

# Gender Action Plan

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## **FP030: Catalyzing private investment in sustainable energy in Argentina – Part 1**

Argentina | IDB | B.15/07



**GREEN  
CLIMATE  
FUND**

## Gender action plan

### Activities

Given this context and the Fund's clear mandate on gender sensitivity, the projects co-financed by GCF in Argentina will address objective (b) of GCF's Gender Policy focused on ensuring that women and men will equally benefit from activities supported by the Fund. In the context of the program to be undertaken in Argentina, gender activities will focus on creating economic opportunities for women in the energy sector through three type of initiatives, each of which may be considered for technical assistance or financial incentives, as may be most effective in each case.

#### 1. Inclusive internship programs

This activity seeks to promote gender equality by recruiting female students in an internship program in Science, Technology, Engineering and Mathematics (STEM) fields at the sponsor's corporate location in Argentina. The sponsor will be provided guidance as to how to create an internship program that is appealing to female students currently enrolled in STEM programs at public universities. The sponsor will receive support in identifying educational institutions that can help it recruiting women. The internship class will include both male and female students enrolled in STEM programs and specific women targets will be set.

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<sup>8</sup> UNESCO Regional Chair Women, Science and Technology in Latin American. National Assessments in Gender and STI. Argentina Report.

<sup>9</sup> Anuario de Estadísticas Universitarias 2013.

<sup>10</sup> Women matters. A Latin American Perspective. Unlocking women's potential to enhance corporate performance. 2011. <http://www.mckinsey.com.br/LatAm4/Data/Women%20Matter%20Latin%20America.pdf>

<sup>11</sup> Grant Thornton, International Business Review, 2016. <https://www.grantthornton.com/~media/content-page-files/careers/pdfs/women-in-business.ashx>

This activity will help to address the under-representation of women in STEM in Argentina, which is associated to lower earnings. In particular, this activity will benefit young women enrolled in public universities in STEM fields. An internship opportunity in the renewable energy and recognized by an educational institution field will allow beneficiaries to build their human capital and be better positioned to access higher quality jobs.

The IIC, in its role of executing entity, will draw on its experience creating this type of programs in similar type of projects. In previous projects, the IIC has included specific recruitment targets in loan agreements triggering financial benefits for the client. The targets are set based on the sponsor's growing potential, type of operations and client's needs. The IIC requires this type of internship to focus on operational and project work to avoid as much as possible the placement of interns in administrative areas.

## **2. Training and employment of unskilled or low-skilled female labor**

The objective of this activity is to encourage the client to integrate local unskilled or low-skilled female labor during the construction phase of the project. To achieve this the IIC will support the client to create partnerships with relevant institutions to train unskilled female workers and ensure their recruitment. The feasibility of this activity will rely on sponsor's ability to influence the entity contracting construction labor but the executing entity will align incentives when possible to ensure that targets of women in training and employed in construction phase are set. This activity will benefit local female labor force that would not have access to economic opportunities in the construction sector if training programs were not available to them.

The IDB and IIC's experience shows that in order for this type of intervention to succeed, educating the client about how local institutions can help is sometimes necessary. This activity will also require to secure an inclusive working environment with appropriate infrastructure for women (e.g. bathrooms) and security mechanisms to ensure that inappropriate behavior will be penalized. The IIC will work closely with the client to make sure that these conditions are set.

## **3. Certifications on gender equality and Women Empowerment Principle Diagnostic Self-assessment (WEPs tool)**

This activity looks to provide the client an assessment of gender equality at the corporate level and its supply chain. The certifications on gender equality will address the extent to which women and men have the same opportunities within the company.<sup>12</sup> The WEPs tool will allow the company to assess the playing field of women and men in the company's workforce and also in the marketplace and community in which the company operates. The relevance of these tools will depend on the size of the company (client).

With these two tools, the IIC will encourage the companies to have an action plan to address areas of weakness so overall gender equality is improved at the corporate level. The implementation of such action plan would be eligible for the program's technical assistance or financial incentive options.

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<sup>12</sup> MEGA 2009 is the local certification that currently certifies gender equality in Argentina. We would also consider international certifications in gender equality such as EDGE.

This activity will help company's female employees as the certification will help to overcome barriers traditionally faced by women when trying to climb the ladder in the corporate world. In this context, the certification will help to improve policies that promote an equal representation of men and women in all levels of the company, including operation areas where knowledge of STEM fields is required.

## Results framework for Gender Action Plan

Activities	Indicators and Targets	Timeline	Responsibilities
<b>Impact: Improved working conditions and opportunities for women in the renewable energy industry</b>			
<b>Output 1: Companies implementing at least one activity improving conditions and opportunities for women</b>			
(i) Proposed gender activities are presented to companies being considered for GCF financing	% of companies considered for GCF financing that receive information about the three gender activities (internship, training, and certification): 100%	By 2018	IIC
(ii) Activities are agreed and planned for (scope, budget, timeline, etc.) with companies interested in implementing them; technical support, funding/incentive plan, and milestones/deliverables are contractually defined.	% of companies receiving GCF financial support that contractually agree and plan for implementation of at least one gender activity: 40%	By 2019	IIC and Program beneficiary companies
(iii) Activities initiate implementation	% of companies that initiate implementation of agreed activities: 40%	By 2019	Program beneficiary companies

These program level indicators will be complemented by qualitative information about the gender activities that were implemented (this cannot be done in advance as we do not know at this points which companies will agree to implement activities, and which activities will be selected in each case). For every project with a gender activity, specific indicators that will be defined during project preparation, as the gender activity is designed, will be included in such project's results framework.