



The Southern Africa
Climate Finance Partnership

DESIGNING CLIMATE FINANCE SOLUTIONS IN A SHIFTING INVESTMENT LANDSCAPE

A toolbox for innovative practitioners

Table 1 From Gender Mainstreaming to Gender-Transformative Outcomes at the Levels of Institutions and Markets

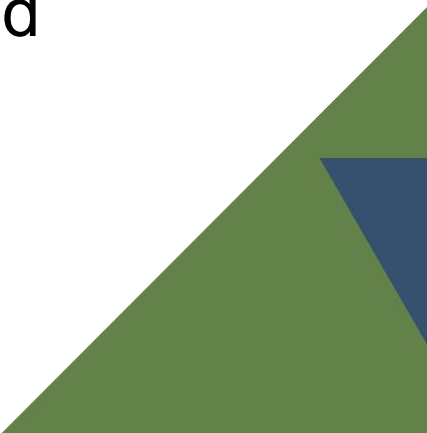


<i>Influence Area</i>	<i>Design Type</i>		<i>Specific Examples from CIF Projects under Phases 1-2</i>	<i>Project examples from:</i>
GENDER-POSITIVE TRANSFORMATION (Institutional change)	GOVERNANCE, VOICE & AGENCY		7-Enhancing women's formal roles in natural resource governance	PPCR, FIP
	SECTOR CHANGE		6-Sector training for women, incl. RE industry pipeline development	SREP, CTF
STRATEGIC GENDER INTERESTS (Impacts on individuals)	ECONOMIC OPPORTUNITIES		5-Strategies/ targets for women's employment (e.g., women-owned energy enterprises)	SREP, CTF
			4-Ancillary services (e.g., targeted credit schemes)	CTF, PCR, FIP
GENDER MAINSTREAMING (Relying on formal mandate)	ORGANIZATIONAL MAINSTREAMING	3-Gender focal points in climate planning units; gender budgeting and planning approaches		PPCR, SREP
	PROJECT ASSESSMENT & DESIGN	2-Gender-sensitive project design (e.g., in mass rapid transit)		CTF
	TARGETING	1-Identification/ tracking of female beneficiary targets (including re national social inclusion goals) at national and CIF reporting levels		SREP, PPCR, FIP, Partial in CTF

Gaps to consider

- Unequal access to and control of natural resources.
 - Unbalanced participation and decision-making in environmental planning and governance at all levels.
 - Uneven access to socio-economic benefits and services.
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Opportunities to consider

- Equal access to and control of natural resources.
 - Balanced participation and decision-making in environmental planning and governance at all levels.
 - Even access to socio-economic benefits and services.
- 

“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...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”

- GCF Gender Policy

Can women benefit from green jobs? “Yes, but...” says report by UN Women, African Development Bank

The report, titled *Green Jobs for Women in Africa*, points out that women are well positioned to benefit from primary-level jobs that will be created but not higher-paying ones in the renewable energy, infrastructure or transportation sectors. This is in spite of the critical role African women play in the economy and in managing climate change in their communities.

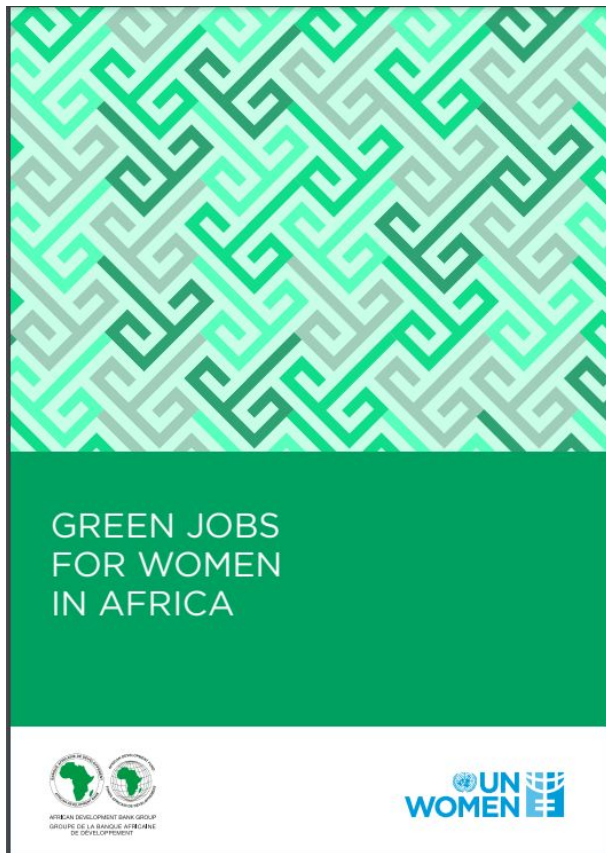
Oulimata Sarr, UN Women's Regional Director for West and Central Africa, said: ***“Some of the obstacles that women face to access green jobs in energy, infrastructure or the circular economy are rooted in social norms and changing those takes time. We are at an acceleration moment. We need to act now to ensure that the transition to the green economy in the region does not leave women and girls behind.”***

Among the constraints women face are: gender segregation in education and employment, lack of access to formal-sector work, endemic financing gaps, as well as social norms that leave women shouldering the bulk of unpaid care work.

Can women benefit from green jobs? “Yes, but...” says report by UN Women, African Development Bank

Vanessa Ushie, Acting Director of the African Natural Resources Centre of the African Development Bank, said:
“Women play a vital role in managing Africa’s natural capital assets and building climate resilience in our local communities. Carbon credits provide an opportunity to reward women for the critical role that they play in protecting our mangroves, forests and other ecosystems essential for carbon sequestration and environmental sustainability across Africa.”





