



Annex 8.2 | Gender Action Plan

11 May 2022

Acknowledgement

The following document is submitted in accordance with the submission of the Full Funding Proposal by the Green Guarantee Company to the Green Climate Fund in line with their submission of the Project Preparation Facility (PPF) Application dated 13 October 2021. The team responsible for the compilation of the document are as follows:

- Development Guarantee Company
- Green Guarantee Company
- Pegasys Limited
- IBIS Consulting
- SR Consulting

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Gender Action Plan

GGC is committed to ensuring that its internal capacities and external (institutional- and project- specific) approaches to enhancing gender equality are aligned with the GCF's requirements.

This is reflected in the below Gender Action Plan.

Table 1 Gender Action Plan

Activities	Indicators and Targets	Timeline	Responsibilities and Costs
<p>Impact Statement: In mobilizing significant private debt capital towards climate change mitigation and adaptation projects across, the GGC will, to the best of its ability, support greater gender equality and women’s empowerment within the target countries and sectors, through:</p> <ul style="list-style-type: none"> • Improved access to clean energy and empowerment of local communities, including women, girls, and vulnerable populations, through renewable energy, energy services, enhanced energy efficiency and new technologies; <ul style="list-style-type: none"> ○ This includes a focus on supporting women and girls living in cities and working in industries to make positive, healthier behavioural shifts through the provision of better technologies and energy efficient designs to help reduce energy use in urban contexts. • Improved access to safe, reliable and affordable low-emission transport systems for local communities, with special attention paid to the needs of those in vulnerable situations, including women and girls, through the provision of low- and zero-emission public and private transport solutions. • Improved livelihoods and enhance the resilience of vulnerable communities, including women and girls, to the negative climate impacts currently affecting critical agricultural and food systems. • Improved health outcomes and increase in time-savings, recreation, and economic activities for women and girls through enhancements to the built and natural environments that they rely on (ranging from improvements in WASH and energy infrastructure, through to improvements in land-use and conservation of forests and ecosystems). <p>Outcome Statement: By demonstrating how the provision of green guarantees can support widescale roll-out of inclusive climate change mitigation and adaptation projects, the GGC will achieve the following gender-responsive outcomes (with sex disaggregated fund level impacts at, or near, gender parity):</p> <ul style="list-style-type: none"> • Enhanced resilience and improved health for communities, including women and children, through GHG emissions reductions and adaptation measures, relating to both built and natural environments. • More equitable decision-making between men and women, reductions in gender based violence, increased access to and control over resources, and economic empowerment of women and girls through the GGC’s Environmental and Social Management System (ESMS), mandatory project safeguards, 			

stakeholder consultation framework (including expert consultation on pressing gender issues, determined on a country-by-country basis), and gender-responsive project design approaches.

- Strengthened institutional capacity of project owners in the design and delivery of gender-responsive projects, aligned with GCF requirements.

Budget: GGC will adequately budget for a dedicated gender resource to oversee all of GGC’s gender-related activities, as well as the ad hoc appointment of gender specialists with in-country and sector -specific expertise, on a project-by-project basis and has allocated *approximately* USD 5 000 000 towards M&E and reporting impact.

Output 1: Establish organisational processes and systems to enhance gender equality outcomes

<p>Dedicate necessary finances and human resources to implement this Gender Action Plan, with indicator data disaggregated by sex to ensure reportable progress.</p>	<p>100% annual compliance with gender reporting at an organisational level</p>	<p>Established in Year 1</p>	<p>Consulting team appointed by GGC to head ESG and Gender.</p>
<p>Dedicate necessary human and financial resources to build, strengthen and sustain GGC’s capacity related to gender equality knowledge management, learning, and implementation through:</p> <ul style="list-style-type: none"> • the appointment of a dedicated gender resource to oversee all of GGC’s gender-related activities; and • the ad hoc appointment of gender specialists with in-country and sector -specific expertise, as needed on a project-by-project basis. 	<p>Line items in GGC’s annual budgets to cover processes and activities to adequately cover costs of the on-going engagement of the GGC’s gender, E&S resource, as well as project-specific gender expertise, as required.</p>	<p>Implemented in perpetuity (duration of GGC’s years in operation)</p>	<p>Costs included in the GGC’s annual budgets, as follows (see also Annex 4 and 11):</p> <ul style="list-style-type: none"> • Dedicated gender expertise within the GGC’s Impact Team (comprising gender, climate and E&S resources). In T1, the team will consist of one (1) resource(supported by external consultants) and grow year-on-year to ultimately comprise seven (7) resources (split equally between gender, climate and E&S).
<p>GGC’s Environmental and Social Management System, Policy and Framework in place.</p>	<p>ESM System, Policy and Framework operationalised in Year 1.</p>		<ul style="list-style-type: none"> • Project-level consultancy services, which includes the cost of in-country experts to be mobilised on

