



GGGI Gender Equality and Social Inclusion Strategy **2021-2025**

Leaving No One Behind in the Transformation
Towards a Low-Carbon, Resilient World of Strong,
Inclusive, and Sustainable Growth

Preface

Dear Members and Friends of the Global Green Growth Institute (GGGI),

The 21st century has presented humanity with unprecedented challenges that threaten our future. The climate crisis is already manifesting itself through record-setting temperatures that cause wildfires and more frequent and severe extreme weather events such as super typhoons, droughts, floods, heatwaves, and freezing winters that endanger the lives and livelihoods of millions of people around the world. It is evident that the traditional mode of development is not sustainable, and we urgently need resolute and coordinated global actions to realize the commitments agreed to in the 2015 Paris Agreement to ensure that the global temperature rise this century is kept well below 2°C. At the same time, we need unifying frameworks to address the loss of biodiversity and habitats and improve the dangerous air pollution that affects people's health at increasing levels, while we "leave no one behind" in achieving the Agenda 2030 and Sustainable Development Goals (SDGs).

The impacts of the climate crisis and environmental degradation affect all of us, however resilience and capacity to adapt is unevenly distributed. Poor, marginalized communities, and indigenous peoples, carry the heaviest burden as their livelihoods rely on natural resources and their capacity to respond to external shocks is constrained. The different roles of women and men, boys and girls, in communities make women and girls disproportionately impacted by poverty and climate change. Achieving gender equality is an accelerator of sustainable development across all 17 SDGs. Similarly, youth empowerment that allow the world's 1.2 billion youth the opportunity to define their own future is key to sustainable solutions that also capitalize on the global youth movements calling for action.

The COVID-19 pandemic has laid bare existing lines of inequalities and underlined the importance of people-centered global cooperation as we move towards inclusive and green recovery. This has made GGGI's 2030 Global Vision of "A low-carbon, resilient world of strong, inclusive, and sustainable growth" even more vital. In its efforts to promote green policy solutions and mobilize investments and institutional capacity building to enable its Members to meet their green growth ambitions, GGGI's 2030 Strategy also includes a Global

Operational Priority to "Accelerating progress in GGGI's country programs for poverty eradication and gender equality through the organization's operations." GGGI's Gender Equality and Social Inclusion Strategy 2021-2025 translates GGGI's strategic framework into guidance for alignment with Member's SDG priorities and promotion of solutions that moves the needle on human development, supporting Members to maximize opportunities for social co-benefits such as employment, health, access to sustainable services and enhanced resilience, all of which are central to ensuring commitment to and ownership of climate action and the green growth agenda both shorter and longer term.

Aligned with GGGI's Strategy 2030, the Gender Equality and Social Inclusion Strategy 2021-2025 proposes an ambitious way forward that will require decisive and collaborative efforts in the coming years from GGGI and its partners to deliver green solutions that simultaneously lift people out of poverty and contribute towards gender equality and reduced inequalities. The Strategy is focused on GGGI's program and operations, but is simultaneously an invitation to partners to join forces in solving the unprecedented development challenges we are facing and to ensure a prosperous future for generations to come within the boundaries of Earth's natural systems.



Ban Ki-Moon

HE Ban Ki-Moon
President of the Assembly
and Chair of the Council

Foreword

Since the establishment of the Global Green Growth Institute as an intergovernmental organization in 2012, 38 Members have ratified our establishment treaty, sharing GGGI's visions for a "a low-carbon, resilient world of strong, inclusive, and sustainable growth." Through close collaborations with its Members, GGGI has been able, thanks to its unique method embeddedness within governments, to support the development of enabling, green policies and mobilize significant green and climate finance commitments for transformative green investment projects.

The GGGI 2030 Strategy outlines an ambitious way forward for GGGI's work with Members in the coming decades. Its goal is, "To support the transformation of members towards low-carbon and resilient economies to maximize their green growth outcomes, Nationally Determined Contributions (NDC) implementation and Sustainable Development Goals (SDG) commitments." The Strategy has been translated into concrete Programmatic Solutions for green growth through the Roadmap 2021-2025. **The Gender and Social Inclusion Strategy 2021-2025 now provides a framework for ensuring the deliberate identification of opportunities throughout GGGI's program and operations to maximize social co-benefits and ensure a just transition towards green economies.**

While green growth processes are country-led and demand driven, and may look different in each country in response to national sustainable development priorities, the principle of "leaving no one behind" is at the heart of inclusive green growth and achievement of SDGs. GGGI will continue to invest in its capacity to deliver high quality programs and develop its ability to measure social

co-benefits in order to achieve the 2030 strategic objectives to deliver 2 million green jobs and provide sustainable services to 100 million people. An equity lens is required to ensure equal opportunities and access to decision making and benefits for women, youth, indigenous peoples, and marginalized and poor communities through solutions specifically tailored to their needs.

GGGI will practice what it preaches also in its internal operations, aspiring to be an equal opportunity and inclusive organization by building of a culture of accountability and respect and systematically monitor the diversity of staff and management.

With the launch of this strategy, I take the opportunity to also thank our Members and partners for their continued commitment to, and leadership on green growth.



Dr. Frank Rijsberman
GGGI Director-General

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Glossary

Agency

Agency is the process through which women and men are able to use their assets (such as health, education or physical assets) to take advantage of opportunities that matter to them. This process is dependent on people's ability or inability to make certain choices and act in the interests of that which they "value and have reason to value". Agency is also defined as "the ability to make decisions about one's own life and act on them to achieve a desired outcome, free of violence, retribution or fear"ⁱ

Economic empowerment

Economic empowerment is the capacity of women and men to participate in, contribute to and benefit from economic growth processes in ways that value their contributions, respect their dignity, and make it possible to negotiate a fair distribution of the benefit of growth.ⁱⁱ

Gender

Gender refers to the behavioral and cultural attributes, expectations, and norms associated with identifying as male, female, or non-binary. Gender has a vast influence on social interactions and relationships, as well as opportunities, access, and perceptions. The understanding and influence of gender can vary greatly depending on cultural, national, and social context. Gender is different from sex, which refers to their biological circumstances.

Gender Equality

Gender equality refers to the equal rights, opportunities, and responsibilities, as well as equal access to material and non-material resources, for all genders. Gender equality is not inherently a women's issue, and thus also requires the full attention and participation of men. Successful implementation of gender equality measures carries positive outcomes for all genders.

Gender mainstreaming

Gender mainstreaming refers to identifying and integrating the different circumstances and interests of women and men when developing, implementing, and evaluating projects. It is a strategy for promoting gender equality.

Green growth

Green growth is economic growth that is both environmentally sustainable and socially inclusive.

Inequality

Inequality refers to the lack of equal access to opportunities. Factors such as place of birth, race, sex, gender and other physical and social attributes, have a vast effect on how people navigate through life and what opportunities are available to them. Inequalities can therefore to a great extent determine a person's ability to obtain education and employment, engage in political matters, access economic opportunities, health care, and even basic necessities such as housing and nutrition.

Poverty

Poverty means being unable to meet basic needs. Countries typically define national poverty line as a minimum daily income required to meet basic needs. The World Bank's international extreme poverty line is at 1.90 USD per day. Recognizing the limitations of a financial poverty measure, a multidimensional poverty definition takes into account the surrounding social circumstances, such as lack of access to health care and education.

Social inclusion

Social inclusion refers to the process of improving the terms on which individuals and groups take part in society, including the ability, opportunity, and dignity of those who are disadvantaged on the basis of their social and physical traits, such as their gender, race, ethnicity, socioeconomic status, age and whether or not they live with disabilities. Social

inclusion therefore ensures active engagement by people who have previously not had their voices heard, thereby broadening and diversifying a country's workforce, political stage and other public spheres, as well as allow for the utilization of unique knowledge, experience and narratives.

Voice

Voice is defined as the ability to make choices about the use of personal resources and assets or to participate in political, social and economic activities gives men and women a "voice" – that is "the capacity to speak up and be heard, from homes to houses of parliament, and to shape and share in discussions, discourse and decisions that affect them"ⁱⁱⁱ Being heard and listened to is an essential prerequisite for having the ability to access opportunities.

I. Envisioning the Just Transition Towards Inclusive Green Growth and Climate Action

The ambitious promise of green growth as “economic growth that is environmentally sustainable and socially inclusive” is gaining traction with governments and communities facing the unprecedented challenges of the climate crisis and loss of biodiversity while also pursuing enhanced welfare and prosperity for people. GGGI is supporting Members and Partner governments realize its visions for a low carbon, resilient world of strong, inclusive, and sustainable growth. GGGI’s Gender Equality and Social Inclusion Strategy 2021-2025 provides a framework towards achieving the principle of “Leaving No One Behind” in the transformation towards green growth.

In line with the GGGI Strategy 2030 and Roadmap 2021-2025, its purpose is to affirm and operationalize GGGI’s commitment to its Global Operational Priorities (GOP), particularly GOP5: “Accelerating progress in GGGI’s country programs for poverty eradication and gender equality through the organization’s operations.” The strategy establishes the linkages of GGGI Objectives, Programmatic Solutions, and Operational Framework with human and social development goals, and rests on the principle that poverty eradication and gender equality are human rights. But also, importantly, the recognition that socially sustainable and inclusive approaches (i.e., those that enable the meaning full participation of women, men, boys and girls, including poor and marginalized

communities as “active agents of change,”) are a prerequisite for the green growth transformation.