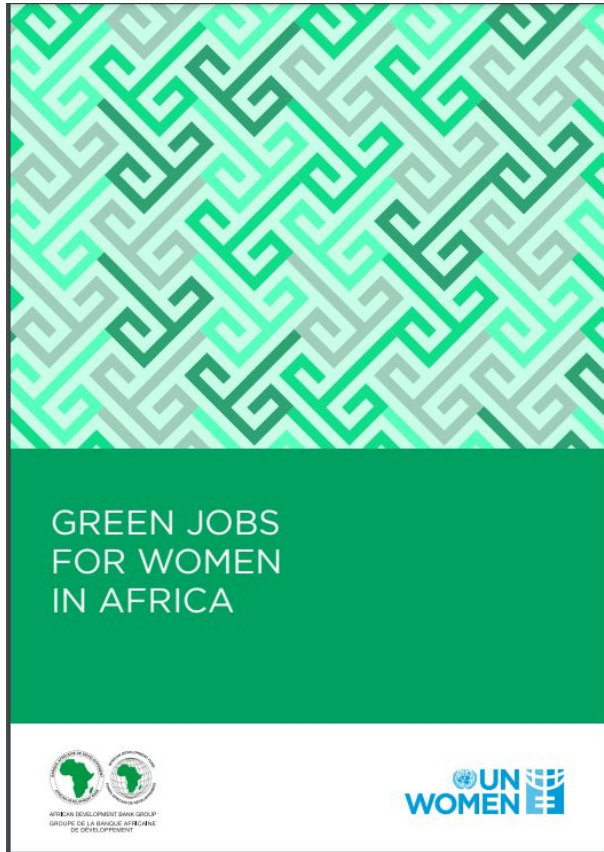
- “Women are well positioned **in many of the sectors where green jobs will be created.**
- While women are well positioned to access green jobs in many sectors, the report also shows that they are currently **overwhelmingly concentrated in sectors that are likely to create more low-end types** of green job opportunities
- However, in sectors where women are not well represented, **they are finding niches**, often as small women-led businesses in indirect jobs in green construction, renovations or energy efficiency.
- Women **face a number of barriers** that may limit their full access to access green jobs in the coming years.”

Green jobs potential for women in sectors of the sub-Saharan African economy

Sector	Potential to create green jobs	Potential to create higher-end green jobs	Quick-win area for women's employment in sub-Saharan Africa
Agriculture (greening of conventional)	●	●	●
Agriculture organic/ conservation farming	●	●	●
Fisheries	●	●	●
Forestry (sustainable forestry management and reforestation)	● → ●	●	●
New Green Services	●	● → ●	●
Tourism (greening tourism and nature/eco-tourism)	●	●	●
Waste management/ recycling	● → ●	●	●
Transportation	●	● → ●	● → ●
Solar energy	●	●	● → ●
Biomass energy	●	●	●
Wind energy	●	●	●
Construction	●	●	●

Note: This table presents a visual summary of the results of the mapping exercise to identify opportunities for green jobs for women in sub-Saharan Africa. Detailed analysis can be found in section 3 of the report, as well as annex I. The second column of this table classifies sectors according to their potential to create green jobs. The third column presents information regarding the quality of green jobs likely to be created in each sector. The last column, classifies sectors according to their potential as a quick win for women's participation in green jobs in the future, based on current levels of women's labour force participation in the sector in sub-Saharan Africa.

● Low ● Medium ● High



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- “The transition to the green economy offers unique opportunities to reduce gender inequalities in sub-Saharan Africa, including by:
- Changing perceptions about what are acceptable male and female jobs, and eroding strong patterns of horizontal gender segregation in the labour market
 - Assigning economic value to women’s unpaid work on behalf of the environment.”

Summary of recommendations

Level 1 policies: Getting women and girls ready for the green economy

- Undo gender segregation in education and promote women's participation in science, technology, engineering and math (STEM) fields.
- Reskill and upskill women for green jobs, particularly in agriculture, tourism, waste management and forestry.
- Develop women's networks in male-dominated sectors such as energy, construction and transportation.
- Support the transition towards the formal economy, which can facilitate women's movement into better-paying jobs with better working conditions in key areas of the green economy, such as agriculture, waste management and forestry.

Level 2 policies: Levelling the playing field for a gender-responsive green economy

