Gender Equality and Social Inclusion in CIF Programing

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CIF Gender Policy and Procedures

- **CIF Gender Policy** – 2018, builds on MDB’s own Gender Strategies and Policies

- **Gender Action Plan III (FY21-24)** – scaled up ambition to gender-transformative change

- **Gender team upstream review** at IP and project preparation stage

- Knowledge generation and awareness raising
Gender-inclusive process

- Joint mission teams should include MDBs Gender Specialists
- Engagement with Ministry of Women Affairs, Gender Focal Points in Line Ministries, UNFCCC Gender Focal Points in-country
- Appointing Gender Focal Point for the Investment Plan is encouraged
- Map out relevant gender-related CSOs, women’s groups/organizations, and CSOs representing vulnerable groups and carry out inclusive consultations
Gender Integration in IP and Projects

1. Gender analysis
   Identify gender gaps in targeted sectors

Example
• Women have low rates in workforce participation and leadership in the renewable energy (RE) sector, due to barriers to entry, retention, and career advancement challenges.

2. Gender Actions
   Ensure both women and men benefit from services (e.g. jobs, skills, capacity building, etc.)

Example
• Promote women’s employment in high-skilled jobs in RE, through internships, using quotas and targets for women’s employment, skills trainings, and human resources policy reforms.

3. Gender Indicators
   Develop and include indicators, with sex-disaggregated data

Example
• Percentage of women employed in technical and leadership positions in renewable energy sector.
## Gender Score Card:
### monitoring quality of gender integration at approval

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Sector-specific gender analysis</td>
<td>53% (70 of 131)</td>
<td>65% (113 of 174)</td>
<td>61% (51 of 83)</td>
<td>60% (230 of 382)</td>
</tr>
<tr>
<td>Women-targeted activities</td>
<td>53% (70 of 131)</td>
<td>80% (140 of 174)</td>
<td>98% (81 of 83)</td>
<td>75% (285 of 382)</td>
</tr>
<tr>
<td>Sex-disaggregated indicators</td>
<td>47% (61 of 131)</td>
<td>61% (106 of 174)</td>
<td>80% (66 of 83)</td>
<td>60% (228 of 382)</td>
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<tr>
<td>All 3 scorecard indicators positive</td>
<td>29% (38 of 131)</td>
<td>47% (81 of 174)</td>
<td>55% (46 of 83)</td>
<td>42% (161 of 382)</td>
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Evolution of CIF’s Approaches

**Gender-informed** - taking gender into account

**Gender-responsive** - addressing women-specific needs

**Gender-transformative** - addressing structural, institutional and normative barriers to equality

### OBJECTIVES

#### Gender requirements
- Consultations with women organizations
- Gender integration requirements

#### Gender targets
- Quotas for women in project activities; gender-sensitive evaluation criteria for sub-grants application

#### Access to markets
- Credit schemes, alt. collateral, literacy training, business support services.
- Targeted skills training

#### Access to land / resources
- Land tenure as condition for funding;
- Capacity building on nature-based activities
- Technology – e.g., electric stoves, solar powered water pumps etc.

#### Access to services
- Gender needs in transport; subsidies to access to energy and water;
- Gender-sensitive agricultural services; social protection and GBV prevention

#### Sectoral reforms
- Incentives for gender smart investments
- Inclusive private sector policies; ESG
- Comprehensive approaches to STEM

#### Governance, voice & agency
- Support to women climate leadership
- Involvement of women groups in design and implementation
- Gender-lens in design of transition policies
## Women Climate Leadership Conceptual Framework

<table>
<thead>
<tr>
<th>WOMEN’S LEADERSHIP GAPS in three domains</th>
<th>BARRIERS UNDERMINING WOMEN AGENCY</th>
<th>OPPORTUNITIES</th>
</tr>
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<tbody>
<tr>
<td>State (governance and public service provision)</td>
<td>Cultural norms</td>
<td>Policy and programmatic responses that help remove structural barriers across the three domains such as gender-responsive education and market transition policies (State), access to assets and training for female entrepreneurs (Market) and quotas and capacity-building for women to participate in local self-governance bodies (Civil Society)</td>
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<tr>
<td>Market (economic participation)</td>
<td>Human capital</td>
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<td>Civil society</td>
<td>Social Capital</td>
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<td></td>
<td>Legal and Policy Frameworks</td>
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<td>Access to resources</td>
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<td></td>
<td>Intersectionnality</td>
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Gender in Renewable Energy Projects

Types of gender integration measures across portfolio:

• sector-specific skills and capacity-building activities (e.g., drilling technologies, geoscience, procurement, and finance)

• capacity-building trainings to electricity utilities and train the staff of energy institutions that are scaling up RE mini-grid systems, with a specific quota for women staff

• training and capacity-building activities for women to improve awareness on RE, household energy use, and efficiency, with women’s groups mobilized to reach out to women.

