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# Gender Action Plan

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## **FP081: Line of Credit for Solar rooftop segment for Commercial, Industrial and Residential Housing sectors**

India | NABARD | GCF/B.19/22/Rev.02

30 April 2018



**GREEN  
CLIMATE  
FUND**

**Gender Action Plan:**

Gender gaps related to finances, training, employment and entrepreneurship need to be redressed.

Activities	Indicators and Targets	Timeline	Responsible organizations
<p><b>Impact:</b> Increased number of rooftop solar energy related business enterprises managed by women and men</p> <p><b>Outcome:</b> Improved access to rooftop solar energy finance by women and men</p> <p><b>Means of Verification:</b> Gender disaggregated data against appropriate indicators to measure enhanced benefits to women from rooftop solar energy loans</p>			
<p><b>Output 1: Ensure local procurement of services by women led enterprises is enhanced by loan clients</b></p>			
<p>Strengthen gender equity in procurement of materials / services required for construction and operation &amp; maintenance of rooftop solar energy facilities of loan clients</p>	<ul style="list-style-type: none"> <li>Statistics on procurement of materials / services by loan clients of rooftop solar energy, to be disaggregated by gender (with specific definitions of women led enterprises)</li> <li>Aim for 50% of all procurement by loan clients for rooftop solar energy is from women led enterprises</li> </ul>	<p>At all points wherein loans are disbursed and monitored with social terms</p>	<p>TCCL &amp; NABARD</p>
<p><b>Output 2: Ensure hiring and employment of women is enhanced by loan clients</b></p>			
<p>Strengthen gender equity in employment required for operation &amp; maintenance of rooftop solar energy</p>	<ul style="list-style-type: none"> <li>Statistics on hiring and employment of staff by loan clients of rooftop solar energy, to be disaggregated by gender</li> </ul>	<p>At all points wherein loans are disbursed and</p>	<p>TCCL &amp; NABARD</p>

Activities	Indicators and Targets	Timeline	Responsible organizations
	<ul style="list-style-type: none"> <li>Aim for 50% of all O&amp;M staff in loan clients of rooftop solar energy to be women</li> </ul>	monitored with social terms	
<b>Output 3: Ensure capacity building on rooftop solar energy finance competencies is equally shared between genders</b>			
Establish gender equity in talent identification and recruitment for rooftop solar energy financing	<ul style="list-style-type: none"> <li>Statistics on deployment of professional competencies on Credit and Risk analysis on rooftop solar energy financing, to be disaggregated by gender</li> <li>Aim for 50% of all credit and risk analysis professionals to be women</li> </ul>	At all points wherein deployment of professional expertise is conducted	TCCL & NABARD
<b>Output 4: Training and placement of skills for construction and O&amp;M of rooftop solar energy facilities is equally shared between genders</b>			
Establish gender equity in training and placement of skills required for construction, operation & maintenance of rooftop solar energy generation facilities	<ul style="list-style-type: none"> <li>Statistics on training and placement of skills required for construction, operation &amp; maintenance of rooftop solar energy generation facilities, to be disaggregated by gender</li> <li>Aim for 50% of all trained and placed professionals to be women</li> </ul>	At all points wherein training and placement of professionals at recognized skill centers for rooftop solar energy generation is sponsored by loan clients	TCCL & NABARD