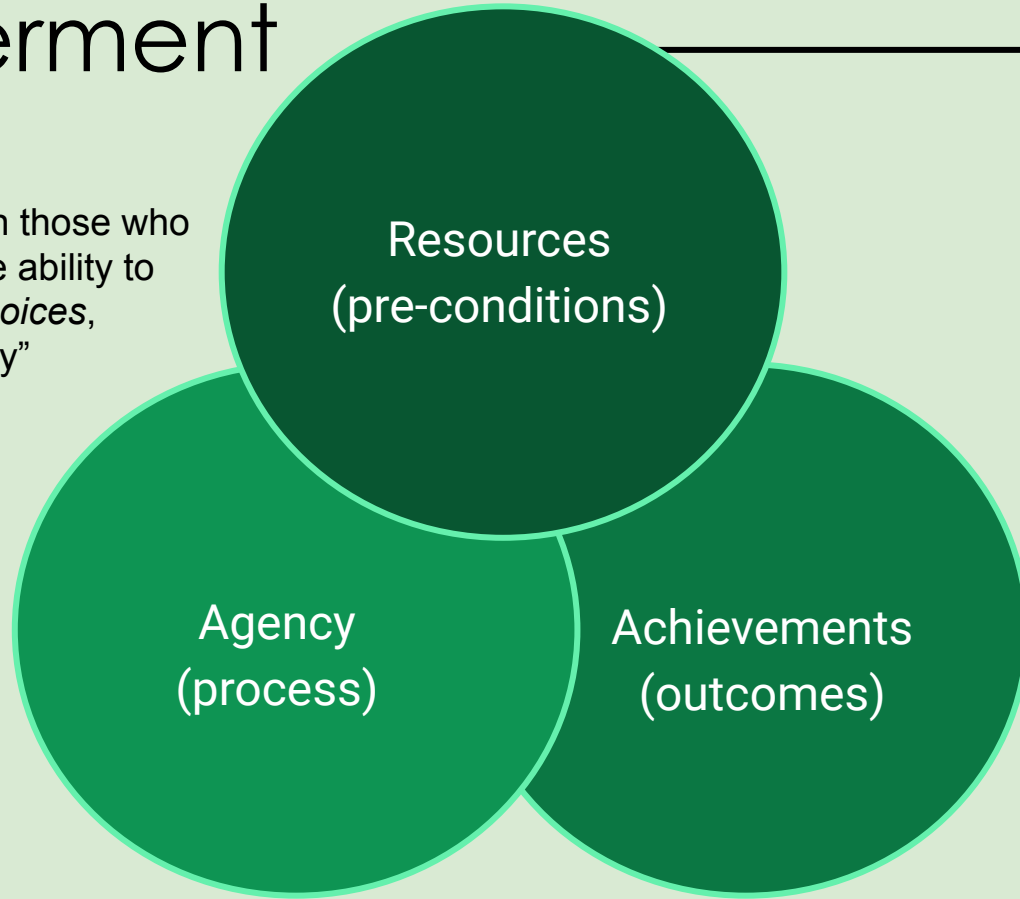
- Remove legal barriers and address gender discrimination in legislation (for example, access to land, access to certain occupations, and sexual harassment legislation, particularly in male-dominated sectors).
- Balance men's and women's responsibilities for care through policies that recognize, reduce and redistribute unpaid care and focus on education and influencing social norms.
- Invest in role-modelling and focus on youth to change stereotypes about acceptable jobs for men and women.

Level 3 policies: Accelerating action for a gender-responsive green economy

- Promote affirmative green public procurement initiatives through preferential access for women-led businesses.
- Leverage existing green economic policy instruments to ensure that women benefit equally with men.
- Establish tax incentives and business incubators for green innovation and green start-ups, with incentives for women-led micro, small and medium-sized enterprises (MSMEs) to participate.
- Establish targets for female employment in green finance projects and instruments.

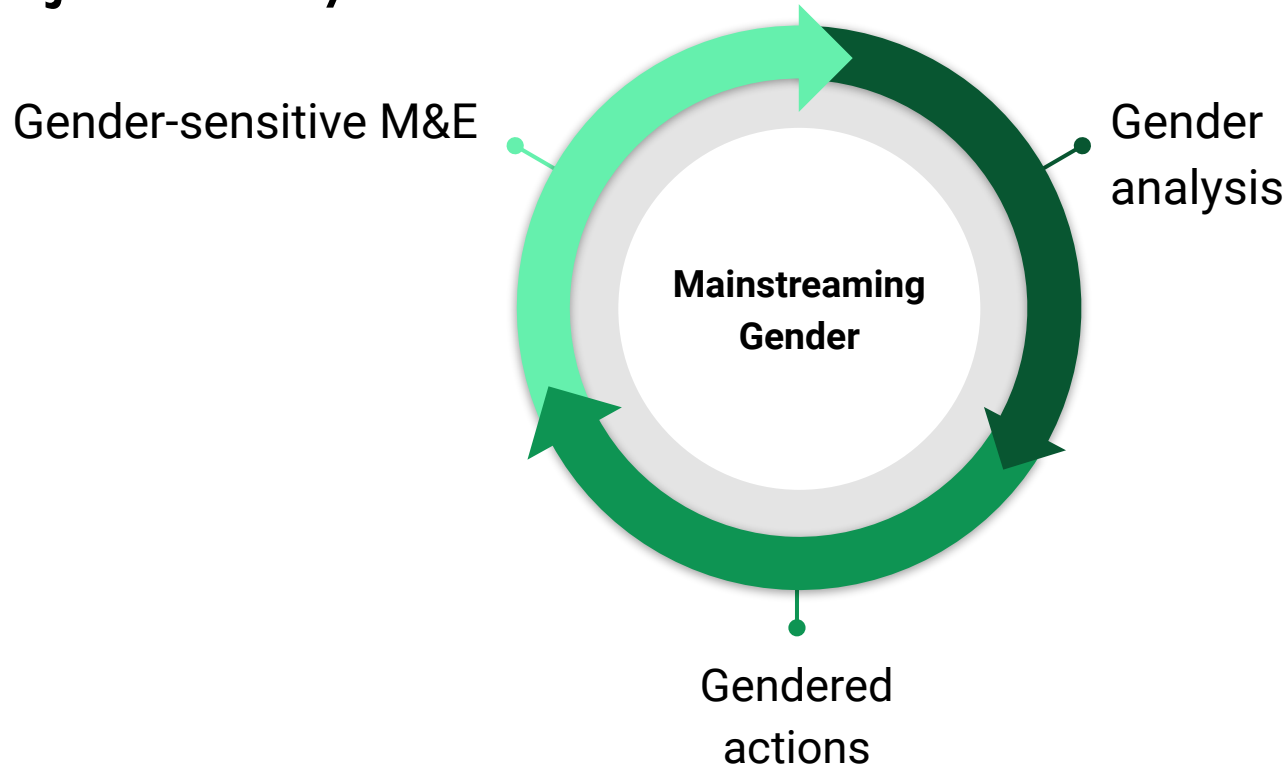
Empowerment

“the *process* by which those who have been *denied* the ability to make strategic life *choices*, acquire such an ability”



Gender mainstreaming and ESS in project
development, implementation and M&E

Gender in the project cycle



Gender in the CN

B. Project/Programme Information (max. 8 pages)

B.1. Context and baseline (max. 2 pages)

Describe the climate vulnerabilities and impacts, GHG emissions profile, and mitigation and adaptation needs that the prospective intervention is envisaged to address.

