



A partnership between:



Playbook for Integrating Gender into Climate Finance Vehicles

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The Case for Gender Integration

Climate Change Disproportionately Harms Women

- **Women are more vulnerable to climate-related disasters.** They experience higher mortality rates, greater livelihood losses, increased safety risks, and heightened levels of poverty than men.
 - ❖ **4 out of 5** people displaced by climate impacts are women and girls.
 - ❖ Women and children are **14 times more likely** to die due to climate disasters than men.
- **Underlying these vulnerabilities are systemic gender inequalities.** Social and cultural barriers, alongside disparities in access to resources such as land, credit, and technology, limit women's adaptive capacities and increase their exposure to climate shocks.
 - ❖ Legal barriers hinder women's economic opportunities in **9 out of 10 countries** worldwide.

Women are Agents of Change

- **Women's contributions to climate action are pivotal.** Emerging research shows that women are key drivers of climate adaptation and mitigation efforts in their homes, businesses, and communities. They are often more attuned to climate risks and perceive a greater urgency for climate action than men.

- ❖ A 1% rise in women's leadership in companies is associated with a **0.5% decrease in CO₂ emissions.**
- ❖ Companies with more women on their boards are **60% more likely to reduce energy use.**
- ❖ Financial institutions with at least 37% women on their boards lend **10% less to heavily polluting industries.**

Gender Equality is Good Business

- **Empowering women can unlock new pathways to profitability for climate-focused businesses.** Research shows that gender lens investing drives stronger financial returns, highlighting the vital role of women's leadership in climate action and finance.

- ❖ Gender-diverse investing teams have **20% higher net IRRs** in emerging markets.
- ❖ Companies with at least one female founder **outperform those with all-male founding teams by 63%**.
- ❖ Investing in women employees can help clean energy businesses **increase sales by up to 85%**.

Climate Finance Faces a Big Gender Gap

- **The current scale of gender integration in climate finance is stark.**

- ❖ In 2019, **only 0.04%** of climate-related official development assistance (ODA) had gender equality as a primary objective.
- ❖ Women farmers, who are particularly vulnerable to climate change, receive **just 10%** of total aid for agriculture, forestry, and fishing.

- **The green transition presents a unique opportunity** to advance both sustainability and gender equality. This requires intentional integration of gender considerations into climate action; otherwise, existing gender gaps in leadership, employment, and entrepreneurship will likely expand.

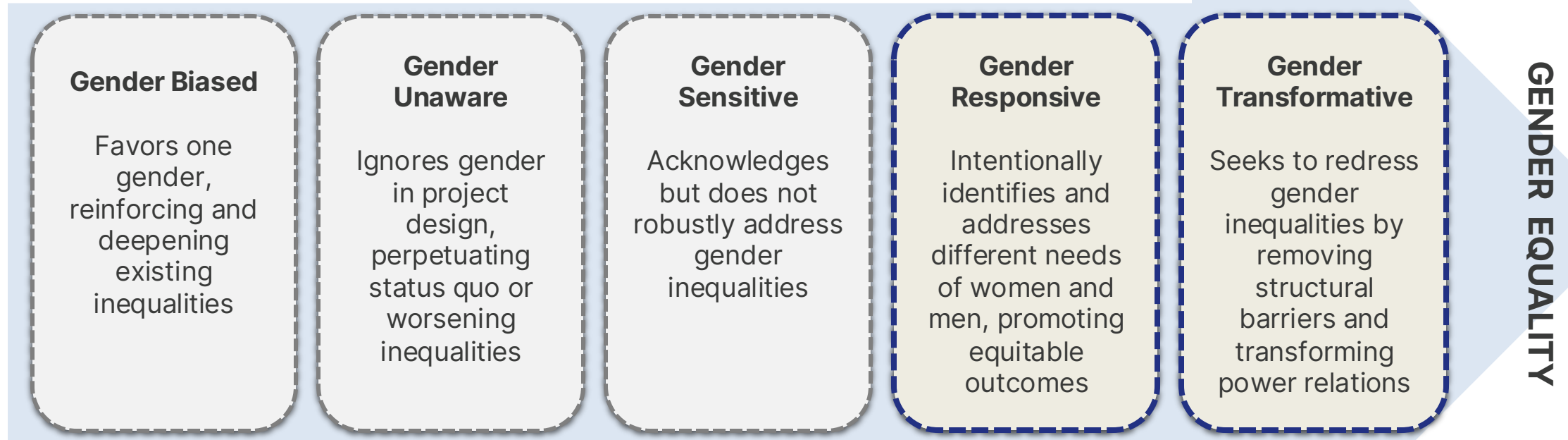
- ❖ **Only 7%** of startup founders in the rapidly growing renewable energy sector are women.
- ❖ **Around 80%** of women-owned businesses globally remain unserved or underserved financially, missing a crucial opportunity to drive climate entrepreneurship.