• gender-related incentives for electricity companies, with a bidding process favoring candidates that have CSR and gender policies, and/or a significant percentage of female staff

• reduced off-peak and shoulder rate electricity tariffs for women-owned SMEs, coupled with outreach to women consumers and women-led development committees for improved demand-side management
A reduced loan interest rate is offered to companies that meet the goals of a gender action plan. Commitments under such plans could include:
- gender equal pay,
- introduction of sexual harassment prevention policies,
- professional development support and paid internships for women,
- childcare assistance, paternity leave and lactation rooms.

E.g.: Bright distributed solar generation project in Mexico:
- Bright designs, finances, installs, and operates small-scale solar rooftop power systems leasing them to residential clients, leading provider in Mexico.
- Technical support was provided for developing a recruitment strategy aimed at attracting, recruiting, retaining, and promoting diverse talent.
- As of 2022, over 50% of all core technical and leadership positions in the company are held by women.
Women-led Coal Transitions Grant Mechanism:

To foster women’s climate leadership and effective participation in design and implementation of coal-to-clean transition strategies

The grant mechanism aims to support platforms that bring together the representatives of affected communities and the CSOs working on the rights of women and other excluded groups in relation to coal transitions to:

· Amplify the voice of women and disadvantaged groups in communities affected by the transition to articulate their priorities related to transition and receive and manage small grant for activities addressing those priorities.

· Translate local needs and preferences into inputs to the design of investments and policy documents (transformation strategies, economic and social development plans) supported under ACT.

Intersectionality:

Not treating women as homogenous group, but identifying and addressing challenges faced by Indigenous Women, migrants and informal workers, persons with disabilities, racial, ethnic and linguistic minorities
Platforms for dialogue

A bridge to mediate between excluded groups on the ground and ACT national stakeholders

- Supporting local women and excluded groups to articulate their priorities on community cohesion/livelihood restoration activities during the transition
- Managing direct grants fund for the local communities to address priorities identified
- Communication and outreach to address gender norms and social cohesion risks including GBV

Excluded groups in the local communities affected by transition

ACT National Stakeholders

- Dialogue with national gender agencies (i.e., Ministry of Women Affairs, gender focal points in sectoral Ministries, UNFCC Secretariat, NDC)
- Analytical work to contribute gender and inclusion perspective to transition policy making and regional development plans
- Capacity building on gender and inclusion for energy sector actors
- Design of services to promote employment and entrepreneurship of women through transition
- Feedback from communities on ACT-investment project implementation
Accelerated transition from coal-powered to clean energy while supporting socio-economic goals and environmental remediation

**GOVERNANCE**
Creating institutional and policy environments that are catalytic for, and responsive to coal-to-clean transitions

**PEOPLE**
Ensuring equitable social and economic dividends from transition

**INFRASTRUCTURE**
Incentivizing coal-to-clean transitions, minimizing of economic and environmental losses

**Foster women climate leadership and effective participation in design and implementation of coal-to-clean transition strategies and plans**

**WOLCOT**

- Gender equality/social inclusion considerations are integrated in coal transition policies and strategies
- Women/vulnerable groups’ influence increased through improved leadership and decision-making capacities
- Negative gender-specific impacts of transition mitigated
- Gender equality in retention/redeployment, social/economic regeneration programs
- Share of socially responsible enterprises and enterprises led by women and other excluded groups in reclamations/repurposing value chains

**Direct grants** to local women’s orgs/groups to support investments in gender-responsive transition, of women’s choice, as part of ACT

**Capacity building** to foster effective participation and leadership of women’s orgs/groups in coal transition planning, decisions and ACT implementation

**Designing and piloting** access to finance and trainings to increase female employment and entrepreneurship in green economy

**Evidence generation and knowledge sharing** to inform ACT project design, deepen gender analysis, strengthen networks and partnerships.