The Strategy places emphasis on enhanced ambitions for poverty eradication, gender equality, and social inclusion in the GGGI 2030 Strategic Framework and introduces a biannual Action Plan to operationalize the strategy as part of the infrastructure for the deliberate and strategic incorporation of poverty, gender, and social inclusion dimensions into processes and procedures.



Participants and facilitators at the [Gender and Inclusive Green Growth Training conducted by GGGI and Sonora Women's Institute in Hermosillo, Sonora, Mexico](#), August 2019. (Photo Credit: GGGI Mexico)

GGGI 2030 Strategy Vision Mission and Goal towards Inclusive Green Growth

The GGGI 2030 Strategy reaffirms the strategic directions of GGGI Members towards Green Growth Transformations manifested in GGGI's Vision and Mission:



Linkages to the GGGI Strategic Outcomes (SOs) and Sustainable Development Goals (SDGs)



II. A Sharper Focus for Investments in Poverty Reduction and Gender Equality

From the Rio Declaration and the 1992 UN Conference on Environment to the Sustainable Development Goals (SDGs) and the Paris Agreement, it is widely recognized that social inclusion is an intrinsic component of green growth. Inclusive and effective growth can only happen if the needs, potential, and participation of the full population are met, and women, youth, the disabled, the poor, and indigenous peoples have the same rights, responsibilities, and opportunities as those in positions of power and privilege. However, significant challenges remain in achieving equal distribution of wealth, prosperity, and opportunity. Economic growth in the last few decades has resulted in a steady decline in extreme poverty, globally. Still, according to the UNDP, as of late 2018 nearly 2 billion people worldwide live in poverty or nearing poverty.^{iv} The COVID-19 pandemic and its economic impacts has exposed vulnerabilities and laid bare the patterns of inequalities as well as exacerbated the stark differences between rich and poor, women and men, around the world and will undoubtedly have persistent, lasting effects on global poverty. Despite contributing the least to the changing environment, people living in poverty are the least equipped to handle the impacts of climate change and are more vulnerable to the consequences of environmental degradation, such as water and air pollution and loss of arable land. These environmental processes pose significant threats to the homes and livelihoods of people living in poverty and result in forced migration.

As a consequence of the different gender roles in society, women and men are also differently impacted by climate change. Women have less access to economic opportunities and are underrepresented in politically world over.^v GGGI sees the transition to green growth as an opportunity to accelerate gender equality and women empowerment by leveraging women's roles in green growth and climate action as decision-makers, entrepreneurs, workers, and consumers. In fact, leaning on evidence that gender equality is an accelerator across SDGs^{vi}, women's active voice and participation is considered a prerequisite for a sustainable and equitable transition towards a green economy, and deliberate strategies to ensure women's empowerment is therefore essential.

The COVID-19 pandemic at the start of the decade will be a defining factor of development over the coming years. While the severity of the crisis depends on how quickly medical solutions become available, the crisis has in 2020 for the first time in decades caused a downturn in human development and staggering increase in global poverty. It has laid bare existing inequalities both between countries and also between the rich and the poor within countries. Additionally, socio-economic conditions of women and youth have been disproportionately affected as educational institutions are locked down and families struggle to balance domestic and economic responsibilities.^{vii} The investments in COVID-19 recovery is an opportunity also for inclusive green growth in alignment with national sustainable development priorities.

Before the COVID-19 pandemic, the amount of people living in extreme poverty has been steadily decreasing in recent decades. The rate of people in developing countries living for less than \$1.25 a day has dropped from more than half to just 21% in 2010, despite a 59% increase in population^{viii}. However, there is still 1.2 billion people worldwide living in extreme poverty, and this number will inevitably increase due to the impacts of the pandemic, which has put livelihoods at risk in both developing and developed countries.

While GGGI will invest in the mainstreaming of social inclusion across all its program, GGGI will through its program and operations focus its efforts to generate high potential opportunities. This includes focusing at least 60% of core investments on Least Developed Countries (LSDs), Landlocked Developing Countries (LLDCs), and Small Island States (SIDS).^{ix} GGGI Regional Strategies and Country Planning Frameworks will set out to identify issues inequalities and opportunities to bridge the gaps in the shift towards green economies.

The Middle East and North Africa (MENA) region has faced a range of challenges in recent decades, including political instability, large-scale migration, food and water scarcity, and volatile oil prices. This has all contributed to poverty rates in the region, which currently show a percentage of 7.2% of people living for less than \$1.90 per day^x. This is a stark increase since the start of the Arab Spring in 2010, during which the poverty rate was at 2.1%.

Furthermore, the region ranks second lowest in terms of female political participation, with 17,5% of seats in parliament being occupied by women^{xi}. Only the United Arab Emirates have directives in place that ensure parliamentary gender equality through the enforcement of quotas. MENA furthermore ranks lowest among regions on the World Economic Forum Global Gender Gap Index 2020, having closed 60,5% of the gender gap^{xii}. Investments on gender equality, particularly more women in politics and the economy have highest potential in the region.

For the Latin America and Caribbean region, the rate of people living in extreme poverty has steadily decreased from 13,7% in 1999 to 3,8% in 2018^{xiii}. However, it is worth noting that this particular region displays large differences from nation to nation, with several countries having an extreme poverty rate of less than 3%, such as Argentina, Peru and Chile. Meanwhile neighboring countries show much higher poverty rates, such as Belize and Honduras (both 17%), and Venezuela at 46%^{xiv}. The region has closed 72,2% of the gender gap, and is also doing relatively well in terms of female political participation^{xv}. The Americas in total is the highest-ranking region at 31,8% of parliamentary seat held by women, with the Caribbean at 40,8%, Central America at 27,9% and South America at 26,3%^{xvi}. Despite ranking higher than any other region in the world, there is still much left to be done in order to achieve total equality and equitable participation for women.

Sub-Saharan Africa has historically been the region suffering most from poverty. Despite a steady

decline since 1994, the region still had a poverty rate of 40,2% as of 2018^{xvii}. Several countries in the region has suffered, and continues to suffer from civil unrest and political instability, as well as extreme weather caused by the changing environment. Several factors are therefore forcing people to stay in poverty. The region has closed 68,2% of the gender gap and thus ranks third lowest in the world on the WEF's Global Gender Gap Index. It is estimated that it would take another 95 years to close the gender gap at the current rate^{xviii}. In terms of female political engagement, Sub-Saharan Africa currently only has 24,8% of parliamentary seats filled by women. The highest rate is in East Africa at 31,7% and the lowest in West Africa at only 15,3%^{xix}.

Asia and the Pacific has an estimated 400 million people that live for less than \$1.90, with the number rising to 1.2 billion when using the international poverty line of \$3.20 per day^{xx}. The region is separated into three subregions in the Gender Gap Index 2020, with notable differences amongst them. Eastern Europe and Central Asia has closed 71,3% of the gender gap, thus ranking highest amongst the three. East Asia and the Pacific have closed 68,5% and South Asia ranks the lowest at 66,1%. South Asia thus ranks second lowest globally. East Asia and the Pacific is furthermore the region with the longest estimated time to close the gender gap worldwide at 163,4 years, suggesting a slow move towards gender equality^{xxi}. In terms of political equality, Asia ranks third lowest globally with only 20,6% of parliamentary seat being occupied by women. The Pacific ranks lowest in the world with a mere 16,8%. Excluding Australia and



Students at a local school in Sikhottabong district of Vientiane, Lao PDR. GGGI, in collaboration with the Vientiane City Office for Management and Service (VCOMS) and the Department of Education and Sport (DES), [has set up a "Waste Recycling Bank" in ten local schools to increase the city's waste recycling rate by establishing decentralized waste collection points.](#) (Photo Credit: GGGI Laos, June 2020)

New Zealand from this statistic, the percentage drops significantly to 6,4%. The Pacific is furthermore home to the only three nations in the world with zero women in parliament namely Vanuatu, Micronesia and Papua New Guinea.^{xxii}

Finally, unstable and fragile countries and regions require deliberate consideration of the linkages between natural resource management, conflict and peace. This will underpin and define the introduction of green growth initiatives. This includes regions in countries such as Colombia, Papua New Guinea, Indonesia, Ethiopia, and Myanmar. Women and men, boys and girls are impacted differently by conflict and peace initiatives, which must also be understood to effectively introduce green growth initiatives that simultaneously achieve poverty, gender and inclusion outcomes. Failure to develop conflict responsive approaches may exacerbate grievances and culminate in unintended negative impacts. Meanwhile, deliberate and well-planned conflict responsive approaches can contribute to de-escalate conflict and durable peaceful solutions.

III. An Enhanced Ambition for Poverty Eradication, Gender Equality, and Social Inclusion in GGGI 2030 Strategy

GGGI adopted the Strategy 2030 – a ten-year strategy – in October 2019 with a vision for a low-carbon, resilient world of strong, inclusive, and sustainable growth and an objective of supporting GGGI Member Countries to move towards a model of green growth. While this will be differentiated for individual countries, at its core, the green growth model relates to strategies that simultaneously achieve poverty eradication, social inclusion, environmental sustainability, and economic growth in alignment with SDGs and human rights.