Making Climate Finance Gender-Responsive is Critical

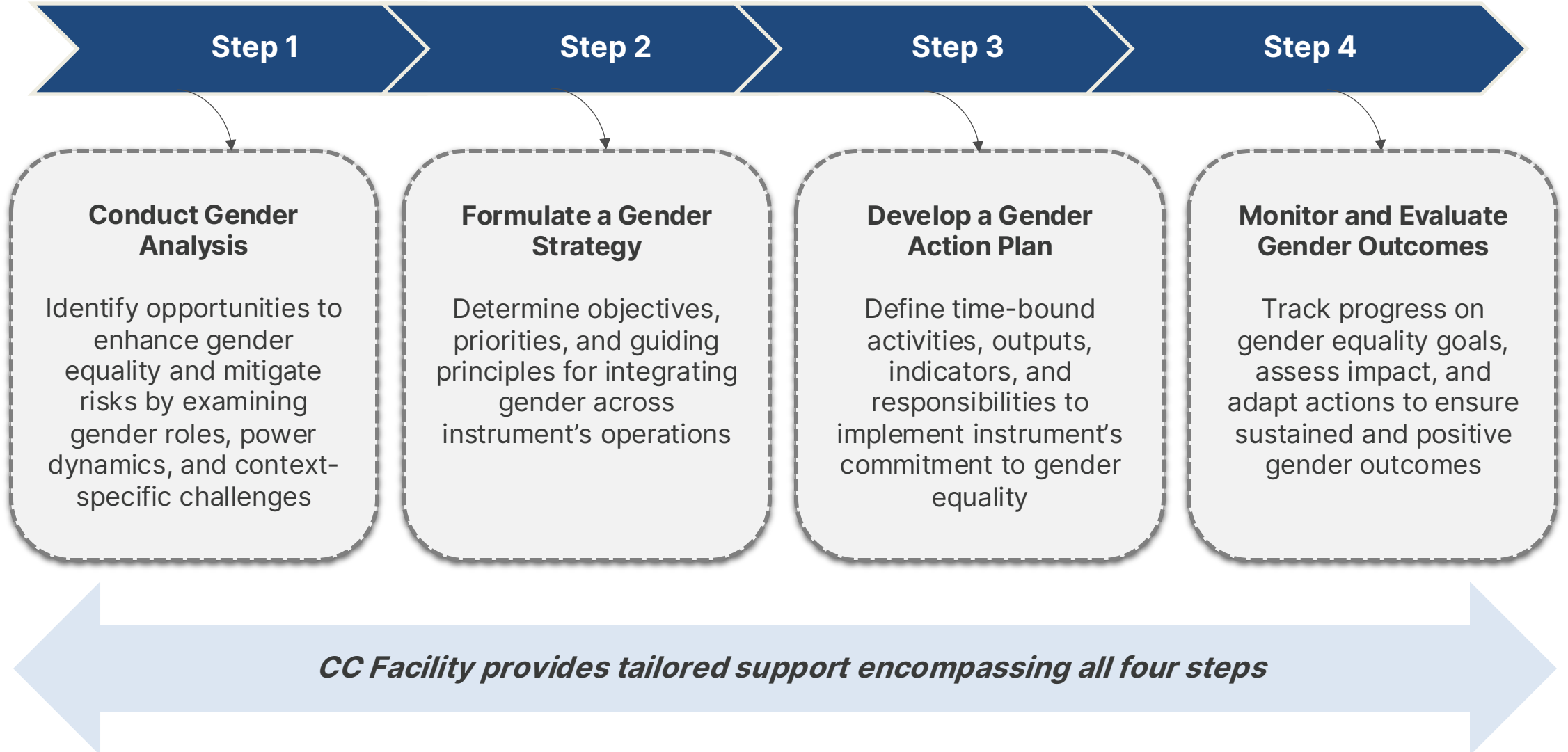
- **The absence of gender integration in climate finance comes at a high cost.** Neglecting the specific needs and perspectives of women can diminish the effectiveness of climate investments and reduce long-term sustainability. For instance, public transport projects that fail to account for women's safety, purchasing power, and schedules may see lower ridership, profitability, and even an increase in gender-based violence.
- **As such, integrating gender considerations into climate finance is not only ethical but also strategic.** Gender integration ensures better climate and business outcomes by tapping into women's critical roles in climate action and finance.
- **Major climate funds and many investors are already recognizing this gender-climate connection** and are beginning to leverage women's potential as key agents of climate transformation.

