

Action Toolkit

On Women Leading Climate Action

*A guide for the private sector and other institutions
on how to implement a gender-responsive
approach to climate action.*



WOMEN'S FORUM
FOR THE ECONOMY & SOCIETY

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EXECUTIVE SUMMARY

This is a toolkit for business leaders who are seeking to adopt gender-responsive climate change strategies. Building on the [Charter for Engagement on Women Leading Climate Action](#) launched in 2019, we provide here:

- actions that businesses can take,
- case studies from which inspiration can be drawn,
- metrics and KPIs against which to measure and report on progress,
- tools and resources to support their activities.

Ensuring women can lead climate action at all levels is essential if we are to build a more sustainable and more equal world in the coming decade. The Women's Forum and its partners look forward with optimism towards what we can create together if we take up this challenge and are committed to raising awareness and supporting action to achieve this.

Why care about gender and climate?

While women are disproportionately impacted by climate change, they are also agents of change who can accelerate and scale climate action. By empowering women and removing barriers to their participation in such action, our transformation towards a green economy can simultaneously drive women's empowerment and help achieve a more just and inclusive transition. Harnessing this potential can also drive business benefits, including increased resilience in supply chains and innovation.

How can businesses get started?

The first steps are to:

- Improve understanding of these issues,
- ensure there are a diversity of voices and perspectives among decisionmakers,
- provide adequate resources internally to integrate gender and climate-related activities.

By undertaking gender-analysis of their own value chains and other stakeholders, businesses can identify new opportunities for gender-responsive action, as well as connect existing activities addressing these two issues in isolation. From here, businesses can align themselves with existing international frameworks for climate action and women's empowerment.

What actions can business take?

Across the five pillars of the [Charter for Engagement](#), this toolkit outlines why and how gender-responsive climate action is needed. It offers a series of recommendations of actions that businesses can undertake, case studies and supporting tools, as well as KPIs and indicators to monitor and report on progress:



1. Leadership: Diverse leadership in businesses and in communities makes for better and more inclusive decision-making on climate action and other issues. Businesses should set targets for women's representation in their own sustainability teams. Leadership development and mentorship programmes for women and other groups should have climate change and sustainability as core components.



2. Education: Education is essential to women's ability to fully participate in climate action and should be a key area of support for businesses' philanthropic investments. Within businesses, awareness of climate change and how it intersects with gender and human rights is also essential to organisation's ability to innovate for climate action and reduce emissions. Businesses must ensure that their reskilling and upskilling activities related to climate change are equally accessible to women.



3. Access to means (of action): including energy, legal rights, property ownership, finance, mobility, and health. Increasing the access to means of action for women is essential to our societies' ability to combat climate change and build resilience at the pace and scale required. By using gendered analysis and applying principles such as the UN Women's Empowerment Principles, businesses can identify the specific needs of their stakeholders in supply chains and elsewhere to increase their access to resources and rights that enable women to play their full role in climate mitigation and adaptation.



4.Data: Collecting and utilising gender-disaggregated data is the vital foundation on which all gender-responsive climate action is built. Businesses should prioritise the collection of this data and working with partners and other institutions to do so. This data should be shared with other organisations and become a key component of wider industry benchmarks and measures of sustainability performance.



5.Finance: Increasing the deployment of gender-responsive financing and spending is critical to scaling climate action of all types. Businesses can establish gender-based criteria and principles to guide gender-responsive investment and procurement, leveraging a growing number of tools and standards to guide their actions.

Our call to action is for business leaders to take up the actions in this Toolkit and to invest in understanding the connections between gender and climate.

As a global community, and as individual businesses, we are all searching for approaches and innovations that can help us achieve the monumental task of halving global emissions by 2030 and achieving the goals of the Paris Accord.

Adopting a gender-responsive approach helps us to achieve our climate goals more quickly and, at the same time, helps ensure that the way we address climate simultaneously helps to promote inclusion and justice. The Women's Forum is ready to engage with any businesses and other institutions that want to learn and share practices. With our partners, we are committed to continuing to advance our own practices whilst sharing our lessons with others.

