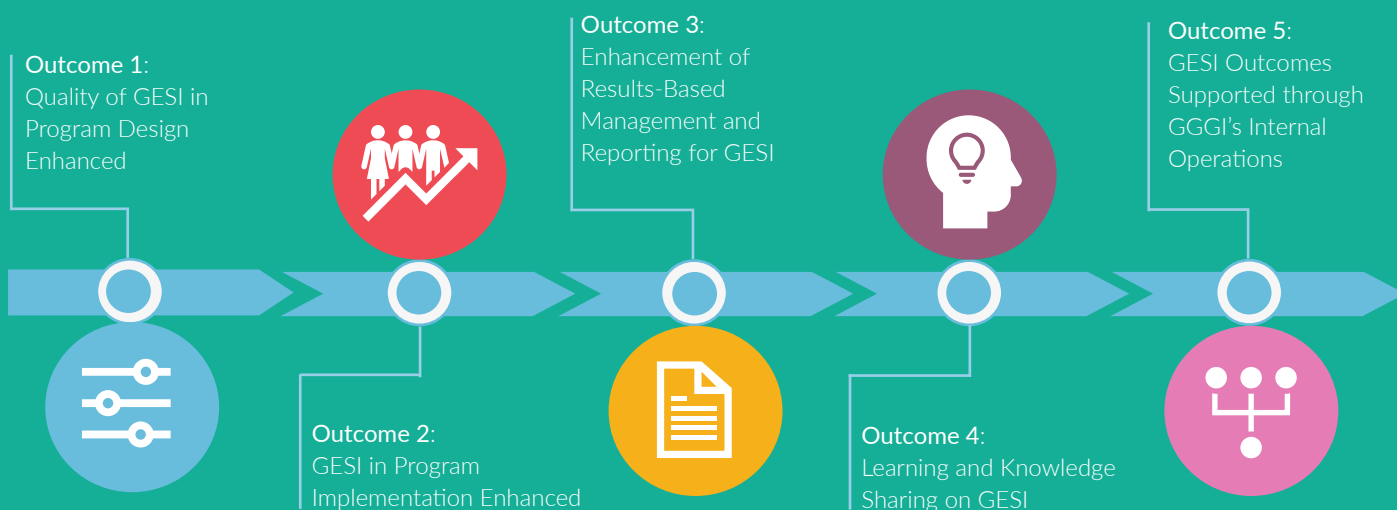


# GGGI GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN (2023-2024)

Endorsed by GGGI Management Team, March 15, 2023



**IMPACT:** Demonstrate through results reporting that there is positive impact on disadvantaged groups and women.

**IMPACT INDICATORS:** # of projects significantly addressing gender and poverty / 75% of new projects significantly address gender and/or poverty.

## Operationalizing the GGGI Gender Equality and Social Inclusion Strategy 2021-2025

The [GGGI Strategy 2030](#) accelerates progress of GGGI country programs in poverty eradication and gender equality through Global Operational Priority 5 (GOP5). The [Corporate Results Framework \(CRF\) 2021-2025](#) captures GOP5 through Intermediate Outcome 4: "Green Growth Solutions Support Member and Partner Countries in Reducing Poverty and Achieving Gender Equality". This is measured by two indicators: a) number of beneficiaries assisted through GGGI's poverty aligned projects (by sex); and b) number of women supported through GGGI's projects with targeted gender interventions (by sex). Achievement of GOP5 is further supported by CRF Output 4 on gender and poverty mainstreaming, measured by a) percentage of new projects that address poverty reduction and inclusiveness (with target 75%); and b) percentage of new projects delivering intended gender equality results (with a target of 75%).

Aligned with the 2030 Strategy Framework, GGGI launched the [Gender Equality and Social Inclusion \(GESI\) Strategy 2021-2025](#) to focus attention on entry points for GESI integration in GGGI's programmatic and internal operations. Implementation of the Strategy is guided by biennial GESI Action Plans. A progress report was produced to conclude implementation of the GESI Action Plan 2021-2022, which focuses on enhanced awareness of GESI requirements, measured by an increase in application of the gender and poverty markers across GGGI's program. However, there is also a recognized need to focus attention on the quality of GESI integration at the GGGI by enhancing capacity across programmatic solutions to identify GESI entry points in project design.

The GGGI Gender Equality and Social Inclusion Community of Practice (GESI COP) designed a participatory process for development of the GESI Action Plan 2023-2024. This included all-staff and senior management surveys, and seven Focus Group Discussions across divisions. The process helped identify success stories, gaps, needs, and barriers to effective GESI integration across staff, management, specific regions and roles.