How to Integrate Gender

Spectrum of Gender Integration



Four Steps for Gender-Responsive Climate Finance Instruments



Why These Steps?

These four steps provide a **structured framework to systematically embed gender considerations into the design and implementation of climate finance instruments**. By building on one another, they ensure comprehensive integration and foster gender responsiveness:

- Gender Analysis: Lays the foundation by highlighting gaps and entry points for action.
- Gender Strategy: Formalizes the vehicle's gender commitments and defines strategic objectives.
- Gender Action Plan: Translates the strategy into a clear roadmap with specific tasks, timelines, and responsibilities.
- Gender-Focused M&E: Ensures accountability and continuous improvement.

What Resources Are Required?

Step	Human Resources Required	Budget Required
Gender Analysis	<ul style="list-style-type: none"> Gender Specialist, either internal or externally hired 	<ul style="list-style-type: none"> Cost of hiring Gender Specialist Secondary research is cost-effective, but primary data collection may require additional financial resources for surveys, interviews, or fieldwork
Gender Strategy	<ul style="list-style-type: none"> Gender Specialist, with input from internal stakeholders to ensure alignment with instrument objectives and context 	<ul style="list-style-type: none"> Cost of hiring Gender Specialist
Gender Action Plan (GAP)	<ul style="list-style-type: none"> Developed by a Gender Specialist and executed by a Gender Focal Point 	<ul style="list-style-type: none"> Cost of hiring Gender Specialist Budget to execute certain GAP activities
Gender-Focused M&E	<ul style="list-style-type: none"> Gender Focal Point, for oversight and coordination 	<ul style="list-style-type: none"> Budget for monitoring and evaluation activities

Note: A *Gender Specialist* is an individual with expertise in gender issues, either hired as a full-time employee or contracted as an external consultant, to conduct gender analysis and develop gender strategies and action plans. A *Gender Focal Point* is a staff member responsible for leading and coordinating gender equality efforts within an organization. If an organization has an in-house Gender Specialist, they may also serve as the Gender Focal Point.

Implementation Guidance

Conducting a Gender Analysis

Sample Areas of Assessment

Access and Control

Knowledge and Beliefs

Roles and
Responsibilities

Participation

Legal Rights and Status

Decision-Making Power

Next Steps

- a) What key gender issues could impact the instrument's success or prevent equal benefits for women and men?
- b) How can the instrument design or implementation be amended to promote gender equality and increase participation of underrepresented groups?
- c) What data should be collected to track gender-related impacts and mitigate unintended consequences?