INTRODUCTION: WOMEN ARE AGENTS OF CHANGE

In June 2019 at the event of the G20 meeting in Kyoto, Japan, The Women4ClimateAction Daring Circle released the [Charter for Engagement on Women Leading Climate Action](#). The purpose of our Charter was to illustrate the multiple ways that climate change and gender are connected, and to highlight the forms of action that the gender-climate nexus demands. Since its release, the Charter has been signed by over 500 businesses, civil society institutions, public authorities, and individual leaders, including large global corporates like BNP Paribas and L'Oréal, and women that have led the climate agenda for years such as Christina Figueres, Laurence Tubiana, Rachel Kyte and many others.

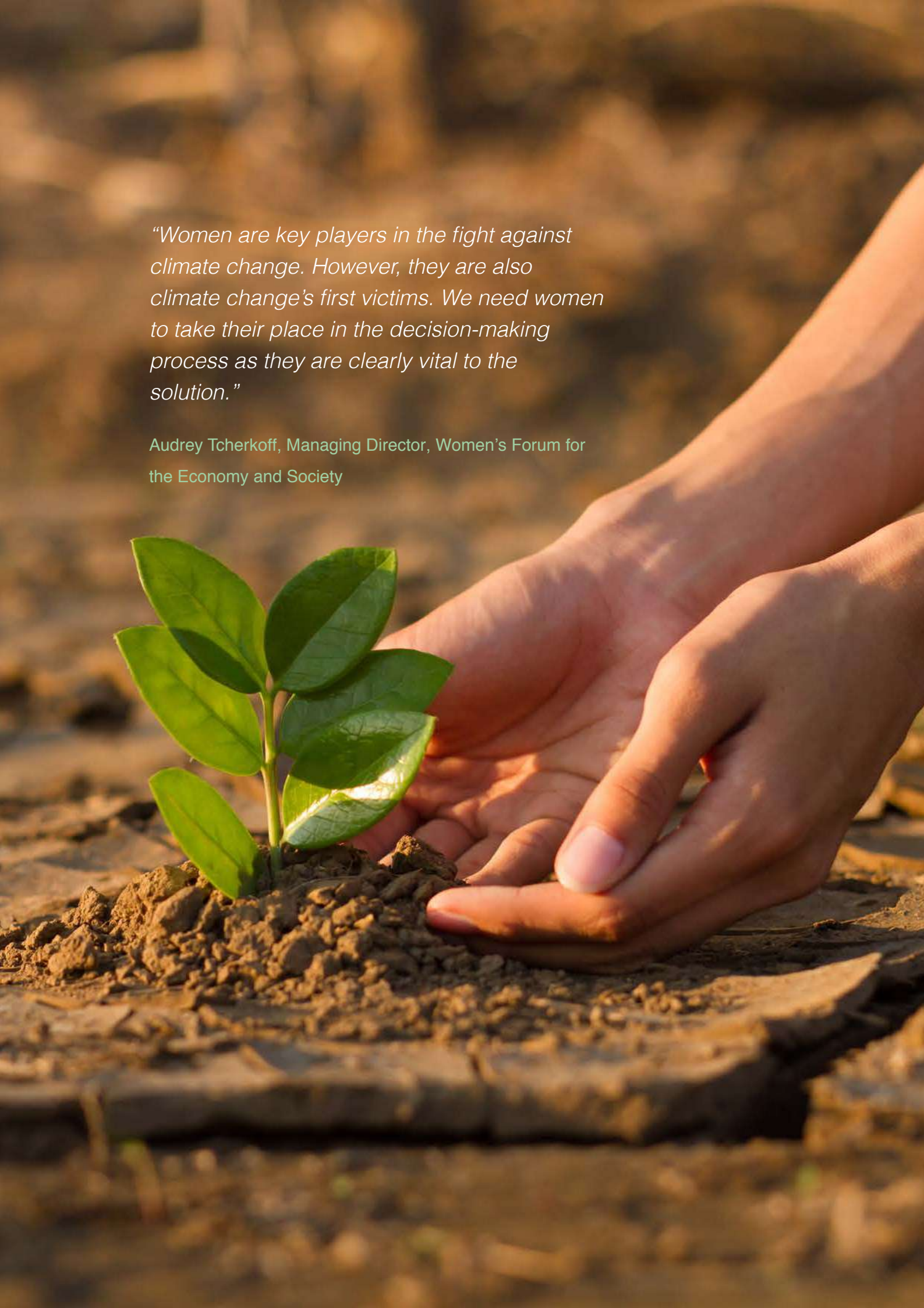
Women are disproportionately impacted by climate change. Economic and social inequalities and the roles that women often play in their communities as caregivers, for example, leave them more vulnerable both to direct climate impacts as well as the social and economic repercussions. Importantly, however, women are also agents of change. When provided with the opportunity and the means, they can be drivers of the green transition. Climate action can also be a driver of women's empowerment and of social justice more broadly.