The GGGI continues to set high ambition for achieving our targets, improving capacities, and increasing outcomes for gender equality and poverty eradication. The GESI COP is launching the corporate wide GGGI GESI Action Plan 2023-2024 to commit to our level of ambition as an organization in harnessing co-benefits for a just and green transition.

# GGGI GESI Action Plan 2023 - 2024

## IMPACT:

Demonstrate through results reporting that there is positive impact on disadvantaged groups and women.

## IMPACT INDICATORS:

# of projects significantly addressing gender and poverty / 75% of new projects significantly address gender and/or poverty.

OUTCOMES/ ACTIONS	INDICATORS	RESPONSIBILITY (lead in bold)	TIMING	BUDGET ESTIMATES
<b>Outcome 1: Quality of GESI in Program Design Enhanced</b>				
<b>1.1 Develop a global program on GESI</b>	# of projects with GESI as principal objective (Gender Marker Category 2) # of proposals developed # USD EM for GESI programming	<b>IPSD/CAID</b> , GGPI, Partnerships	December 2023	Implementation of the Gender Action Plan will require core and where appropriate, EM resources.  Core resources will be allocated during biannual WPB and annual Operational Planning processes.
<b>1.2 Roll out/integrate trainings on GESI in program design (including in resource mobilization and markers application)</b>	Target: 2023: 1 2024: 1	<b>GESI COP</b> , Partnerships, Strategy	December 2024	
<b>Outcome 2: GESI in Program Implementation Enhanced</b>				
<b>2.1 Enhance capacity at programmatic solution level</b>	# of guidelines, manuals # of engagements across COPs # of sector specific trainings/knowledge events	<b>GESI COP</b> , COP Leads, IPSD, GGPI	December 2024	
<b>2.2 Broaden engagement with stakeholders with social mandate</b>	# GESI specific partnerships	<b>IPSD/CAID</b> , GGPI	December 2023	
<b>Outcome 3: Enhancement of Results-Based Management and Reporting for GESI</b>				
<b>3.1 Inclusion of GESI in regional, national, and personal KPIs</b>	# and content of KPIs	<b>GGGI, IPSD</b>	December 2024	
<b>3.2 GESI in-depth review of projects over USD 1M</b>	# of project gender and poverty Markers reviewed and corrected	<b>IPSD/CAID</b> , GGPI	December 2024	
<b>3.3 GESI management capacity enhanced</b>	# of GESI regional focal points # of GESI specialist staff # GGGI CV database capturing GESI skills (ERP)	<b>GGGI, IPSD</b> , GESI, COP	December 2024	
<b>3.4 Produce GESI annual reports against the GESI Action Plan</b>	Annual report produced (1/year)	<b>CAID/IPSD</b> , GESI, COP	March 2025	
<b>Outcome 4: Learning and Knowledge Sharing on GESI</b>				
<b>4.1 Increase visibility and promote GGGI's GESI results and activities through external and/or internal channels</b>	# of GESI media content (target: 4/year) GESI award introduced	<b>Communication, IPSD, GGPI</b>	2023 - 2024	
<b>4.2 Generate and disseminate knowledge</b>	# of sectoral guides/knowledge products # of case studies/flagships developed # of events (GGGW etc.)	<b>CAID/IPSD</b> , GESI, COP	December 2024	
<b>Outcome 5: GESI Outcomes Supported through GGGI's Internal Operations</b>				
<b>5.1 Allocate internal resources for GESI compliance</b>	# of core budget allocated to GESI	<b>Management Team</b>	December 2024	
<b>5.2 Gender and Poverty budget tracking implemented</b>	Tracker developed	<b>OED, CAID/IPSD</b>	December 2024	
<b>5.3 Diversity, Equity and Inclusion training</b>	# of staff trained in 2023	<b>Human Resources</b>	December 2023	
<b>5.4 Improvement in gender balance of X9- X13 staff</b>	2023 - 35% F 2024 - 40% F	<b>Human Resources</b>	December 2024	
<b>5.5 Gender balanced GGGI's inaugural Junior Professional Cohort</b>	2023 - 3 (Cohort 1), minimum of 1 F and 1 M 2024 - 6 (plus 3 in Cohort 1), 3 F and 3 M.	<b>Human Resources</b>	December 2024	
<b>5.6 Staff promoted through APR process are gender balanced</b>	50/50 Female and Male	<b>Human Resources</b>	December 2024	