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# Gender Action Plan

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## **FP039: GCF-EBRD Egypt Renewable Energy Financing Framework**

Egypt | EBRD | B.16/02



**GREEN  
CLIMATE  
FUND**

## Gender documents for FP039

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Activities	Indicators and Targets	Timeline	Responsibilities
<b>Impact:</b> Gender considerations become an integral part of business delivery in sub-project borrowers' operations			
<b>Outcome:</b> Renewable energy companies in Egypt integrate gender considerations in their operations through ensuring that (a) women and men consumers are satisfied with energy provision; and (b) there are equal opportunities policies and practices in the workplace			
<ul style="list-style-type: none"> <li>- The consumers' survey to be undertaken as part of the forthcoming sub-projects will increase the evidence-base and support the provision of electricity to consumers, both men and women. This will contribute to identifying and addressing consumers' different needs in terms of access to electricity, ultimately leading to improved energy security and climate resilience for men and women in both urban and rural areas.</li> <li>- Strengthened equal opportunities policies and practices with eligible RES project developers will support women and men to be better able to compete equally for opportunities connected to operations in terms of direct technical and operations skills and employment.</li> </ul>			
<b>Output 1: Consumers' satisfaction survey to be undertaken to create an evidence-based system for sub-project clients to assess progress and satisfaction with the services provided by the company to both men and women electricity consumers</b>			
<p>(i) Consumers' satisfaction survey will be conducted – through surveys and focus group discussions, inclusive community participation and consultations with consumers- to:</p> <ul style="list-style-type: none"> <li>• Identify gendered patterns of energy consumption, use and security</li> <li>• identify potential affordability constraints</li> <li>• identify bill payment preferences</li> <li>• better understand consumers' knowledge around the services provided</li> <li>• lessons learnt from successful improved household energy technology sales/adoption</li> </ul> <p>(ii) Findings of the survey to be presented and discussed at a workshop with local stakeholders and sub-project clients and disseminate good corporate practices on gender equality</p>	<ul style="list-style-type: none"> <li>• Clients' evidence base and knowledge of electricity distribution to consumers increased</li> <li>• Satisfaction levels of electricity consumers increased (data to be obtained through customer satisfaction survey)</li> </ul>	<p>On a rolling basis, as sub-projects come through;</p> <p>At project completion</p>	<p>EBRD Consultant with support from local stakeholder/national NGO</p>
<b>Output 2: Sub-project clients ensure they have in place equal opportunities policies and practices</b>			
Where and as applicable, the EBRD will work closely with eligible clients to:			
<ul style="list-style-type: none"> <li>• Undertake a legal and regulatory review at sub-project level to identify potential barriers to women's employment, specifically jobs and occupations that women may be legally prohibited from accessing</li> <li>• Develop and implement a comprehensive plan to ensure women and men are able to equally access opportunities connected to operations in terms of direct technical and operations skills and employment</li> <li>• Increased employment and enterprise opportunities for women and men</li> <li>• Seek to develop partnerships with vocational/technical training schools, to enhance young women's access to developing technical skills and encourage female students to enrol in internship programs focusing on Science, Technology, Engineering and Mathematics (STEM).</li> </ul>	<ul style="list-style-type: none"> <li>• Policy dialogue engagement with local stakeholders to remove legal/regulatory barriers prohibiting women from accessing specific jobs</li> <li>• Sub-project borrowers to adopt a Gender Action Plan</li> <li>• Number and percentage of women and men employed, by type of job and pay rates; and proportion of women employed in unskilled,</li> </ul>	<p>On a rolling basis, where applicable, as sub-projects come through</p>	<p>Sub-project clients with support from EBRD Consultant and local stakeholder</p>

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	<p>technical, management, and supervisory roles.</p> <ul style="list-style-type: none"><li>• Number of partnership with local vocational/technical training schools established</li></ul>		
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