Please indicate how the project fits in with the country's national priorities and its full ownership of the concept. Is the project/programme directly contributing to the country's INDC/NDC or national climate strategies or other plans such as NAMAs, NAPs or equivalent? If so, please describe which priorities identified in these documents the proposed project is aiming to address and/or improve.

Describe the main root causes and barriers (social, gender, fiscal, regulatory, technological, financial, ecological, institutional, etc.) that need to be addressed.

Where relevant, and particularly for private sector project/programme, please describe the key characteristics and dynamics of the sector or market in which the project/programme will operate.

Gender in the FP

B.2 (a). Theory of change narrative and diagram (max. 1500 words, approximately 3 pages plus diagram)

Present the theory of change (ToC) that contains a goal statement and describes how the proposed project/programme will contribute towards the goal statement by using results chain links from activities, outputs, to outcomes. By referring to the sample ToC diagram template available in the guidance note, present a ToC diagram (approximately 1 page) which visually represents the same logic in the narrative description. The ToC diagram and narrative may include a wide range of co-benefits⁴ as applicable in the context of the project/

Note all co-benefits will not be included in the benefit indicators should I

Core 2: Direct and indirect beneficiaries reached

Supplementary 2.1: Beneficiaries (female/male) adopting improved and/or new climate-resilient livelihood options

Supplementary 2.2: Beneficiaries (female/male) with improved food security

D.3. Sustainable development (max. 500 words, approximately 1 page)

Describe the wider benefits and priorities of the project/programme in relation to the Sustainable Development Goals and provide the potential in terms of:

- Environmental co-benefits
- Social co-benefits including health c
- Economic co-benefits
- Gender-sensitive development ben

D.4. Needs of recipient (max. 500 words, approximately 1 page)

Describe the scale and intensity of vulnerability of the country and beneficiary groups and elaborate how the project/programme addresses the issue (e.g. the level of exposure to climate risks for beneficiary country and groups, overall income level, etc.). Describe how the project/programme addresses the following needs:

D.5. Country ownership (max. 500 words, approximately 1 page)

Please describe how the beneficiary country takes ownership of and implements the funded project/programme. Describe the following:

- Existing national climate strategy
- Existing GCF country programme
- Relevance to and alignment with existing policies such as Nationally Determined Mitigation Actions (NAMAs), and National Adaptation Plans (NAPs)
- NDCs, NAMAs, and NAPs
- Capacity of Accredited Entities or Executing Entities to deliver
- Role of National Designated Authority
- Engagement with civil society organizations and other relevant stakeholders, including vulnerable groups

G.2. Gender assessment and action plan (max. 500 words, approximately 1 page)

Provide a summary of the gender assessment and project/programme-level gender action plan that is aligned with the objectives of GCF's [Gender Policy](#). Confirm a gender assessment and action plan exists describing the process used to develop both documents. Provide information on the key findings (who is vulnerable and why) and key recommendations (how to address the vulnerability identified) of the gender assessment. Indicate if stakeholder consultations have taken place and describe the key inputs integrated into the action plan, including: how addressing the vulnerability will ensure equal participation and benefits from funds investment; key gender-related results to be expected from the project/programme with targets; implementation arrangements that the AE has put in place to ensure activities are implemented and expected outcomes will be achieved, monitored and evaluated.

Provide the full gender assessment and project-level gender action plan as annex 8.

B.2 (b). Outcome mapping to GCF results areas and co-benefit categorization

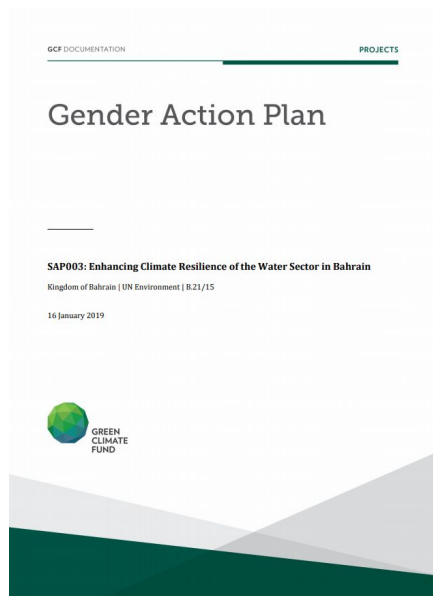
Fill in the GCF results area table below to map each project/programme outcome identified in section B.2(a) to the contributing GCF results area(s) by referring to the description of eight results areas provided in the guidance note.

