Gender Action Plan

FP313: Africa Sovereign Climate Facility (ASCF)

Angola, Benin, Côte d'Ivoire and Nigeria | Africa Finance Corporation (AFC) | GCF/B.46/02/Add.06

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GREEN CLIMATE FUND

7. Gender Action Plan

To ensure the systematic integration of gender equality and social inclusion within the ASCF Programme, this Gender Action Plan (GAP) has been developed in compliance with the Green Climate Fund's Updated Gender Policy (2022). The GAP outlines targeted actions to promote women's economic empowerment, inclusive participation, equitable access to climate benefits, and protection from gender-based risks within the Programme.

The findings of the gender assessment informed the Programme design and highlighted persistent gender inequalities in access to finance, productive assets, land tenure, climate information, and decision-making. These findings shaped Component 1, which provides technical assistance and institutional capacity-building to integrate gender-responsive measures early in the project development cycle. Moreover, the Programme's priority sectors, agriculture, renewable energy an water resource management were selected based on their high relevance to women's livelihoods in the participating countries, ensuring that ASCF delivers equitable climate and socio-economic benefits.

A key operational requirement of ASCF is that every sub-project financed under Component 2 undergoes a project-specific gender analysis and integrates a gender action plan as part of due diligence and feasibility assessments. This requirement operationalizes a dual-level gender integration approach:

- At the programme level, the GAP provides the overarching framework for gender-responsive climate investment.
- At the project level, each sub-project will tailor gender actions to local needs and context through detailed gender assessments, ensuring relevance and measurable impact before investment decisions and disbursements are approved.

This approach guarantees that gender considerations are not treated as an add-on, but are embedded throughout the project cycle, from design and appraisal through implementation, monitoring, and evaluation, ensuring transformative and sustainable gender outcomes across all ASCF investments.

7.1. GAP implementation Framework

The implementation of the Gender Action Plan (GAP) will be anchored within the overall governance structure of the ASCF Programme to ensure gender integration across all programme components and outputs. AFC, as Accredited Entity (AE), will provide oversight, while implementation will be driven by the Programme Management Unit (PMU) in close collaboration with Executing Entities (EEs) and national partners.

A dedicated Gender Equality and Social Inclusion (GESI) Specialist embedded within the PMU will lead GAP coordination, integration, and quality assurance across programme activities. This role includes mainstreaming gender and inclusion into feasibility studies, investment design, procurement, stakeholder engagement, and monitoring processes. The GESI Specialist will work with gender focal points appointed within each EE and with a roster of national gender experts to ensure country-specific gender priorities are reflected in sub-project design and delivery

Monitoring and Reporting: Progress on GAP activities and indicators will be tracked and reported annually in the Programme's Annual Performance Report (APR) to the GCF. Sex-disaggregated data will be systematically collected, and progress will be reviewed semi-annually by the PMU and AFC. GAP performance will also be integrated into AE supervision missions and mid and end-term project reviews.

Accountability and Compliance: All EEs will be required to report on gender outcomes quarterly. Performance on gender integration will inform investment approval, disbursement decisions, and safeguard compliance. A gender-responsive grievance mechanism, aligned with AFC and GCF policies, will be operational to address GBV/SEAH risks and ensure safe reporting channels.