The COVID-19 pandemic marks the start of the decade and will define its development path in years to come. Countries are implementing significant stimulus and recovery packages to mitigate and manage short- and long-term damage to the economy. GGGI sees the opportunity of the COVID-19 recovery packages as a means to incentivize shifts in the economy and move towards inclusive green growth solutions. Government priorities will be on economic recovery through creation of jobs and enhanced resilience, which makes the GGGI 2030 Strategy and this Gender and Social Inclusion Strategy and Action Plan 2021-2025 more relevant than ever. GGGI will be working with Members and partners to generate evidence that green investments are more

economically viable and socially sustainable than business-as-usual.

Poverty eradication, gender equality, women's empowerment, and social inclusion have been embedded in global frameworks for environmental and climate governance since the Rio Declaration and the 1992 UN Conference on Environment and Development and more recently in the 2015 Paris Agreement. GGGI is committed to international conventions that enforce the inherent rights of all peoples, including women, as well as people living in poverty, people living with disabilities, indigenous peoples, and youth. These conventions



GGGI and the National Institute of Public Administration (NIPA) in Indonesia held an [Empathetic Leadership Training for civil servants with the theme "Living with Hazardous and Toxic Waste: Threats and Opportunities" on December 4, 2019, in Cilegon, Banten, Indonesia.](#) (Photo Credit: GGGI Indonesia)



March 15, 2019, Puerto Princesa City, Palawan – GGGI's Ingvild Solvang celebrated International Women's Month by empowering a group of climate champions in Palawan. 300 women leaders of Palawan were engaged. (Photo Credit: GGGI Philippines Country Program)

simultaneously reiterate the central role of women and vulnerable groups in sustainable development and green growth and underscores the need for deliberate strategies to achieve inclusive outcomes.

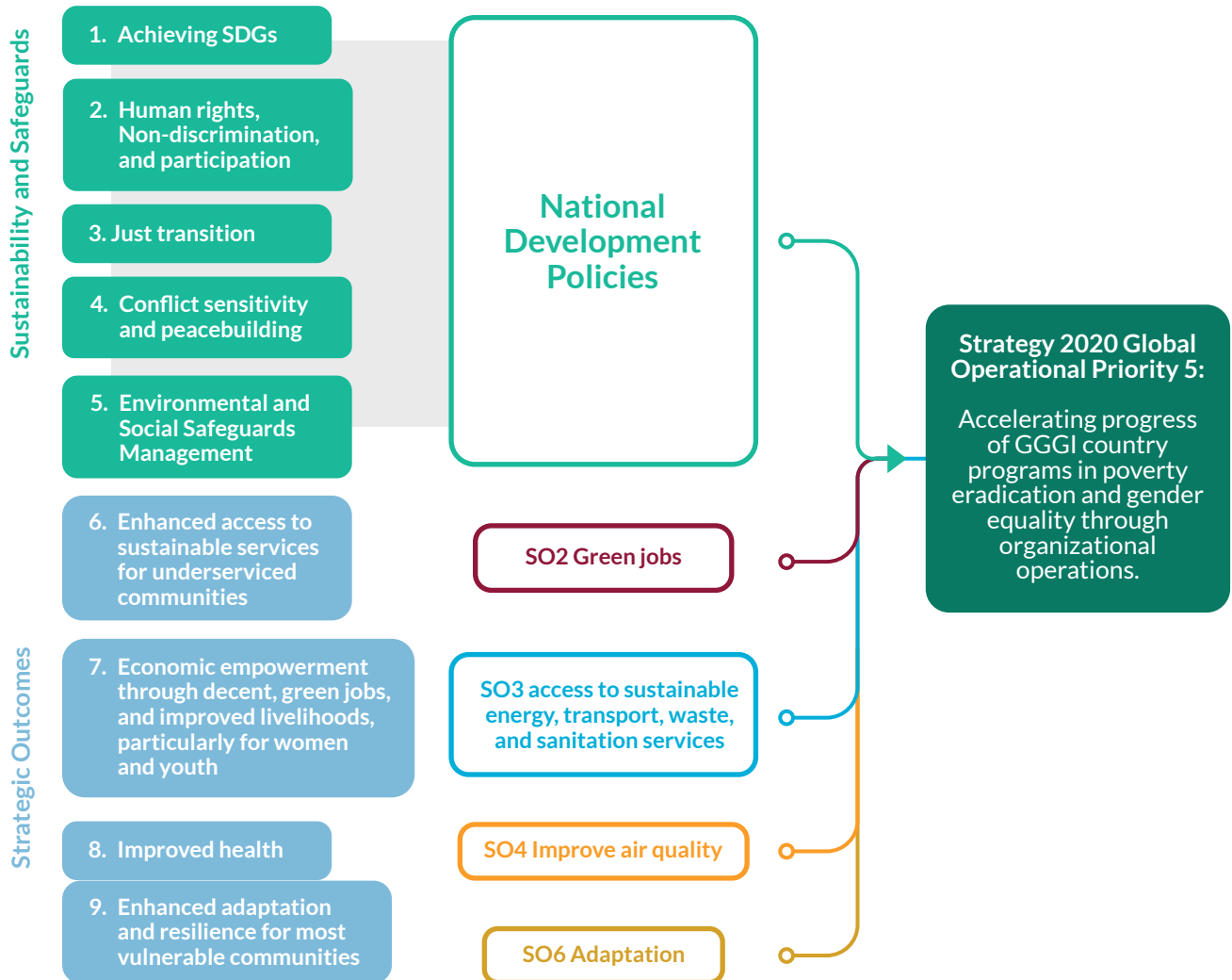
GGGI's commitment to promoting poverty eradication and gender equality in development has gained reinforcement and added momentum by being included in the Strategy 2030 as one of GGGI's Global Operational Priorities (GOP5): Accelerating progress of GGGI country programs in poverty eradication and gender equality through

organizational operations. This elevates women and disadvantaged groups in GGGI's green growth development agenda. This profound commitment to poverty, gender, and women's empowerment led to some refocusing of direction, strategy alignment, impact targeting, capacity building, and resource deployment through a new five-year gender strategy.



Participants at the [3-day workshop on Gender mainstreaming in Burkina Faso's NDCs Sectoral Plans conducted by GGGI in partnership with the Ministry of Environment, Green Economy and Climate Change of Burkina Faso and NDC Partnership in Koubri, Burkina Faso, August 2020](#). (Photo Credit - GGGI Burkina Faso)

IV. GGGI 2030 Pathways towards Poverty Eradication, Gender Equality and Social Inclusion



1. Achievement of SDGs

The SDGs are intrinsic to GGGI's work and play a central role when developing and implementing projects. The eight Global Operational Priorities of the GGGI 2030 Strategy support the delivery of SDGs, both directly and indirectly. Several of the SDGs are directly aligned with the purpose of this strategy, including SDGs 1, 2, 3, 5, 6, 8, 10 and 11 (respectively: No Poverty; Zero Hunger; Good Health and Well-Being; Gender Equality; Sanitation; Decent Work and Economic Growth; Reduced Inequalities; and Sustainable Cities and Communities). GGGI supports Member and Partner governments achieving SDGs goals, and the

SDG framework serves as a guiding tool for gender equality, poverty eradication, and social inclusion at every step of the process and applied wherever it is deemed appropriate.

2. Human Rights, Non-discrimination, and Participation

GGGI is committed to promoting principles of human rights in green growth processes, particularly with regards to non-discrimination, participation, and good governance. This is achieved through broad stakeholder engagements and partnerships with government, civil society, and private sector actors and institutions. This ensures

multiple voices and perspectives and helps incorporate a wide range of needs, skills, and potentials into green growth solutions. This importantly includes ensuring that the challenges and opportunities of all, including women, youth, indigenous peoples, migrants, and other vulnerable groups are heard when conducting green growth potential assessments and design of green growth approaches.

3. Just transition

It is vital to ensure a just and socially sustainable transition towards a green, climate resilient economy, in which workers in industries that are impacted by the transformations, such as coal and oil, are not left behind as countries begin to move away from fossil fuels. On the contrary, GGGI will promote and support solutions for just transitions through measures such as decent green job creation in sustainable sectors and skills and education programs for shifts towards a green labor market with minimal losses. GGGI will also support inclusive approaches to low carbon development by highlighting the opportunities to more effectively address issues of poverty and inequalities through lower dependency on fossil fuels (e.g., by reallocating public funds from fossil fuel subsidies to renewable energy and social welfare and protection).

4. Conflict sensitivity and peace building:

In instability and conflict, conflict dynamics may influence natural resource management and green growth initiatives. GGGI programs may be put at risk. Interventions may contribute to exasperated conflict or be a part of lasting peaceful solutions. In such contexts, GGGI will strive to apply tailored, conflict sensitive approaches to project design, monitoring and evaluation. This is achieved through adequate context assessment, which also include how men and women, boys and girls, and different segments of the population are impacted differently by conflict and planned interventions. The aim is to safeguard against negative impacts and promote sustainable benefits where feasible and applicable. This may be drawn from GGGI's active participation in endeavors such as the Peace Forest Initiative (PFI, with the Korean Forest Initiative), and, its institutional membership of the Environmental Peacebuilding Association (EnPAX), a global knowledge platform. Systematic and deliberate attention to green growth in conflict will enable GGGI and partners to track, compile and report contributions to SDG16 "Peace and solid institutions".