Outcome number	GCF Mitigation Results Area (MRA 1-4)				GCF Adaptation Results Area (ARA 1-4)			
	MRA 1 Energy generation and access	MRA 2 Low-emission transport	MRA 3 Building, cities, industries, appliances	MRA 4 Forestry and land use	ARA 1 Most vulnerable people and communities	ARA 2 Health, well-being, food and water security	ARA 3 Infrastructure and built environment	ARA 4 Ecosystems and ecosystem services
Outcome 1	☐	☐	☐	☐	☐	☐	☐	☐
Outcome 2	☐	☐	☐	☐	☐	☐	☐	☐
Outcome 3	☐	☐	☐	☐	☐	☐	☐	☐
Outcome 4	☐	☐	☐	☐	☐	☐	☐	☐

ns
ge resilience
against climate hazards

ng gender aspects (for adaptation only)
ed population

GCF GAs and GAs



Project gender assessment and action plans:

- i. Collect **baseline data** and determine how the project can **respond** to the needs and strategic interests of women and men in view of the specific climate change issue to be addressed;
- ii. Identify the drivers of change and the gender dynamics to **achieve** the project adaptation or mitigation goals;
- iii. Identify and design the specific **gender elements** to be included in the project activities;
- iv. Estimate the **implementation** budgets;
- v. Select appropriate and measurable output, outcome and impact **indicators**;
- vi. Design project implementation and monitoring **institutional arrangements**

Gender-responsivity

Inception

- What is the country/sector **gender context**? Who is likely to be affected by/involved in the project?
- How are climate **impacts differentiated**?
- Is concept **aligned** with international and national government priorities, policies and strategies on gender?
- Are consultations **inclusive** with equal **participation** and **decision-making opportunity**?

Project Development (incl. reviews)

- Is project design led by **sex- disaggregated data** and gender?
- Do project activities **address gender differences** and promote gender equality and women's empowerment?
- What is the **potential impact** of proposed activities on women and men?

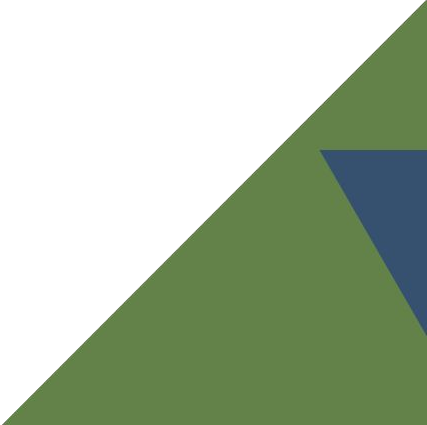
Implementation

- Is **gender-sensitivity mainstreamed into project activities**?
- Is there **sufficient resources** for gender-responsivity?
- Is there a **gender specialist in PMU**?
- How/where are men and women benefitting from/engaging with, project activities?

M&E

- Are project objectives, indicators and targets **gender sensitive**?
- Is the M&E *process* **gender sensitive**?