Gender actions	Indicators	Target	Timeline	Responsibility	Costs (USD)
Impact Statement: The ASCF Programme will implement comprehensive gender-responsive actions that empower women as equal leaders, change agents, and drivers of climate-resilient and low-carbon development, resulting in inclusive economic transformation and strengthened community resilience across participating countries. **Outcome Statement:** The ASCF Programme will implement comprehensive gender-responsive measures to increase women's participation in climate-resilient and low-carbon development pathways, leading to improved livelihoods, enhanced competitiveness, and sustainable local economic transformation.					
Programme outline: The ASCF Programme will focus on the following key areas: Climate-resilient infrastructure, renewable energy, sustainable agriculture, and water resource management, delivering the following Programme Outcomes: a) Outcome 1: Substantive shift towards attaining the adaptive NDCs of multiple countries through the strengthened adaptive capacity and reduced exposure to climate risks, improved management of agricultural areas and contributing to emissions reduction and the development of climate insurance markets and climate resilient agricultural practices. b) Outcome 2: Substantive shift towards attaining the NDCs of multiple countries through the increased number of low-emission power suppliers while simultaneously decreasing carbon-intensive activities.					
Component 1: Climate Mainstreaming and Institutional Strengthening for Sovereign Investment Transformation					
Output 1:1: Prioritized and Investment-Ready Climate-Aligned Sovereign Pipelines					
Conduct detailed, project-specific gender and social inclusion analyses for all sub-projects	# of project feasibility studies that include a comprehensive gender analysis and action plan.	100% of projects (2 per country)	Y1	ASCF Team Executing Entities	109,000
Conduct stakeholder consultations with women's groups, farmers, and entrepreneurs	% of female participants in consultations	At least 30%	Y1	ASCF Team Executing Entities	79,000

	Number of consultations held	≥ 8 consultations across the 4 counties (2 per country)			
Develop gender-responsive climate and impact reporting templates that include sex-disaggregated indicators and gender-sensitive metrics	# of reporting templates with gender-disaggregated indicators	4 templates developed and adopted	Y1-2	ASCF Team Executing Entities	30,000
	# of sex-disaggregated indicators integrated into M&E system	All templates include ≥5 gender-sensitive indicators			
Design and deliver gender equality and social inclusion (GESI) training modules as part of capacity-building programs targeting national institutions, executing entities, and community-level stakeholders (including local authorities, civil society actors, and women's organizations)	# of GESI training sessions delivered	At least 4 (one per country)	Y2-4	ASCF Team Executing Entities Participating countries	105,500
	Percentage of female participants in training sessions	At least 40% participants are women			
Component 2: Investment and Project Execution Activities					
Output 2.1: Increased climate investments to support the attainment of climate adaptation and mitigation goals:					
Deliver targeted capacity building for gender-responsive climate governance across EE institutions,	% of trained institutions applying gender-responsive tools in climate project design	100% PIUs and line ministries adopt gender screening checklists by Year 2	Y1-4	ASCF Team Participating countries	132,000
	Number of government and civil society staff trained	100 officials trained across 4 countries (min. 40% women)			
Develop tools and protocols that ensure women, are included in climate risk monitoring	# of Gender-sensitive climate risk toolkits developed	1 per country	Y 2–4	ASCF Team Participating countries	105,500
Integrate gender-responsive indicators and sex-disaggregated reporting into ASCF monitoring	ASCF gender-responsive M&E framework	1 for the programme	Y 1–4	ASCF Team	132,000

systems to track implementation of gender-related climate actions and policies.	% of sub-projects reporting sex-disaggregated data	100% of sub-projects report sex-disaggregated data annually		Participating countries	
	Number of staff trained on gender-responsive M&E methods.	12 M&E officers trained (at least 30% women)			
Output 2.1: Increased climate investments to support the attainment of climate adaptation and mitigation goals					
Activity 2.1.1: Finance the Execution of Efficient, Reliable Energy Transmission, Distribution, and Storage					
Develop inclusive procurement mechanisms that prioritize or incentivize women-led or gender-equal enterprises in energy sector	% of contracts awarded to women-led firms/owned firms in the sub-projects	At least 20% of procurement go to women-led businesses	Y 1–4	ASCF Team Executing Entities	26,500
Activity 2.1.2: ***Finance the Execution of reconfiguring food systems***					
Conduct training and provide technical support to women farmers and entrepreneurs on regenerative agriculture, sustainable value chains, and agricultural technologies	# of women trained	At least 900 women	Y 1–4	ASCF Team Executing Entities	119,000
	# of women-led agribusinesses linked to value chains	90 women-led agribusinesses integrated into value chains			
Develop and roll out index-based climate insurance products with flexible premiums and targeted outreach to women farmers	# of women reached by awareness campaigns	At least 1000 reached	Y 1–4	ASCF Team Executing Entities	77,500
	# of insured women farmers	At least 600	Y 1–4	ASCF Team Executing Entities	53,000
Activity 2.1.3: ***Finance the integration of water management – protection from water – related disasters, preservation of water resources and enhanced resilient water supply and sanitation services***					
Conduct training and provide technical support to increase women's skills and leadership in	# of women trained and engaged in climate-resilient water management	At least 200 women trained	Y 1–4	ASCF Team	66,000