			<p>a project-by-project basis. In Year 1, this budget is earmarked as USD\$1,560,000.00 and will grow to USD\$ 3,120,00.00 by Year 10.</p> <p>AE to monitor and report on progress.</p>
<p>Output 2: Ensure project-level gender assessments and action plans (GAPs) are developed (NOTE: project-level assessments, and hence specific gender indicators and targets can only be established as and when specific projects that the GGC will support are identified. Thus, indicators and targets are identified where known, and if not, are exemplars).</p>			
<p>As part of each project's gender assessment, ensure:</p> <ul style="list-style-type: none"> • Relevant sex-disaggregated data at a country level is collected and analysed • Women's organisations working on gender issues are identified and engaged • Gender-related baseline data specific to the sector and country is established • The project is aligned with / in support of the country's SDG, NDC and policy gender-related commitments • Country and sector specific gender vulnerability(ies) are identified (using the Sector and Country Assessments in Annex 8.1 as a basis for further research and engagement) • Opportunities / solutions for the project to address these vulnerabilities are well defined and adequately integrated into the project design and delivery processes (using Table 6, Annex 8.1, as a basis for further research and engagement) 	<p>100% of projects that receive guarantees.</p>	<p>In perpetuity (duration of GGC's years in operation)</p>	<p>Project Owner, with review, oversight and input (as necessary) from GGC's Gender Resource and additional expert input from gender specialist with country and sector specific expertise (to be determined on a project by project basis).</p> <p>AE to monitor and report on progress.</p> <p>Costs included in the GGC's annual budgets, as follows (see also Annex 4 and 11):</p>

<p>Review and input into each project's Gender Action Plan, ensuring the outcomes (actions) of the project's gender assessment are adequately captured, resourced and assigned responsibilities and timelines for all subsequent project phases.</p>	<p>100% of projects that receive guarantees.</p>		
<p>Ensure sufficient budget is allocated to implement and monitor each project's GAP.</p>	<p>100% of projects that receive guarantees</p>		<ul style="list-style-type: none"> • Dedicated gender expertise within the GGC's Impact Team (comprising gender, climate and E&S resources). In T1, the team will consist of one (1) resource(supported by external consultants) and grow year-on-year to ultimately comprise seven (7) resources (split equally between gender, climate and E&S). • Project-level consultancy services, which includes the cost of in-country experts to be mobilised on a project-by-project basis. In Year 1, this budget is as USD\$ 1,560,000.00 USD and will grow to USD\$ 3,120,000.00 by Year 10.
<p>Output 3: Gender sensitive safeguarding and stakeholder consultation is implemented to enable gender inclusive processes, leading to gender-responsive project designs.</p>			
<p>Stakeholder consultations and project safeguarding will include the following categories, only when and as appropriate:</p> <ul style="list-style-type: none"> • Gender Equality and Women's Rights • Community Health, Safety and Working Conditions • Indigenous Peoples, Displacement and Resettlement 	<p>100% of projects under consideration for a guarantee</p> <p>% of women, indigenous peoples and vulnerable</p>	<p>In perpetuity (duration of GGC's years in operation)</p>	<p>Oversight from consulting team appointed by GGC to head ESG and Gender.</p>

<ul style="list-style-type: none"> • Sites of Cultural and Historical Heritage • Forced Eviction and Displacement • Land Tenure and Other Rights • Indigenous Peoples • Corruption • Economic Impacts <ul style="list-style-type: none"> • Labour Rights • Negative Economic Consequences • Climate and Energy <ul style="list-style-type: none"> • Emissions • Energy Supply • Water <ul style="list-style-type: none"> • Impact on Natural Water Patterns/Flows • Erosion and/or Water Body Instability • Environment, ecology and land use <ul style="list-style-type: none"> • Landscape Modification and Soil • Vulnerability to Natural Disaster • Genetic Resources • Release of pollutants • Hazardous and Non-hazardous Waste • Pesticides & Fertilisers • Harvesting of Forests • Food • Animal husbandry • High Conservation Value Areas and Critical Habitats • Endangered Species 	<p>populations included in project design consultation (target: 40% of all consulted).</p>		<p>Delivery through Project Owners</p> <p>GGC to provide Technical Assistance support, where Project Owners lack capacity to deliver gender sensitive safeguarding and stakeholder consultation</p> <p>Costs included as per project budgets (to be reviewed and approved by the GGC to ensure they are adequate).</p> <p>AE to monitor and report on progress.</p>
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Output 4: M&E analysis confirms gender-responsive project designs support lead to greater equality outcomes (NOTE: project-level assessments, and hence specific gender indicators and targets can only be established as and when specific projects that the GGC will support are identified. Thus, indicators and targets are identified where known, and if not, are exemplars).