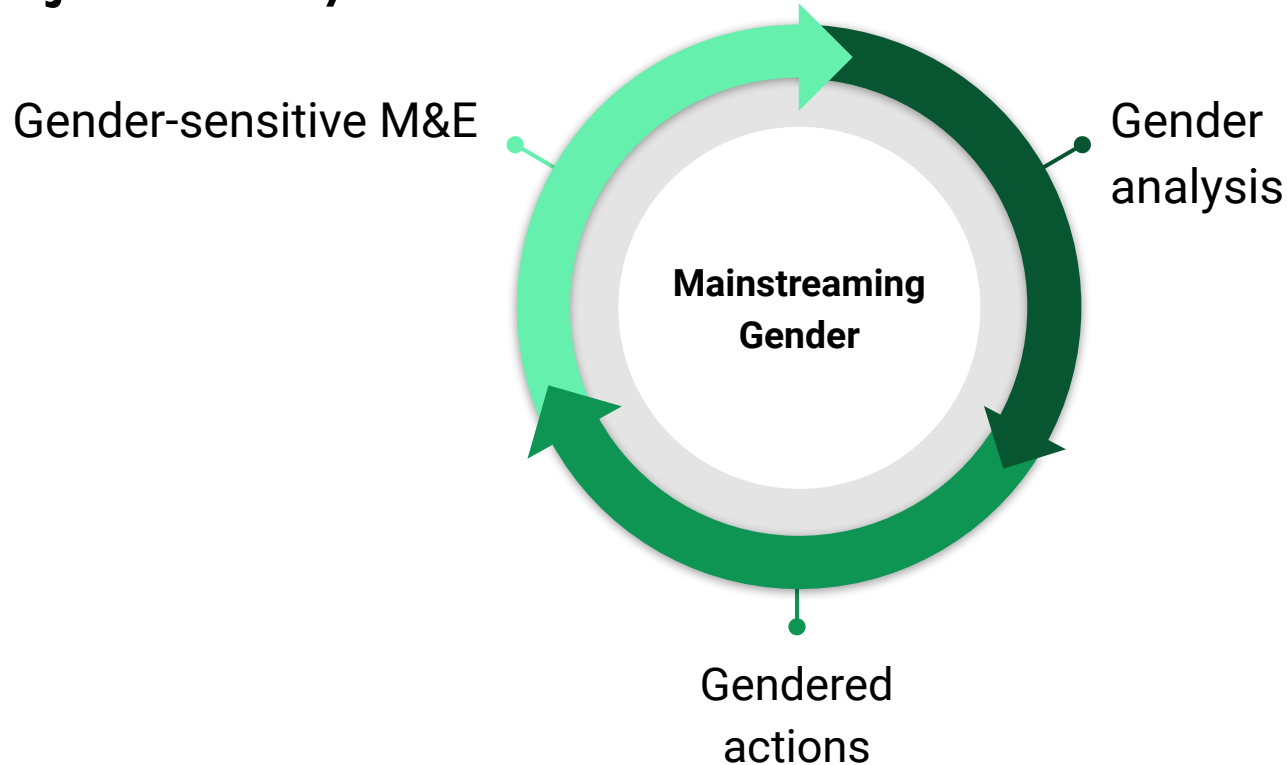
Gender-responsive approaches

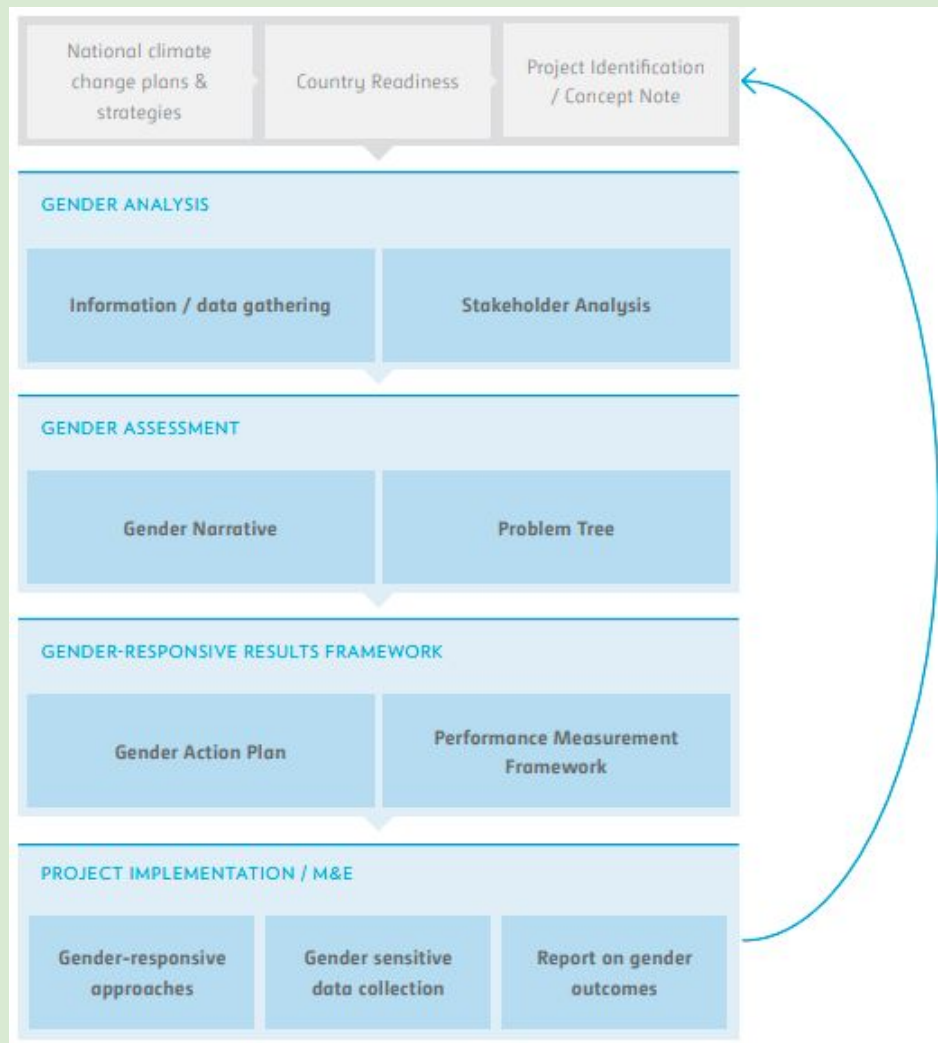
- Promoting and empowering women's participation and access in training, consultations and awareness-raising (among other outcomes)
 - Differentially reaching men and women (information dissemination, public announcements, awareness raising etc.)
 - Including a range of men and women's voices, perspectives, vulnerabilities and interests
 - Ensuring Gender-specific Safeguards
- 

Gender-responsive approaches

- e.g. Include gender modules in all training, and ensure training is **accommodating** of work, childcare or domestic **responsibilities**
- e.g. Include **women's-centric livelihood activities**, but make sure workloads are not unduly increased, particularly for women and girls' disproportionate share of unpaid care and domestic work
- e.g. train project partners in gender and gender-sensitive approaches and build capacity within the project team and stakeholders to ensure **gender-responsive implementation and ongoing integration**
- e.g. Ensure **equitable representation** in decision making and project activities and engage with women's CSOs and gender advocates for outreach or to support the project implementation
- e.g. Consider **differing social or legal restrictions** on men and women, and how to address these barriers (including limited mobility or security challenges, if applicable)

