p> <p>Mid-term (2028/29)/final (2031)</p>
<b>Project / Portfolio</b>				

Priority areas	Action	Indicators	Responsibility	Timeline
	32. Communicate information on the implementation of the Gender Policy and GAP; develop a GCF knowledge portal on gender-responsive climate finance	Dedicated intranet page for GCF staff on gender-responsive climate finance launched  At least one gender-responsive climate finance communication material developed and disseminated annually	Leads: OCSIO/DCOM and OCSIO-FO/S&IU	Q2 2027  Annually
	33. Establish gender-related best practice learning mechanisms, such as peer-to-peer exchanges for NDAs/focal points, AEs, and delivery partners	Number of peer-to-peer exchanges held with NDAs/focal points, AEs and delivery partners (baseline=0) Report on peer-learning groups and communities of practice (baseline=0)	Leads: OCIO and OCSIO-FO/S&IU	Q2 2027 and ongoing
	34. Promote complementarity and coherence on gender-responsive climate finance among peer climate funds	Annual report on agreed actions	Lead: OCSIO-FO/S&IU	To end in Q1 2026; subsequent arrangements to be confirmed
	35. Support with implementation of the updated United Nations Framework Convention on Climate Change (UNFCCC) Gender Action Plan	Regular progress reports on mandated actions submitted to the UNFCCC gender team  Mapping of aligned indicators under the UNFCCC GAP and following priority areas of alignment: Priority area A/Capacity-building, knowledge management and communication; Priority Area C/Coherence; Priority Area D/ Gender-responsive implementation and means of	Lead: OCSIO-FO/SI&U  Support: OCIO, OCSIO/DMEL, Office of Governance Affairs	2026 and ongoing

Priority areas	Action	Indicators	Responsibility	Timeline
		<p>implementation; Priority Area E/ Monitoring and reporting</p> <p>Summary report on joint knowledge-sharing initiatives with UNFCCC</p>		

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