Creating a Gender Action Plan

Activities	Targets / Indicators	Timeline	Responsibilities
Output 1: Write your output statement here			
Activity 1.1: Insert a short description of each concrete activity the instrument will undertake to achieve corresponding output.	<ul style="list-style-type: none"> Outline metrics to measure the quantity, quality, timeliness, impact, and/or effectiveness of each activity. Targets should reflect gender-disaggregated data, considering relevant intersectional factors such as ethnicity, indigeneity, or socioeconomic status where feasible, to assess how benefits are distributed. 	<ul style="list-style-type: none"> Specify the expected completion date for each activity and target / indicator. 	Specify the person or team responsible for ensuring activity completion.
Activity 1.2: XX	<ul style="list-style-type: none"> XX 	<ul style="list-style-type: none"> By year XX 	XX
Output 2: Write your output statement here			
Activity 2.1: XX	<ul style="list-style-type: none"> XX 	<ul style="list-style-type: none"> By year XX 	XX

Sample Output Areas for Gender Action Plans

Internal Operations

- Institutional gender balance targets
- Gender-responsive policies
- Staff training on gender equality and inclusion

Investment Activities

- Gender-lens criteria for project selection and funding
- Support for women-led or gender-transformative enterprises

Beneficiary Impacts

- Targeted outreach to women
- Tailored support mechanisms to address gender-specific needs

Capacity Building

- Training for project proponents and/or partners on gender mainstreaming
- Development of gender toolkits and frameworks

Knowledge Sharing and Partnerships

- Knowledge products on gender
- Partnerships with relevant research institutions

Sample Gender-Disaggregated Indicators by Output Area

Internal Operations

- Percent of women in senior leadership positions
- Percent of women in workforce
- Number of staff trained on gender inclusion

Investment Activities

- Number of women-led enterprises supported
- Number of targeted outreach initiatives conducted to source women applicants

Beneficiary Impacts

- Number of women farmers implementing climate-resilient agriculture practices
- Proportions of women and men in new jobs created

Capacity Building

- Number of project proponents trained on gender mainstreaming
- Percent of project proponents with an improved understanding of gender-relevant issues

Knowledge Sharing and Partnerships

- Number of gender-related knowledge products created
- Number of partnerships established

Best Practices for Gender Action Plans

1. Conduct quality gender analysis to inform the development of the GAP and identify key barriers faced by women in relation to the instrument.
2. Set clear and measurable gender targets, with strategies to promote women's participation and ensure equitable access to benefits.
3. Ensure full ownership and understanding of the GAP by the instrument or executing agency.
4. Assign a dedicated Gender Focal Point with sufficient resources for effective GAP implementation.
5. Regularly monitor and report on progress using gender-sensitive indicators to ensure GAP objectives are met.

Example: ABC Fund Investing in Agri-SMEs

Activities	Targets / Indicators	Timeline	Responsibilities
Output 1: Gender-Responsive Investments into Agri-SMEs			
1.1 Develop gender selection criteria and assessment methodology for Agri-SMEs.	<ul style="list-style-type: none"> Gender selection criteria aligned with international best practices (e.g., 2X Global) and investor requirements developed. Collection of gender-disaggregated data at each stage of the application process (e.g., submission, shortlisting, selection) to identify drop-off points for women applicants and understand potential barriers. 	<ul style="list-style-type: none"> By 2025 From 2025 	Gender Focal Point
1.2 Build a strong pipeline of women-led Agri-SME applicants .	<ul style="list-style-type: none"> # of partnerships established to source women-led SMEs. ABC Fund’s gender commitments incorporated into promotional materials. 	<ul style="list-style-type: none"> From 2026 By 2025 	Gender Focal Point
1.3 Strengthen the capacity of Agri-SMEs to integrate gender and engage with women farmers.	<ul style="list-style-type: none"> 30% of TA Facility funds allocated for enhancing portfolio SMEs’ gender competencies. At least 2 capacity building workshops conducted annually for portfolio SMEs on gender. 	<ul style="list-style-type: none"> From 2025 From 2026 	Gender Focal Point
1.4 Strive for gender balance in portfolio of Agri-SMEs.	<ul style="list-style-type: none"> At least 30% SMEs aligning with 2X Criteria at origination, or 50% at exit. SMEs aligning with 2X Criteria at origination: 40%. 	<ul style="list-style-type: none"> By 2026 By 2028 	Gender Focal Point

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