<p>Develop appropriate organisational-level digital M&E platform that aggregates progress and data from project-level GAPs to inform GGC's Annual Reporting process</p>	<p>Digital platform established</p> <p>100% of project's GAPs loaded on digital M&E platform</p>	<p>Year 1</p> <p>In perpetuity (duration of GGC's years in operation)</p>	<p>Oversight from consulting team appointed by GGC to head ESG and Gender.</p> <p>Costs: M&E budget forms part of the GGC's overarching MERL budget for 2022-32 (USD\$ 5,603,907.00 total) (See Annex 11).</p> <p>AE to monitor and report on progress.</p>
<p>Demonstrate that gender-responsive project designs result in:</p> <ul style="list-style-type: none"> Improved livelihoods and enhanced resilience of women and girls resulting from adaptation and mitigation measures; More equitable decision-making between men and women; Reductions in gender based violence; Empowerment¹ of women and girls through increased access to and control over economic, health, infrastructural and educational resources, services and opportunities. <p>using aggregated quantifiable and qualitative data.</p> <p><i>It should be noted that, where a target has not been set for a specific indicator, the intention of the indicator is to demonstrate that – when a project does contribute to such an indicator – it will be reported on by</i></p>	<ul style="list-style-type: none"> At least 50% of all beneficiaries are female across GGC's investment portfolio. <p>Exemplar indicators include:</p> <ul style="list-style-type: none"> Quantitative indicators to measure targets and quotas for women's participation and leadership at project level are tracked and reported on. Measurable reduction in gender-based violence tracked and reported on. 	<p>In perpetuity (duration of GGC's years in operation)</p>	<p>Project Owners with data verified by GGC's Gender Resource</p> <p>AE to monitor and report on progress.</p> <p>Costs: M&E budget forms part of the GGC's overarching MERL budget for 2022-32 (USD\$5,603,907.00 total) (See Annex 11).</p>

¹ Empowerment will be considered through various lenses, based on the project, to include – for example – time-savings, economic empowerment, health improvements, improvements in educational outcomes, etc.

<p><i>the Borrower to the GGC (as opposed to the GGC expecting all projects to report on all indicators).</i></p>	<ul style="list-style-type: none"> • Number/proportion of women with improved access to financial mechanisms (equity investment, affordable loans, insurance etc.) for low-carbon/climate-resilient products and services. • Quantifiable increases in targeted and diversified employment opportunities for women and men. • Increase in earning and income generation opportunities for both women and men expressed as income ratio of men to women. • Quantitative indicators that measure women's and men's shift in time spent / time-savings and economic opportunities resulting from a project's adaptation or mitigation measures (such as those resulting from increased access to healthcare, education, infrastructure 		
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	services, sustainable land-use activities etc.).		
Output 4: Enhanced institutional capacity of project owners to develop and implement projects that lead to greater equality outcomes			
Guarantees provided to women led businesses and / or targeted allocation of guarantees to project's that explicitly look to address gaps in financing for women.	<p>At least 25% of all projects comply with one or more of the <u>2XChallenge: Financing for Women</u> criteria.</p> <p>Women led or owned women businesses that receive support / gain access to guarantees from the GGC.</p>	<p>In perpetuity (duration of GGC's years in operation)</p> <p>Progress indicator, tracked in perpetuity.</p>	<p>Project Owners with data verified by GGC's consulting team</p> <p>AE to monitor and report on progress.</p> <p>Costs: M&E budget forms part of the GGC's overarching MERL budget for 2022-32 (USD\$5,603,907.00 total) (See Annex 11).</p>
Project Owners capacitated to develop and deliver gender-responsive support through technical assistance (TA) from the GGC	<p>Number of Project Owners who receive technical assistance from the GGC to enhance / improve the gender-responsiveness of their project design</p>	<p>In perpetuity (duration of GGC's years in operation)</p>	<p>GGC's Gender Resource to manage and track TA support to Project Owners</p> <p>AE to monitor and report on progress.</p> <p>Costs: M&E budget forms part of the GGC's overarching MERL budget for 2022-32 (USD\$5,603,907.00 total) (See Annex 11).</p>

The following table showcases the timeline for implementation of the gender action plan:

Table 2 Timeline

GAP Milestones	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
Gender-responsive budgets, systems and processes in place	X									
Gender resource appointed	X									
Database of country-specific gender specialists identified	X	X	X	X						
Project-level gender sensitive and gender-responsive methodologies in place to guide gender assessments and action plans	X									
Project-level gender sensitive and gender-responsive methodologies refined based on application learnings			X							
Organisational-wide implementation of gender safeguarding and stakeholder consultation methodologies	X									
Gender safeguarding and stakeholder consultation methodologies refined based on application learnings			X							
Monitoring, Verification and Reporting (MRV) platform in place	X									
Monitoring, Verification and Reporting (MRV) platform refined based on application learnings				X						
Technical Assistance: gender-related training and capacity development for project owners		X	X	X	X	X	X	X	X	
Sex-disaggregated project data, reporting and fund-level reporting			X ²	X	X	X	X	X	X	X

² Assuming at least one project is implemented in Year 3