



MUFG Bank, Ltd.

**Gender Policy for the
GCF Projects / Programmes**



1. Background

- 1.1 The Green Climate Fund (the GCF) requires the entities accredited (the Accredited Entity, AE) by the GCF that they adopt policy and strategy or action plan (Annex) to ensure gender mainstreaming in operations in the projects and the programmes which are or to be funded by the GCF (the GCF Projects / Programmes).
- 1.2 This document sets out MUFG Bank, Ltd. (MUFG)'s policy (this Policy) regarding the gender action as the Accredited Entity in the GCF Projects / Programmes.
- 1.3 This Policy applies to all GCF Projects / Programmes in which MUFG participates as the Accredited Entity.

2. Rationale

In the context of sustainable development, MUFG will consistently mainstream gender issues in its implementation arrangements and frameworks for the GCF Projects / Programme. This Policy recognizes that gender relations, roles and responsibilities exercise important influences on women's and men's access to and control over decisions, assets and resources, information, and knowledge. This Policy also recognizes that the impacts of climate change can exacerbate existing gender inequalities. This Policy further acknowledges that climate change initiatives are more sustainable, equitable and more likely to achieve their objectives when gender equality and women's empowerment considerations are integrated into the design and implementation of projects. Further, this Policy recognizes that women and vulnerable communities are also part of the solution to climate change and should, therefore, be effectively engaged in discussions and decisions that affect them.

This Policy is closely aligned with the United Nations Sustainable Development Goals (SDGs), which make explicit commitments to gender equality, both as a stand-alone goal on gender equality and women's empowerment (SDG5) and as a theme cutting across all the SDGs. An aim of combating climate change is to promote mechanisms for raising capacity for effective climate change-related planning and management in the least developed countries and small island developing States, and includes focusing on women, youth, and local and marginalized communities.

This Policy is guided by, among others, the United Nations Framework Convention on Climate Change, in which the Parties to the United Nations Framework Convention on Climate Change note that when addressing climate change, principles of gender equality and empowerment of women should be respected, promoted and considered. This Policy is also guided by the Paris Agreement, reflects the commitment by Parties that adaptation action should be "gender-responsive". Further, the preamble to the Paris Agreement urges Parties:

"when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity."

3. Objectives

This Policy reinforces the responsiveness of MUFG to the multiple, heterogeneous, culturally diverse context of gender equality to better address and account for the links between gender equality and climate change. This Policy commits MUFG to:

- (a) Enhancing gender equality within its governing structure and day-to-day operations; and
- (b) Promoting the goals of gender equality and women's empowerment through its decisions on the allocation of funds, operations and overall impact as outlined in the project-level gender action plan.

This Policy spells out the principles for achieving gender equality and women's empowerment through an action plan and supporting technical guidance, the operational requirements for stakeholder involvement in the design, implementation and evaluation of projects.

This Policy moves beyond a narrow understanding of gender to consider, respect and value the contribution of both women and men.

3.1 This Policy has three main objectives:

- (a) To support climate change interventions and innovations through a comprehensive gender approach, applied both within the institution and by its network of partners, including Executing Entities (EEs), national designated authorities (NDAs) and focal points, and delivery partners for activities under the GCF Readiness and Preparatory Support Programme;
- (b) To promote climate investments that:
 - (i) Advance gender equality through climate change mitigation and adaptation actions; and
 - (ii) Minimize social, gender-related and climate-related risks in all climate change actions; and
- (c) To contribute to reducing the gender gap of climate change-exacerbated social, economic and environmental vulnerabilities and exclusions through GCF climate investments that mainstream gender equality issues.

4. Scope of application

MUFG applies this Policy in principle to all its activities as the Accredited Entity in the GCF Projects / Programmes. This Policy is applicable to all countries, while taking into account different national realities, capacities and levels of development and respecting national policies and priorities.

At the project / portfolio level: this Policy objectives apply to address and reduce gender inequality, deepen stakeholder engagement and deliver better accountability to both men and women to generate sustainable livelihood opportunities, health and well-being, and resilience against climate-induced shocks and risks.

In this way, MUFG will support enabling environment that integrates gender equality, vertically and horizontally, across diverse stakeholders and climate change-relevant policy processes and frameworks through the course of the project life cycle and climate investments.

5. Guiding principles

Guiding principles underpin the core values and premises of this Policy and are aligned with the objectives and guiding principles of the Governing Instrument for the GCF. These principles are presented in the following sections.

5.1 Human rights

MUFG recognizes that, in accordance with the preamble to the Paris Agreement acknowledging that climate change is a common concern of humankind, actions to address climate change should respect, promote and consider the obligations of countries on human rights; the right to health; the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations; and the right to development as well as gender equality, empowerment of women and intergenerational equity.