5. Environmental and Social Safeguards (ESS) Management

GGGI is committed to commonly recognized standards for Environmental and Social Safeguards (ESS) as outlined in the GGGI Rules on Sustainability and Safeguards. GGGI will identify and manage ESS risks throughout the Project Cycle Management, and further identify opportunities to maximize environmental and social co-benefits aligned with the 2030 Strategy.

6. Enhanced economic empowerment and livelihoods – particularly for youths, women, indigenous peoples, and informal sectors – creating decent green jobs and economic opportunities in renewable energy, transport, agriculture, forestry, eco-tourism, and waste management.

SO2 Creation of green jobs



Creation of green jobs is key to economic growth and central to ensuring political will and public support for green growth transformation and climate action. GGGI will seek opportunities to make explicit the green employment potential and promote standards for decent quality jobs and a "just transition" towards green economies. Applying its methodologies for employment assessments, GGGI will act as an advisor to Members and Partners on green solutions with highest opportunities for employment, both in terms of direct, indirect, and induced jobs created. Additionally, to better prepare for scaleup of sustainable sectors, value chains analysis can project needs for skills mobilization to inform the just transition of the workforce and promotion of equal access to capacity building and employments. Applying a gender lens to green growth processes will inform strategy to increase the participation of women in green sectors, which are oftentimes male dominated, such as energy.

Access to economic opportunities is a key to poverty eradication that provides a direct path to gender equality. GGGI will seek opportunities to promote women's economic empowerment through access to decent jobs and improved livelihoods by assessing the roles of women and men in value chains and sectors and seek to leverage solutions to overcoming barriers through green policy, bankable projects, financial instruments, and capacity building. These barriers include access to formal financial services and productive assets and land tenure, technology, knowledge, skills, and market information.

GGGI recognizes the importance of youth employment to Members' sustainable development plans and will work to promote technical skills development and employment for young women and men in green growth interventions. In its work to support green entrepreneurs and Micro, Small, and Medium-sized Enterprises (MSMEs), GGGI will recognize and assess the specific barriers facing women, youth, and marginalized groups in the start-up and scale-up of businesses.

GGGI will also promote improved livelihoods for smallholder farmers, including women farmers and marginalized communities, such as indigenous peoples, as it links to land tenure, access to financial services, knowledge, technology, and other value chain inputs. Nature based solutions have great potential for employment generation, and GGGI will promote equitable benefits sharing schemes that creates jobs and social protection at local levels. GGGI recognizes the informal sector's role in service provisions (e.g., in agriculture, waste, and transport) and will promote inclusive approaches to sector level transitions and the development of circular economies that also benefit informal workers.

The informal sector and Green Growth

As of 2016, only 60 countries had developed national strategies for moving towards a green economy - of which only 15 prioritized the informal sector. Informal workers make up more than half of the workforce in developing countries and account for around 10 trillion USD worldwide, 13 percent of the world's GDP^{xxiii}. The informal sector is in some developing countries larger than the formal economy and is therefore essential to sustainable growth and development. However, as it is largely "invisible", tailored and inclusive approaches are required to reach the people concerned.^{xxiv} Inclusive formalization can lead to enhance labor conditions and benefits for workers and communities, and improved access to formal financial and business services for entrepreneurs that allow business scale-up and re-investments in sustainable business models. It will further broaden the tax base that can improve public services more broadly. Platforms for the exchange of needs and experiences between the formal and informal sector can ensure that informal workers are represented and able to participate in governmental processes in order to develop sensitive and inclusive policy.

7. Expanded and improved access to sustainable services to underserved communities particularly in energy, waste, sanitation, and transport

SO3

Increased access to sustainable services



Through its programmatic solutions, GGGI is working to improve access to sustainable services particularly in the energy, waste, sanitation, and transport sectors. GGGI will systematically assess how green growth transformation in each sector impacts communities' access to services and seek opportunities to expand these services to communities that lack reliable access. In middle income countries, GGGI will promote the assessment and off-setting of potential costs of green growth transition on affordability, accessibility, and acceptability ensuring that poor and marginalized communities gain improved access to green services. In low-income countries, the focus will be on how to introduce green solutions that allow for the expansion of services to communities that lack access to these services from the outset. Particularly in the latter case, access to services is also key to the strengthened resilience and climate adaptation and will speak to government strategies for poverty eradication and gender equality.

8. Improved health

SO4

Improved air quality



The clear links between climate action and air quality also has a direct correlation to improved health and wellbeing. Globally, air pollution causes an estimated 7 million premature deaths^{xxv} and exposure to ambient and household air pollution costs an estimated 5.11 trillion USD in welfare losses in 2013^{xxvi}. Improving air quality is an investment in both economic growth and human development. There are also direct links between improved solid waste management and sanitation and health, which particularly benefit the poor. There is also a correlation between improved health and gender equality where women spend most time caring for children, the elderly, and the sick. GGGI will assess the opportunity to generate such positive co-benefits also for poor and marginalized communities.

9. Increased adaptation and resilience, particularly for the most vulnerable communities by strengthened food security through access to agriculture and fisheries to support livelihoods as well as promote sustainable water conservation and management to meet economic and social needs.

SO6
Enhanced adaptation
to climate change



The climate crisis disproportionately impacts poor and marginalized communities, particularly those living off of natural resource-intensive livelihoods, such as farming and fishing. The most urgent threat to poor and vulnerable communities is weakened food security. The inability to feed oneself and one's family does not only affect health, but also the ability to work, study, care for family members, and participate in political matters. The lack of food security therefore carries disadvantages throughout many other aspects of life and hinders people in achieving their full potential, disproportionately affecting people living in poverty as they are less equipped to handle sudden changes in their surroundings. Women and men are impacted differently by climate change and environmental degradation. Pre-existing gender inequality makes women less resilient to adapt to climate change, and changes in the environment risks adding to women unpaid workloads. Women are also more likely to lose their lives in natural disasters. Climate adaptation is therefore important to gender equality and women's empowerment. This includes initiatives such as the implementation of early warning systems to help communities brace for hurricanes and extreme weather events, as well as providing rainwater harvesting tools for people working within agriculture, so they can take advantage of extended periods of rain and simultaneously be better equipped to deal with draughts and to make land tenure, finance, technology, knowledge, and information available to enable the women and men invest in climate-smart livelihoods.

V. Maximizing Social Co-benefits and Inclusion through GGGI's Programmatic Solutions

The GGGI Roadmap 2021-2025 translates the five programmatic GOPs of the 2030 Strategy into 10 corresponding programmatic solutions, which are key priority areas where GGGI expects to make its most impactful interventions in support of the transformation of its Member and partner countries' economies towards green growth. All GGGI country programs and projects will assess the opportunity for creation of co-benefits, and where applicable and relevant, will incorporate GOP 5, which aims to accelerate gender equality and poverty eradication in GGGI's Program.

Green Investments

Although progress has been made towards financial inclusion of the world's poor, 1.7 billion adults remain unbanked, while only 58.6% of women in low- and middle-income economies have access to financial institutions or mobile money services.^{xxvii} Women face particular challenges accessing formal financial services as they are less likely to have access to and control of productive assets, such as land, which is needed in many cases as collateral. The World Bank notes that 115 out of 190 studied economies have discriminatory regulations that hinder women's economic opportunities.^{xxviii} The disproportionate climate effects on most vulnerable groups as a result of persistent gender norms and discrimination requires that gender and social inclusion considerations become material to all financial decision-making. Studies, however, show that climate finance has previously offered few examples of inclusiveness. Project approaches to climate finance, such as the Clean Development Mechanism, are often biased towards large-scale projects focused on energy infrastructure and industrial efficiency programmes that are often beyond the access of women who lack the resources or capacities to engage in large-scale projects.^{xxix xxx} While 187 billion was invested in climate bonds in 2017, only \$1.3 billion was invested in gender-responsive initiatives.^{xxxi} GGGI will promote approaches that make green and climate finance work for women, the poor, and marginalized groups by leveraging scarce public funding and promoting financial innovations towards inclusive green objectives as relevant and applicable.

In Vietnam, GGGI is paying adequate attention to social safeguards and introducing social elements to the financing criteria for the Green Bond Readiness Program. The program is mainstreaming social sustainability in the potential green projects and the project selection/evaluation framework. Capacity building initiatives of the program also integrates sessions on gender responsive and social inclusive green bond issuance.

In Jordan, GGGI has highlighted in its [technical advice](#) to the Government issued in 2017, that Jordanian entities seeking direct access to international climate funds will be assessed against the fund's fiduciary principles and standards, environmental and social safeguards (ESS) and gender policy. In 2019, GGGI supported Jordan's Cities and Villages Development (CVDB) to enhance their safeguards and gender policies to meet the Green Climate Fund's standards.

Climate Action

The Paris Agreement is committed to linking climate action and sustainable development goals and environmental justice, ensuring that the rights, needs, and capacities of men, women, and marginalized groups are understood and incorporated into effective long and short-term planning instruments. Focus on socio-economic co-benefits is a prerequisite for fostering political will and public support for green transformations and climate action. This is achieved through broad stakeholder participation and innovative approaches towards the empowerment of women, youth, indigenous peoples, and informal actors. To improve adaptation, mitigation, and resilience results, GGGI continues to support its Member Countries and Partners linking NDCs and SDGs, e.g. through modelling of employment potential of specific climate smart technologies and gender assessments to identify women's roles in promotion and implementation of actions.