Gender in the project cycle





National climate
change plans &
strategies

Country Readiness

Project Identification
/ Concept Note

GENDER ANALYSIS

Information / data gathering

Stakeholder Analysis

GENDER ASSESSMENT

Gender Narrative

Problem Tree

GENDER-RESPONSIVE RESULTS FRAMEWORK

Gender Action Plan

**Performance Measurement
Framework**

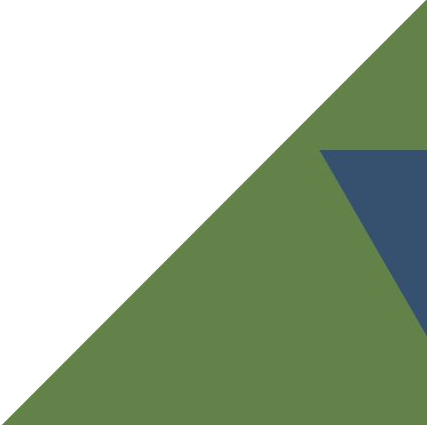
PROJECT IMPLEMENTATION / M&E

**Gender-responsive
approaches**

**Gender sensitive
data collection**

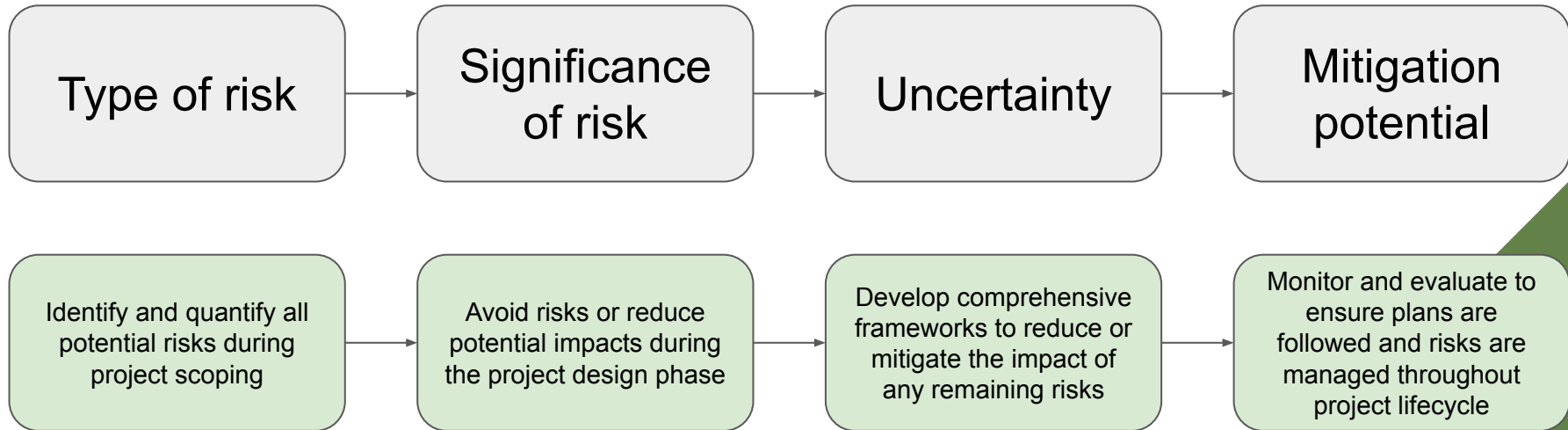
**Report on gender
outcomes**

Questions?



Risk Management

Safeguards in the GCF are a method for identifying, quantifying and managing risk.



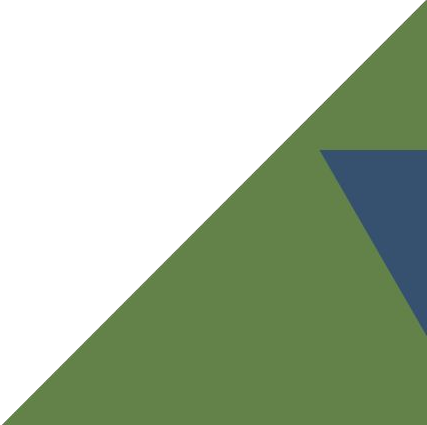
Safeguards Instruments

Environmental and Social Impact Assessment (ESIA)

Environmental and Social Management Framework (ESMF)

Environmental and Social Management Plan (ESMP)

Environmental and Social Action Plan (ESAP)



Environmental and Social Management Framework (ESMF)

Potential actions for mitigating a range of possible impacts

Lower Risk
(C/B)

- Lower risk projects
- Relative uncertainty
- Minor impacts

Requires
SEP

Requires
GRM

Environmental and Social Management Plan (ESMP)

Concrete procedures and actions to mitigate specific impacts

Higher Risk
(B/A)

- Higher risk projects
- Relative certainty
- Moderate/severe impacts

Requires
SEP

Requires
GRM

Safeguards Instruments

Stakeholder Engagement Plan (SEP)

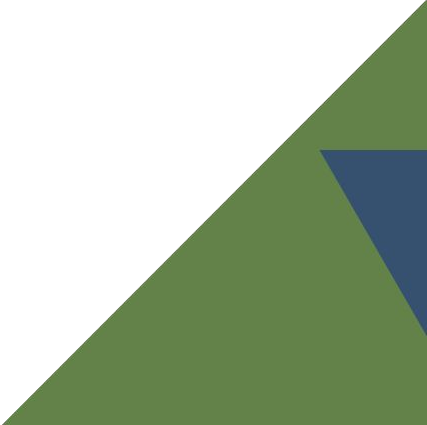
Grievance Redress Mechanism (GRM)

Free, Prior and Informed Consent (FPIC)

Indigenous Peoples Assessment (IPA)

Indigenous Peoples Plan (IPP)

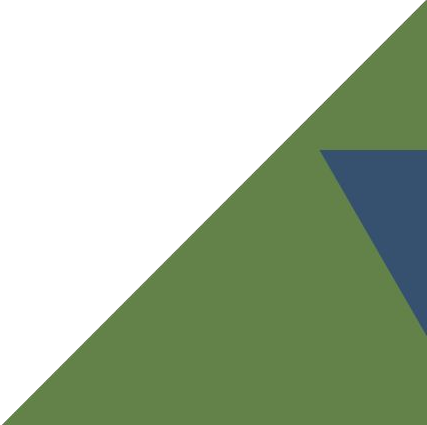
Resettlement Action Plan (RAP)