climate-resilient water management and irrigation systems.	% of women farmers adopting water saving practices	At least 60% of trained women adopt improved water management practice	Y 1–4	Executing Entities	
Activity 2.1.4: ***Finance access to modern renewable energy***					
Deliver community awareness and outreach on women's economic empowerment through renewable energy access	# of outreach sessions conducted	At least 3 awareness sessions with at least 30% women participants	Y 1–4	ASCF Team Executing Entities	26,500
Train women and youth on solar farm operations, maintenance	# of women trained	50 women trained	Y 2–4	ASCF Team Executing Entities	39,500
Implement local hiring and supplier targets that ensure meaningful participation of women and women-led enterprises in solar farm projects.	% of women employed in construction/operations	At least 30% of the workforce	Y 1–4	ASCF Team Executing Entities	39,500
	# of women-owned SMEs contracted	At least 10 women-owned SMEs contracted across supply chains			
Activity 2.1.5: ***Finance the execution of climate resilient infrastructure***					
Create local hiring pathways and procurement incentives to increase women's employment and contracting of women-led businesses in infrastructure projects.	% of women employed;	At least 30% of the workforce	Y 1–4	ASCF Team Executing Entities	53,000
	# of women-led MSMEs contracted	At least 10 women-led enterprises engaged			
Establish mechanisms to ensure women's active participation and leadership in infrastructure decision-making and community governance committees.	% of women represented	At least 40% women included in project governance committees	Y 1–4	ASCF Team Executing Entities	26,500
	# of consultations with women's groups	At least 4 consultations			

Cross-cutting: SEAH/GBV risks are mitigated and survivor-centred response mechanisms are in place					
Develop and implement a project-specific SEAH Prevention and Response Action Plan for all sub-projects	% of sub-project staff, contractors, and workers trained on SEAH prevention	90% of all staff	Y1	ASCF Team Executing Entities	210,000
	Number of community awareness sessions conducted on SEAH prevention and reporting	At least 2 per country	Y 1-4		
	% of reported SEAH cases receiving timely and appropriate survivor support	100% of cases	Y 1-4		
Inclusion of SEAH Prevention Clauses and Codes of Conduct in All Bidding Documents and Contracts	% of contractors/sub-contractors with approved SEAH prevention and response plans	100% contractors/sub-contractors	Y 1-4	ASCF Team Executing Entities	40,000
	A SEAH Code of Conduct (CoC) is developed and implemented.	A project-specific Code of Conduct on SEAH exists			
	Number of contract compliance reviews or audits verifying SEAH clause implementation	At least 1 per project per year			
	Percentage of project staff and implementing partners who have reviewed, understood, and signed the CoC.	100% of project staff			
Establish and operationalize the SEAH-sensitive GRM, including the mapping and formalizing of referral pathways for survivor support	# of SEAH-sensitive GRM established and operational	At least 1 per country	Y 1	ASCF Team Executing Entities	130,000
	# of referral pathways mapped and formalized	At least 3 per country	Y 1-2		
	# of GRM and SEAH focal points trained	At least 1 per project	Y 1-4		

	# of awareness sessions conducted to publicize GRM and reporting mechanisms	At least 2 per project	Y 1-4		
GAP Total					**1,600,000**