In Mexico, GGGI supported the State of Sonora Green Growth Plan, incorporating social indicators to the Plan and conducting training with government and civil society on how to incorporate gender into green projects.

GGGI has supported the Jordanian government in the development of its National Green Growth Action Plans (2021-2025) for Energy, Transport, Water, Waste, Tourism and Agriculture (2020-2024) including with stakeholder engagement to inform the process. In doing so, it has engaged the Ministry of Social Development, responsible for women's affairs, to ensure policy coherence between the green growth plan and gender targets articulated in the national development and gender strategies.

In Burkina Faso, GGGI conducted a gender training in 2020 for government on how to incorporate gender into NDC enhancement and implementation.

In the Philippines, GGGI has supported the establishment of the New Banua Institute for Resilience and Green Growth (NBIRGG), a learning center to improve the adaptive capacity of indigenous and marginalized communities to the impact of climate change. This also includes capacity development pillar for women. As a result of GGGI's intervention, there are five NBIRGGs under establishment in five municipalities in Palawan.



Photo Credit: GGGI Philippines Country Program

Climate Resilient Agriculture

In developing countries, 79% of economically active women are in agriculture.^{xxxii} Evidence shows closing the gender productivity gaps increases yield by up to 30%, contributing to poverty reduction.^{xxxiii}

The gender gap and inequalities in agriculture is a pattern that has been documented worldwide – women, youth, people with disabilities, and other socially excluded groups have less access to productive resources including land tenure, financial capital, and advisory services. These inequalities have significant implications on the adoption and sustainability of climate resilient agricultural practices. Smallholder farmers rely on the ecosystems which are increasingly degraded and their access to sustainable agricultural land resources is declining. Sustainable agriculture is important for both mitigation and adaptation,^{xxxiv} and integration of innovative adaptation actions into agricultural investment projects is key.^{xxxv} Actions that are aimed at improving farming techniques can reduce GHG emissions and create synergies with climate change adaptation measure. Adopting a gender-responsive approaches to agricultural policies is key to achieve social, environmental and economic development outcomes.

In Kiribati, GGGI mainstreamed gender equality considerations into the Agriculture Addendum to the National Sustainable Development Plan

In India, through the project on Building Climate Resilience in Tea Value Chain for Small Tea Growers, GGGI integrated the environmental and social impacts and risks. It identified areas to improve wages and working conditions especially for women in the value chain and mainstreamed the project results framework (milestones, targets, indicators and sex-disaggregated data).

Sustainable Forests and Coastal Resilience

Forests and coastal resources provide livelihoods and income for both women and men, however the needs and use of these resources differ due to rights and regulations, as well as gender roles and responsibilities. The underlying causes of deforestation and forest degradation are interlinked with sustainable livelihood alternatives that affect women and men in different ways. These resources play a critical role in global climate change regulation as well as environmental and economic prosperity. The people who depend on forests generally remain poor and are often excluded from key decisions related to their management.^{xxxvi} Understanding who owns the forest and who has forest use and management rights is critical in tracking environmental, social and

economic development; and hence strengthening the contribution of forests towards an inclusive and sustainable economic growth pathway that also includes the generation of decent jobs and employment.^{xxxvii}



Photo Credit: Benjamin Tular, GGGI Indonesia

In India, GGGI conducted a gender analysis and developed an inclusive development plan for the Narmada Landscapes Restoration Project. The action plan details how the project activities will mainstream gender equality and social inclusion considerations throughout the project life span; and also integrated the plan in the overall project MEL Plan.

In Indonesia, GGGI has supported the government in mainstreaming of gender responsive policies into its work with the Peatland Restoration Agency to mobilizing of public private partnerships and carbon finance to restore and stop further degradation of peatlands across the country.

In the Philippines, GGGI has supported the Provincial Government of Oriental Mindoro to formulate and approve the Provincial Ordinance No.94-2019, “An Ordinance Enforcing the Mandatory Relocation of Highly Vulnerable Communities in the Province of Oriental Mindoro and Establishing Standards and Procedures for Relocation Projects and Other Purposes”. This is due to the fact that the number of people vulnerable to flooding and landslides in the country is almost 40% of the provincial population and that more than 50% of the provincial land area is exposed to the same.

In the Norway-funded Colombia Green Growth Program, GGGI in 2020 developed an Environmental, Social and Governance Framework to identify and manage risks and opportunities for poverty eradication and

gender equality. The Framework sets targets and proposes approaches to achieving ESG co-benefits. This is particularly important in the post-conflict context, which influences natural resource management in the program areas.

Waste Management

Effective waste management, including sanitation, is intrinsically linked to environmental health and wellbeing that can significantly contribute to sustainable development and resilience for poor and marginalized communities. Simultaneously, solid waste in particular offers important sources of income for a large low-skilled and often informal workforce in developing countries. There is growing evidence that inclusive approaches to circular economy opportunities that involve informal workers and waste pickers associations lead to more sustainable outcomes. Inclusive formalization of the sector should also lead to improved workers’ benefits, health, and safety. Waste Picker Associations and informal MSMEs can play an important part of the sustainable transformations of the sector. Support to leadership of women and youth in the process is a way to recognize the important roles they play in the sector.

In Laos, GGGI is working with informal sector actors collecting organic waste for bio-fertilizer plants. Waste pickers have become local champions in addressing various waste issues and are engaged for inclusive transformation of informal sectors.

In Nepal and Senegal, GGGI is providing sanitation services and developed a safeguards and inclusion framework which aims at overcoming the structural barriers to effecting solid waste management to benefit all – outlining socio-economic benefits (environmental health and employment).

In Cambodia, GGGI engaged with relevant formal and informal actors from public and private waste management sector in Battambang and assisted the municipality and local waste entrepreneurs in developing detailed options to establish a reliable supply chain (segregation, collection, transport, and on-sell of products) for recyclable waste. This created opportunities for formal and informal waste pickers to increase their revenue, as waste SMEs in the city scaled up their business.

Sustainable Mobility

Sustainable mobility is crucial for achieving the SDGs. Improved mobility is key to enhanced economic opportunities, political empowerment, and access to basic services, particularly for poor and marginalized communities, including youth and women. Investment in mobility infrastructure and transport is recognized as a tool for redistribution of wealth in favor of low-income communities. An inclusive perspective in transport policies is important not only to reduce the inequalities in gender and social mobility, but also to accelerate the adoption of sustainable mobility for low-carbon city development. Additionally, an increasing concern about quality of services, safety, affordability, and accessibility of infrastructure and transport and the rights to freedom of movement for women and vulnerable groups, including people living with disabilities, has developed an equity lens for mobility and more inclusive business models for transport that GGGI will promote.

In Rwanda, though the project on investing in walking and cycling policies in African cities, GGGI works in partnership with others, building in gender mainstreaming from the beginning of the project, ensuring that gender differences that impact investment in NMT are considered and prioritized.

Nepal, Sustainable Mobility project - To ensure sustainability of the electric vehicles, the program is integrating social and environmental safeguards into business and investment models for operators, this will ensure that business solutions are gender-responsive and pro-poor.

Green Buildings

Buildings and infrastructure development heavily rely on use of natural resources, energy, and emissions to air, water, and land resources. Green building practices have a direct impact on environmental health and air quality in urban areas. Additionally, construction and energy efficiency measures generate jobs, however this sector is often male dominated. Promotion of equal opportunities for women in these sectors can enhance women's labor participation. Improved residential buildings can have significant impact on family economy and energy savings, health, and welfare, but could also impact affordability of housing, which disproportionately impacts low-income and single headed households.

In Mongolia, support the design of Residential Retrofitting program in Ulaanbaatar Municipality for the NAMA facility, which included gender and inclusion features for resident engagement and inclusive business models ensuring that residents, including low income households, are engaged in the process and that impacts of the project on household economies are considered.

Solar PV

Access to energy services is at the center of sustainable development. Globally, energy poverty is a problem, particularly in least developed countries where access to electricity is lacking or unreliable. However, it is also a challenge in industrialized countries when there is an increase in oil and gas prices impacting the lowest income households. The shift to renewables creates far-reaching development impacts, triggers economic stimulus, creates jobs, and contributes towards health and other welfare benefits. Improved energy access and gender are interlinked as it frees up time for women and girls and gives them more flexibility in other productive opportunities, including access to public services.

Since 2016, the GGGI has been supporting the government of Vanuatu in the development of a National Green Energy Fund (NGEF) that aims to enable women and men to access credit to invest in green technologies. In doing so it assisted the government to align the fund to the Sustainable Development Plan and National Gender Policy and to integrate gender and inclusion into the funding criteria. In addition to managing the gender impact of the fund, it sought to ensure the women's participation in the process of developing the fund by requiring women on the board, including Department of Women's Affairs. This is in a context of a donor supported [Vanuatu Climate Change Finance Review](#) published in 2018, which incorporates a gender and social inclusion analysis.

Green Industries

The green industry sector continues to provide a proven source of employment that contributes to poverty eradication. Efficient, inclusive, and green industries enhance economic stability for rural households, increases food security, and helps

achieve economic transformation. Additionally, environmentally sound production methods in industry can significantly reduce environmental degradation (i.e., green industries can deliver environmental goods and services).