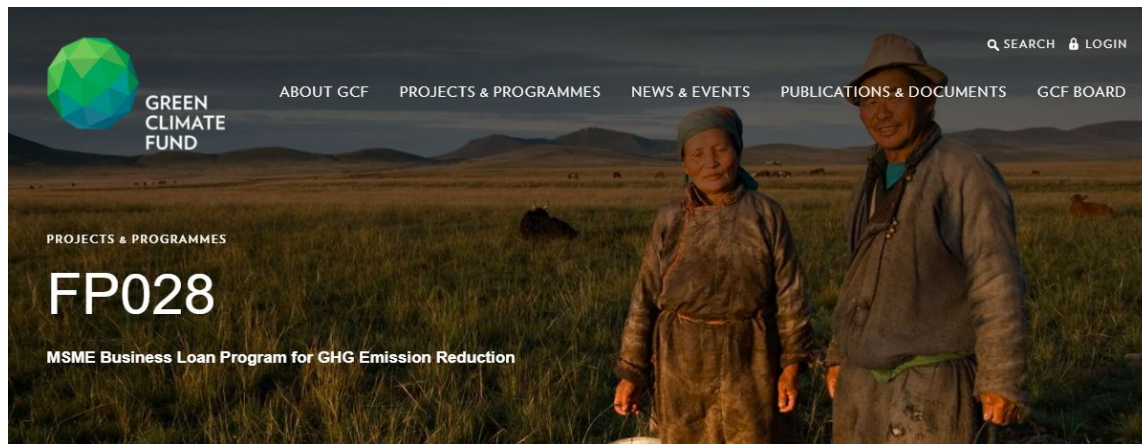
AE role & responsibilities in ESS

- i. **Provides and implements** the ESMS to manage risks
- ii. Ensures adequate **screening process** is undertaken
- iii. Ensures **mitigation or compensation** for adverse impacts (safeguards system)
- iv. Ensures multi-stakeholder **consultation throughout project lifecycle** — with special consideration given to vulnerable groups
- v. Provides adequate and accessible independent **grievance redress mechanism** and process at entity and activity levels
- vi. Ensures **disclosure** on risks, Safeguards documents and mitigation procedures

Questions?



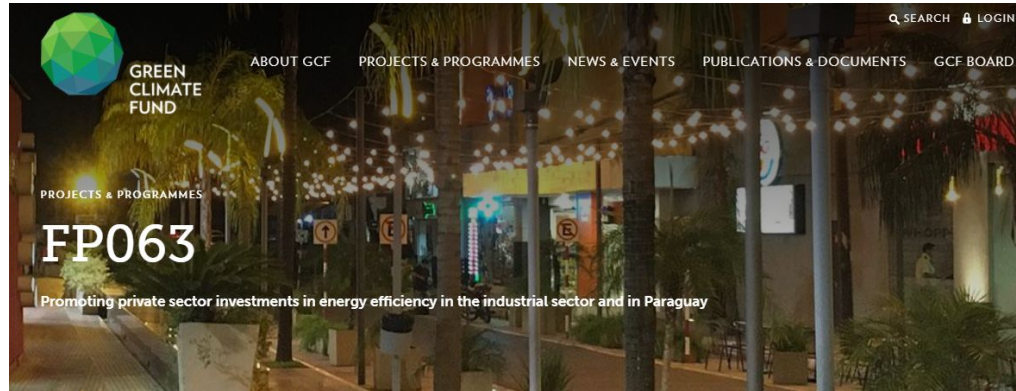
Case study



MSME Business Loan Program for GHG Emission Reduction

- a greater level of loan concessionality to women-led businesses pursuing energy efficiency and transitioning to renewable energy
- building capacity for financial intermediaries to address gender biases in lending

Case study



Promoting private sector investments in energy efficiency in the industrial sector and in Paraguay

- a greater level of loan concessionality to women-led businesses pursuing energy efficiency and transitioning to renewable energy
- building capacity for financial intermediaries to address gender biases in lending

Case study



Women Entrepreneurs for Latin America and the Caribbean (WeForLAC)

This program promotes the growth of WSMEs by developing innovative and catalytic projects, building the entrepreneurial ecosystem in challenging country environments, generating important data to fill knowledge gaps, and promoting gender-responsive public policy and private sector initiatives.

- Increasing WSMEs' **access to finance by using innovative blended finance instruments** that motivate financial intermediaries to increase the share of WSMEs in their portfolio and offering them advisory solutions to build their capacity to serve the WSME market.
- Increasing **access to markets** for WSMEs by offering a combination of blended finance products and advisory services to incentivize anchor companies to increase their sourcing from WSMEs.
- Increasing WSMEs' **access to skills and professional networks** by providing world-class business development services.
- Strengthening the capacity of public and private sector stakeholders in LAC to **develop effective and sustainable policies and programs in support of WSME growth** in Honduras, Guatemala, and El Salvador.

Reading

Review framework and recommendations: Guide to strengthening gender integration in climate finance projects - CDKN / WEDO

https://cdkn.org/resource/guide-strengthening-gender-integration-in-climate-finance-projects/?loclang=en_gb

- Presents a framework of recommendations for strengthening gender integration in climate finance projects, with concrete examples and resources to show how it can be done. The guide also shares broader enabling factors and recommendations to inform advocacy and action beyond individual projects, at the climate fund level.

Review Sustainability guidance note: Designing and ensuring meaningful stakeholder engagement on GCF-financed projects

<https://www.greenclimate.fund/document/sustainability-guidance-note-designing-and-ensuring-meaningful-stakeholder-engagement-gcf>

- Offers practical steps for getting started designing stakeholder engagement, and for developing tools and approaches that can benefit all parties over the life of a project and beyond. It provides guidance on how to meet the requirements for stakeholder engagement and consultation outlined in GCF policies.

Reading

Review main findings and recommendations: Green jobs for women in Africa

<https://africa.unwomen.org/en/digital-library/publications/2021/11/un-women-green-jobs-policy-briefs-and-reports-en-fr>

- This policy brief presents findings of a study that applies a gender lens to job creation in the green transition in Sub-Saharan Africa. It assesses opportunities for women's participation in green jobs in key sectors driving growth in African economies, and identifies policy solutions to overcome them and promote job opportunities for women, including through concrete policy recommendations.



The Southern Africa
Climate Finance Partnership



IDRC • CRDI

International Development Research Centre
Centre de recherches pour le développement international

Canada

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