5.2 Country ownership

- (a) MUFG expects that GCF's National Designated Authorities (NDAs) are aware that the GCF Projects / Programmes are aligned with national policies and priorities on gender and are aligned with this Policy.
- (b) MUFG requires that women and men be provided with equitable opportunity to be included in stakeholder consultations and decision-making during project preparation, implementation and evaluation.

5.3 Stakeholder engagement and consultation

For the purposes of this Policy, MUFG requires that women and men, including marginalized and vulnerable groups, be provided with an equal and equitable opportunity to be fully and effectively engaged in consultations and decision-making throughout the project cycle, taking into consideration the initial best practice options for country coordination and multi-stakeholder engagement.

MUFG undertakes consultation that is gender sensitive and culturally aware, pursuant to the GCF Environmental and Social Policy and Indigenous Peoples Policy, and that will be supported by the disclosure of relevant information pursuant to the Information Disclosure Policy of the GCF.

5.4 Disclosure of information

MUFG recognizes the importance of transparency, non-discriminatory access and accountability in all aspects of its operations. Through the Information Disclosure Policy of the GCF, MUFG endeavors to provide accurate, gender-related and timely information to its stakeholders, including marginalized individuals, communities and the public at large, about its policy guidelines, standards, procedures and project operations.

6. Policy requirements

This Policy requirements are categorized as follows: (a) AE commitments and (b) Project-level requirements.

6.1 AE commitments

MUFG, as Accredited Entity will dedicate the necessary financial, human and other resources, as appropriate, to comply with the principles and requirements of this Policy.

At the project level, MUFG will be responsible for meeting the principles and requirements of this Policy and supporting the implementation of the project-level gender action plan as it relates to the GCF-approved activity as well as for reporting on results, including the generation and use of sex-disaggregated as well as qualitative data.

MUFG will take the necessary measures to ensure that proposed projects, as well as proposed activities under the GCF Readiness and Preparatory Support Programme, submitted to GCF for financing are aligned with national policies and priorities on gender.

6.2 Project-level requirements

At the project preparation stage, MUFG will:

- (a) Ensure that concept notes and funding proposals submitted for GCF financing meet the principles and requirements of this Policy;
- (b) Submit as a part of the funding proposal (i) a gender assessment, along with appropriate environmental and social assessments (as may be required according to the level of risks and impacts), and (ii) a project-level gender action plan; and
- (c) Integrate analysis of context and sociocultural factors underlying climate change-exacerbated gender inequality and optimize the potential contributions of women and men of all ages to build both individual and collective resilience to climate change.

At the project implementation, monitoring and reporting stage:

- (a) MUFG will take necessary measures to implement the project-level gender action plan submitted as part of the funding proposal approved by GCF;
- (b) In implementing the project-level gender action plan, MUFG will refine, as may be necessary, the gender-related baseline, indicators and targets;
- (c) MUFG will take the necessary measures to ensure periodic updates on the gender assessments and notify GCF when there are major changes in the design and execution of projects, or other circumstances that may affect the implementation of the gender action plan. MUFG will also notify GCF of any changes in the project-level gender action plan; and
- (d) MUFG will monitor and report on the progress made in implementing the project-level gender action plan.

7. Accountability and Competencies

7.1 Accountability

- (a) Sustainable Business Office in Solution Products Division is accountable for gender and climate change results and outcomes in relation to the GCF Projects / Programmes, and, if required, reports annually in a transparent manner.
- (b) The application of the MUFG's guidelines on the initial socioeconomic and gender assessments and social and environmental standards is mandatory in its activities as the Accredited Entity in the GCF Projects / Programmes.
- (c) Gender-related complaints and grievances that may occur in the GCF Projects / Programmes are processed through MUFG's redress mechanism.

7.2 Competencies

- (a) MUFG is willing to acquire the necessary gender competencies to exercise its oversight responsibilities over executing entities (EEs) on gender and climate change.
- (b) MUFG commits to knowledge generation as experience is gained on gender and climate change. Such knowledge is to be used to strengthen competencies of all stakeholders.

8. Gender Action Plan

- 8.1 MUFG will adopt a project-level gender action plan as it relates to the GCF-approved activity to implement this Policy.

9. Effective date

- 9.1 The provisions of this Policy became effective on 10th April 2019.

- 9.2 The revision will take effect on 1st December 2020.

10. Miscellaneous

- 10.1 This Policy shall not be interpreted to affect or alter existing internal rules of MUFG and shall only apply to the GCF Projects / Programmes in which MUFG participates as the Accredited Entity.

Annex Gender Action Plan

Priority Area	Implementation of this Policy	
	Action	Indicators
(a) Outputs, outcomes and impact monitoring indicators, and reporting	1. Application of this Policy in project preparation / design / implementation / monitoring	<ul style="list-style-type: none"> ■ Percentage of the GCF Projects / Programmes that have carried out initial socioeconomic and gender assessments, and that have collected disaggregated baseline data; and ■ Percentage of the GCF Projects / Programmes that have applied gender-equitable stakeholder consultations