In Cambodia, the EU SWITCH-Asia funded project focused on sustainable energy practices in the garment industry will seek opportunities to translate improvements in energy management in factories into health and safety improvements for factory workers, the large majority of whom are women.

The Eastern Caribbean Green Entrepreneurship Initiative aim to enhance economic resilience and support climate change mitigation efforts through enabling job creation, green enterprises and facilitate economic empowerment through access to finance. This initiative will create over 6,000 green jobs and improve livelihoods for over 12,000 households in the region.

Strategic Entry Points to GGGI Programmatic Solutions

The GGGI vision and objective and encapsulate working towards green growth through achieving poverty eradication, social inclusion, environmental sustainability, and economic growth through the Programmatic Solutions. To mainstream gender equality, poverty eradication, and social inclusion considerations in these areas, GGGI is committed in the period delineated by the Strategy to take incremental and progressive steps towards improving the capacity of GGGI staff and partners to promote and implement:

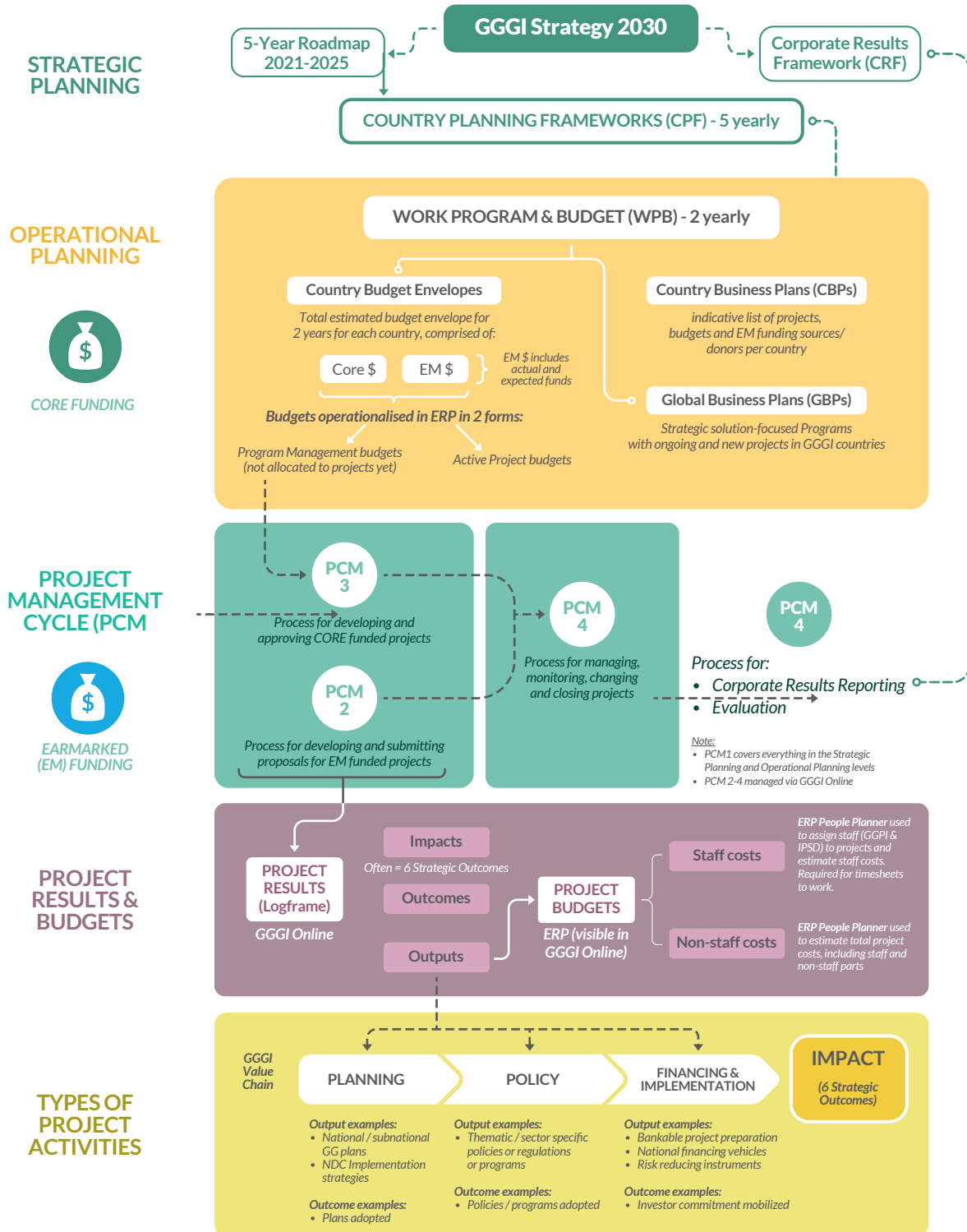
- **Meaningful participation:** GGGI will recognize local communities, including women and girls, as active agents of change with important voices and roles to play in decision-making, sustainable development processes, economic growth, and natural resource management. GGGI will promote the strengthening of women's agency and voice in decision-making and economic participation to achieve sustainable green growth. GGGI will also support Members to leverage the SDG agenda and partnerships with the private sector actors.
- **Gender and social analysis/assessments for policy, investment and finance interventions:** Systematically assess the potential for socio economic co-benefits and alignment with national SDGs, including green, decent employment, health and adaptation to simultaneously address green COVID-19 recovery and climate resilience priorities and pay attention that the proposed actions will not reinforce existing forms of inequalities. Assessments will take into account the specific rights, needs, and concerns and ways that women, men, boys and girls, including the poor and disadvantaged, are impacted through inclusive green growth strategies and contribute to the innovations necessary to achieve inclusive green growth outcomes. In conflict prone countries and regions, special care will be taken to understand the underlying dynamics of conflict to mitigate risks of doing harm and contributing to lasting peace. This includes understanding how conflict impact men and women differently;
- **Mainstream gender and inclusion in green financial instruments:** GGGI will support the integration of gender inclusion and poverty considerations in financial instruments such as national financing vehicles, sustainability and green bonds frameworks and guidelines, green finance policy regulation, among others.
- **Advance bankable projects that create decent green jobs and promote livelihoods for underserved communities and access to services:** GGGI will advance opportunities that directly benefit low-income, underrepresented, and vulnerable communities. These include initiatives that contribute towards creation of green jobs; increase resilience for smallholder farmers and increase productivity; access to credit and assets; leadership opportunities especially for women and youth; improve women's use of agricultural inputs and support empowerment programs that enhance skills building especially for women, youth, and indigenous peoples. Strategies will be built on an understanding for strategic needs of women also in regard to their roles in unpaid and paid work in the informal sector, the formal sector and the private sector;
- **Use of sex-disaggregated data and indicators:** GGGI projects will be informed by sex disaggregated and gender data analysis, intervention design and results management to enhance the impact, monitoring, evaluation, and learning. GGGI will support in providing tailor made gender equality and social inclusion training to Government line ministries and departments, academia, and research institutions, CSO's and NGO's and private sector.
- **Environmental and social safeguards risk (ESS) identification and management:** GGGI will ensure the systematically assessment of ESS risks throughout the project cycle management aligned with GGGI's Sustainability and Safeguards Framework, which is built on internationally recognized standards.
- **Knowledge generation :**GGGI will implement its results-based management framework designed to generate lessons and knowledge also in the area of poverty eradication, gender equality and social inclusion in order to contribute to the global Community of Practice for inclusive green growth. GGGI will also invest in staying up to date on the developments in the areas of relevance to the achievement of inclusion in green growth.

VI. The Architecture for Poverty Eradication, Gender Equality, and Social Inclusion

GGGI's operational framework process flow is presented below, showing how its Strategy 2030, Country Planning Frameworks (CPF)s, Work Program and Budget (WPB), project design,

implementation, monitoring and evaluation (M&E), and results reporting are causally linked and interconnected.

Framework for GGGI's Operations



Country Planning Frameworks (CPF)

Translating GGGI’s Strategy 2030 into action, the five-year Country Planning Frameworks (CPF) define the strategic and programmatic priorities and actions for GGGI’s interventions at the country level. Gender and Social Inclusion considerations are to be imbedded in the diagnostics and potential assessment of the CPFs and incorporated as indicators in defined impact pathways. GGGI’s gender ambitions in Member Countries’ CPFs should mirror the gender policies in their national development plans and national gender policies and strategies with inputs from the department responsible for gender and women in development.

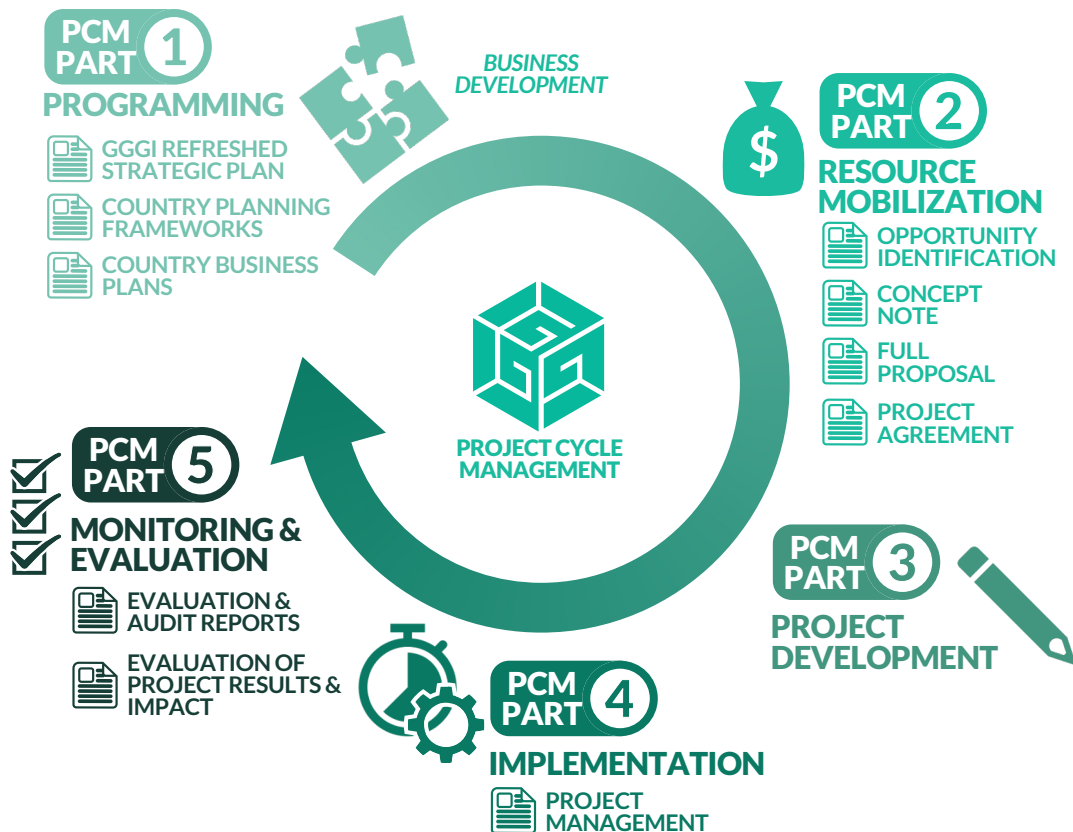
Work Program and Budget (WPB)

The WPB starting with WPB 2021-2022, include Country Business Plans (CBPs) and core budget envelopes. The Strategy 2030 and its five-year Roadmap, together with the CPF, will drive and shape the CBP and WPB programmatic solutions and project priorities and its resourcing, including the cross-cutting focus on gender, poverty, and social inclusion under Global Operational Priority 5. The budgeting process will allocate core resources to addressing gender and poverty at country level. The Gender and Social Inclusion Action Plan will be updated biennially on the same cycle as the WPBs.

Project Cycle Management and Gender and Poverty Markers

GGGI applies gender equality and poverty markers on all projects designed in PCM 2 and PCM 3, ensuring that these elements are considered in the design, implementation and reporting of both earmarked and core financed projects. The process includes the application of a Preliminary Gender and Social Analysis and Environmental and Social Safeguard Screening tool to help identify and manage risks and opportunities in project interventions from the outset of design. However, these are still basic levels of interventions which will

eventually be supplemented by the next step consisting of customized gender tools and systems that will ensure the mandatory inclusion of poverty and gender design features in qualifying projects, the setting of targets, monitoring of implementation of poverty and gender aspects and the reporting of results. This step will be accompanied by the customized gender training of programming staff to support the implementation of the gender strategy at the operations level. The operations level represented by PCMs 2, 3, and 4 will be the point of difference in GGGI’s contribution to gender and social inclusion in green growth.



GGGI Gender Equality and Poverty Policy Markers^{xxxviii}

GGGI has developed the Gender and Poverty Markers to provide a measure for its investments in support of gender equality and poverty eradication. The Gender Marker is based on the OECD-DAC Gender Equality Policy Marker¹ used by OECD members. The Poverty Marker is an add-on created by GGGI. The Markers when applied to individual projects will generate an overview of:

- The proportion of GGGI's projects that go towards achieving gender equality, women's empowerment and/or poverty eradication
- The thematic areas where gender equality and poverty eradication are prioritized
- The country programs where gender equality and poverty eradication are prioritized
- The investments where gender equality and poverty eradication are prioritized

Review, Monitoring, Evaluation and Reporting

A mid-term review of the gender strategy will be conducted in 2023, after its adoption, to assess implementation experience and overall impacts. In this connection, a management discussion paper summarizing the results will be prepared and will include recommendations for improvements and adjustments to the strategy if necessary. Meanwhile, an interim report on the status of implementation and progress will also be prepared for submission to management at end of WPB 2021-2022. At the end of 5 years, an overall evaluation of the gender strategy will be conducted to assess the success of its implementation and the achievement of its goals with lessons learned for the future.

At the operational level, currently projects are developed and uploaded in GGGI Online and each have a log-frame that is tagged with the gender equality and marker if they qualify in contributing to the achievement of GGGI's gender goals and performance targets in the CRF 2021-2025. These qualifying projects are tracked and reported in GGGI Online against the gender outcome and output indicators in the CRF through the regular monthly monitoring reports, quarterly review reports and End of Year (EoY) Results Reports. The monitoring of projects is done under PCM 4 and the reporting of results is done under PCM 5. CAID will work closely with country teams and the Strategy Unit to ensure the effective monitoring and reporting of gender activities, results, and impacts

GGGI also periodically undertakes evaluations of its country programs (known as impact pathway reviews) through its Impact & Evaluation Unit (IEU). Moving forward, IEU will work closely with CAID and country teams to strengthen the gender and social inclusion aspects of these evaluations. Part of the improvements sought includes moving to a

situation where impact estimates can be consistently disaggregated by gender and other social inclusion categories to the extent practicable.

At the end of the Strategy in 2025, GGGI's Impact and Evaluation Unit (IEU) will commission and implement an overall independent evaluation of the strategy to assess the success of its implementation and the achievement of its goals with lessons learned for the future. This independent evaluation will be commissioned, based on available resources, as a key part of the mid-term independent evaluation of GGGI's overall Strategy 2030 in 2025 or as a standalone evaluation to be conducted in 2024 in preparation for the next 5-year gender strategy.

Annual reports will be prepared by the Gender and Social Inclusion Community of Practice under the CAID Global Practice. CAID will engage with Members of the MPSC on gender and social inclusion regularly and as needed. The issue may be included on the Council Agenda as part of Annual Reporting or as a stand-alone issue on a needs and request basis.

Corporate Results Framework

The CRF 2021-2025 now includes gender outcomes and output indicators for reporting GGGI's achievements and impacts on gender. Presently, the intention of the current indicators is to track and report on the number of women that benefit from GGGI's projects and the number of projects that have a gender design feature. These CRF indicators presently do not have performance targets which will be included later once appropriate gender baselines are developed. Reporting will require the collection of appropriate sex disaggregated data and this will be achieved through the development gender capacity for programmatic staff and the development of appropriate tools for including gender design

features in projects with action plans and reporting systems and tools for implementing and reporting gender activities. The lack of gender training among GGGI technical and programmatic staff is a serious constraint within GGGI to effectively implement the gender strategy. The use of gender analysis in project design, implementation, and reporting will require the building of capacity through the training of programmatic and technical

staff in gender skills. This effort will require the deployment of both financial and human resources. The aim is that in five years, all country teams will have the capacity to report numbers well using impact pathway framework and quantify impacts against how many beneficiaries (sex disaggregated).

Green Growth impacts and Strategic Outcome Estimates

GGGI has taken significant steps in its Strategy 2030 to measure Strategic Outcomes (SO) and targets for 2021-2030 using a new GGGI SO Technical Guideline.



On measuring social outcomes, GGGI is making incremental steps, and from the WBP 2021-2022 onwards, the Corporate Results Framework 2021-2025 includes indicators to quantify the number of people, disaggregated by sex, benefitting from socially inclusive programs, particularly linked to decent green jobs creation (SO2), access to services (SO3) and enhanced adaptation (SO6). The SO

impact estimation and targets is a first attempt, but which needs to be constantly revised and improved over time. With enhanced capacity for gender and social inclusion, it is envisioned that the number of projects incorporating gender and poverty to a significant and principal degree will increase, with more sophisticated methodologies for impact measurements being in place.

Internal Operations

As GGGI works to mainstream gender equality and social inclusion in its programs and projects, it will also commit to address these concerns in the internal operations of GGGI. The Strategy is firmly embedded in GGGI’s five core values aspiring to shape the organization’s culture and inspire employees to work together towards GGGI’s common goals and purpose. Those core values are Transformational, Boldness, Excellence, Inclusive, and Integrity. These values are integrated in GGGI’s Accountability Framework, which houses the organization’s policies for good governance of programs and operations, including this Strategy. As such this Strategy confirms GGGI’s commitment to inclusion as a principle of both external and internal operations as expressed in GGGI Legal Framework, including GGGI’s Rules on Sustainability and Safeguards, GGGI’s Staff Regulations and Rules,

Rules on Child Protection, Rules on Prevention of Sexual Exploitation, Abuse and Harassment, GGGI’s Respectful Workplace Policies, GGGI’s Rules on Private Sector, and GGGI Rules on Procurement.

Human Resources and inclusion

GGGI will strive to build an inclusive workforce through employee awareness, understanding, and engagement.

For recruitment, GGGI will continue to pay special attention to diversity to ensure that men and women have equal access to positions in GGGI, including professional and executive appointments. Identification of niche and diverse sourcing channels will be one of the priorities, along with the simplification and use of gender-neutral text in the

vacancy announcements. Important to bring attention to the flexible work arrangement, maternity, paternity, adoption leaves, and other benefits that are available, into the vacancy announcements. Interviews and other selection procedures will always enquire if special accommodations are needed to allow for equal conditions. Interview panels are and will be required to be diverse and gender balanced.

Talent Management initiatives and programs will abide by the core GGGI value “Inclusive” and be inclusive of all levels of seniority, nationality, and geographical location equally. GGGI will strive to provide gender and social inclusion trainings to all staff as necessary. In performance management, systems and guidance will be put in place in a continuous effort to raise bias awareness and ensure equal treatment.

GGGI compiles and monitors diversity data on daily basis and benchmarks its target at 50:50 in gender balance at both staff and executive levels and balanced representation in race and nationality.

To promote gender equality in GGGI and address sexual harassment and gender discrimination, GGGI will institute mandatory gender training to ensure that all personnel have knowledge and understanding of GGGI’s gender equality strategy and policies.

Private Sector Engagement and Procurement

GGGI recognizes the important role of the private sector in the acceleration of green growth and climate action. In line with the GGGI Rules on Private Sector Engagement, GGGI engages with the private sector in a systematic and strategic way to deliver programmatic results, and outline the necessary processes for developing, implementing, and managing engagements. This includes procedures for formal due diligence prior to entering into a collaborative arrangement with any private sector actor. The due diligence exercise will examine whether a potential partner, among other things: matters related to corruption; fraud; tax evasion; human rights and environmental and social safeguards; and poses no undue risk to GGGI in relation to activities in which GGGI is involved. GGGI will not partner with private sector entities that systematically fail to demonstrate commitment to meeting internationally recognized principles in the areas of human rights, labor rights, the environment, and anti-corruption, and work in collaboration with stakeholders to identify entry points to maximize inclusive and gender responsive outcomes.

The Rules outline the procedure to ensure checks and balance of the due diligence procedure. While the Due Diligence Screening Check Lists are drafted by GGGI Country Team and Thematic Unit personnel, GGGI’s Legal Unit performs an online Dow Jones Screening of potential partners, the Sustainability and Safeguard Unit provides a recommendation for respective Division Head to approve. The GGGI Online System supports the archiving of Due Diligence Documents for future reference.

Engagement with suppliers and service providers is covered under GGGI Procurement Rules, which stipulate requirements for alignment with the UN Suppliers Code of Conduct and principles outlined in Global Compact.

VII. Implementation, Accountability and Oversight

The Director-General is responsible for the overall oversight mechanisms of the GGGI Gender Equality Strategy. Its operational implementation will be guided by the accompanying Action Plan (Annex 1), which is the responsibility of all GGGI personnel.

The **Climate Action and Inclusive Development Unit (CAID)** houses the Global Specialists on Sustainability and Safeguards responsible for coordinating for coordination of implementation, monitoring, and reporting of the Gender and Social Inclusion Action Plan at the program level. The CAID Unit will on a needs-basis and, upon request, present the implementation of the Strategy and Action Plan to the MPSC, Assembly and Council.

The Office of Director General (ODG) and CAID collaboration ensures alignment with the GGGI 2030 Strategy and Roadmap 2021-2021.

The Project Cycle Management Process (PCM) Leaders are responsible for the development and implementation of procedures and guidelines for each stage. These leaders are responsible to ensure

that Gender and Inclusion are incorporated into the PCM as per the developed Manuals.

All GGGI Divisions and Regional Offices will appoint a **Gender and Social Inclusion Focal Points** that actively participates in the dissemination of knowledge, tools and lessons learned. **A Community of Practice** will be established for knowledge generation and dissemination on internal and external platforms, such as the **Green Growth Knowledge Platform (GGKP)**.

The Operations and Enabling Division (OED) are responsible for gender diversity and inclusion in GGGI Internal Operations. Within OED, the GGGI Legal Unit are responsible for the consistency in GGGI's Legal Framework and its alignment with this strategy. **Head of Human Resources** is responsible to implement Rules and Policies related to the creation of a respectful, diverse and inclusive workplace.

VIII. Resources

Adequate financial and human resources will be allocated to successfully ensure that all staff adhere to, and are easily able to follow, the guidelines put forth in this strategy. This includes through the implementation of continuous assessment and capacity development among staff members, as well as moving towards hiring staff that are already familiar with gender and social inclusion in the field of green growth and climate action.

Improving gender mainstreaming in GGGI's programs, projects, and internal operations will require human and financial resources. GGGI will access targeted gender expertise as necessary. Gender equality and social inclusion will be systematically incorporated into GGGI project design and funding where applicable and relevant from both core and earmarked funding sources in GGGI's PCM processes for resource mobilization and allocation.

GGGI Gender and Social Inclusion Action Plan 2021 – 2022

Impact Indicators:		Timing	Budget estimates
Outcomes / Actions	Indicators	Responsibility	
Impact: GGGI more effectively delivers and manages impacts on poverty eradication, gender equality, and social inclusion			
Impact Indicators: 1. Improved application of GGGI Gender Equality and Poverty Policy Markers 2. Enhanced gender balanced in internal operations			
Outcome 1: GGGI strategic framework for gender and social inclusion impacts enhanced			
1.1 Approve the Gender and Social Inclusion Strategy 2021 - 2025		Director General	January 2021
1.2 Monitor periodically the implementation of the Gender and Social Inclusion Strategy	Annual progress report to management Gender and Social Inclusion embedded in Annual Progress Reports	CAID (supported by ODG/ Strategy)	2021-2022
1.3 Update the Gender and Social Inclusion Action Plan biannually	Biannual Action Plans presented with Workplan and Budgets (WPB)	CAID (supported by ODG/ Strategy)	Q4 2022
1.4 Ensure gender and social inclusion in PCM manuals and processes	PCM manuals and processes	PMC 1-5 Leads with support from CAID	2021-2025
1.5 Explicitly include assessment of gender and social inclusion actions/ results in IEU's country program evaluations (ie: 'Impact Pathway Reviews')	Number of country program evaluations (ie: 'Impact Pathway Reviews') during the biennium that include descriptions of gender and social inclusion actions/results	IEU and CAID	2021-2022

Core funding will allow a minimum oversight of Gender and Poverty marker application, tools development, capacity building and knowledge generation and dissemination.

Other activities have no cost implications and will be embedded in existing mechanisms.

GGGI Gender and Social Inclusion Action Plan 2021 – 2022

Impact: GGGI more effectively delivers and manages impacts on poverty eradication, gender equality, and social inclusion		Impact Indicators:	
		1. Improved application of GGGI Gender Equality and Poverty Policy Markers	
		2. Enhanced gender balanced in internal operations	
Outcomes / Actions	Indicators	Responsibility	Timing
Outcome 2: Innovative approaches to gender and social inclusion at project levels adopted			
2.1 Pilot innovative approaches in selected high potential projects	Number of projects selected	CAID and project managers	2021-2022
Outcome 3: GGGI gender and social inclusion capacity enhanced			
3.1 Increase knowledge of GGGI staff and consultants on gender and social inclusion	Number of annual training Percentage of training participants that found the training useful	CAID	2021-2022
3.2 Disseminate guidelines, manuals and tools for inclusive green growth	Manuals and tools disseminated to staff and partners	CAID	2021-2022
3.3 Appoint Gender Focal Points	3 Regional Gender Focal Points appointed	CAID and GGPI	2021
Outcome 4: Mechanisms for resource mobilization for Gender and Social inclusion strengthened			
4.1 Incorporate Gender and Social Inclusion into resource mobilization and allocation procedures	WPB, CPF, PMC2 and PCM3 manuals that incorporate gender and social inclusion are implemented	PCM 2 and PCM 3 Leads and CAID	2021-2022
4.2 Apply Gender and Poverty Markers to GGGI projects	Gender and Poverty markers are applied in GGGI Online	CAID and Project Managers, PCM 2,3,4 Lead	2021-2022

GGGI Gender and Social Inclusion Action Plan 2021 – 2022

Impact: GGGI more effectively delivers and manages impacts on poverty eradication, gender equality, and social inclusion	Impact Indicators: 1. Improved application of GGGI Gender Equality and Poverty Policy Markers 2. Enhanced gender balanced in internal operations	Responsibility	Timing	Budget estimates
Outcomes / Actions	Indicators	Responsibility	Timing	Budget estimates
Outcome 5: Knowledge on gender and social inclusion generated and disseminated				
5.1 Gender and Social Inclusion Community of Practice meet periodically	3 COPs held annually	CAID	2021-2022	
5.2 Generate and disseminate knowledge on Gender and Social Inclusion into resource mobilization and allocation procedures	Number of publications specifically about gender and social inclusion Number of publications incorporating knowledge of gender and social inclusion	CAID and IPSD Heads of Unit	2021-2022	
Outcome 6: Gender balance GGGI Internal Operations achieved				
6.1 Continued strengthening of the Respectful workplace framework	Respectful workplace advisors are operational	Human Resources	2021-2022	
6.2 Annual reporting on gender and diversity in human resources	Annual report includes data on workplace gender and diversity	Human Resources	2021-2022	

End Notes

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