We know what needs to be done to address climate change. We know, too, that we need an intersectional approach that recognises the links between gender and climate change, as well as other social justice issues. COP26 in Glasgow in November 2021 has to be the moment where we match the ambitions our leaders have stated with action at the pace and scale that is commensurate to the challenge.

This toolkit serves as a resource to organisations who are ready to act today. It has been created based on the experience of our partners of collaborators and over three years of on-going research by the Women4ClimateAction Daring Circle. First, it presents key the rationale for a 'gender and climate' approach and cross-cutting actions that can help build a foundation for action. Then it presents specific actions, commitments, KPIs and examples across: Leadership, Education, Access to Means, Data and Finance.

This document:

- Getting started with gender and climate
- 1. Leadership
- 2. Education
- 3. Access
- 4. Data
- 5. Finance

A close-up photograph showing a pair of hands, likely belonging to a woman, gently cupping a small, vibrant green seedling with several leaves. The seedling is growing out of a mound of dark, moist soil. The surrounding ground is parched and cracked, illustrating the impact of climate change. The lighting is warm and golden, suggesting late afternoon or early morning. The background is softly blurred, focusing attention on the hands and the young plant.

“Women are key players in the fight against climate change. However, they are also climate change’s first victims. We need women to take their place in the decision-making process as they are clearly vital to the solution.”

Audrey Tcherkoff, Managing Director, Women’s Forum for the Economy and Society

THE THREE IMPERATIVES OF THE GENDER-CLIMATE NEXUS

Recognising the intersection of gender and climate offers numerous opportunities for interventions, programmes, and business activities to take climate action and improve women's empowerment in parallel.

There are three imperatives to considering gender and climate change together:

- **Women are disproportionately impacted by climate change:** Increased volatility and resulting socio-economic unrest stemming from climate change will put women and girls at risk and jeopardises the investment in and progress that has made towards women's empowerment in past decades. Around 80% of current climate refugees are women and women are 14 times more likely to die than men during climate-related disasters. Duties of family care, unpaid household work and water and fuel collection fall disproportionately upon women and girls. These inequalities will be exacerbated by the impacts of climate change, with far reaching implications.
- **Women are agents of change that can accelerate and scale climate action.** We cannot succeed in achieving the greatest transformation of our time without the full participation of women and men. And women don't just bring much-needed capacity. In every part of our economies, from boardrooms to agricultural fields, women can accelerate innovation, embed longer-term thinking, and contribute to the upscaling of sustainable practices. When women are involved in decision-making and the design of solutions, those activities are more likely to understand and respond to the needs of women.
- **The transition to a green economy can drive women's empowerment.** The transition to a restorative and sustainable economy represents a significant economic opportunity. Millions of new jobs in green industries will be created, and the way that our societies and communities can be reset. With the right investments in education and training and a commitment to provide women with opportunities to participate in decision-making and green industries, this transition can be a source of social and economic empowerment for women.

To learn more about the gender-climate nexus, read the Women's Forum's [*A World Within Reach*](#) report.

“Climate action that is gender-sensitive, gender-responsive, and gender-transformative can bring about the systems-level change needed, not only to eliminate gender inequality, but also to achieve a sustainable, just, equitable, and fair human society.”

Brookings Institute, 2021



GETTING STARTED WITH A GENDER & CLIMATE APPROACH

For many, considering both issues of gender and climate together introduce complexity around what are already complicated topics, this can be hard to navigate. There are certain simple actions that companies could undertake however that create a solid foundation on which to build an interconnected approach.

Identifying and addressing barriers to a gender and climate approach

In many companies, structural and operational issues can get in the way of pursuing an approach that addresses both gender and climate change. Certain industries, such as those with large agricultural supply chains, have taken a lead on adopting gender-responsive approaches, but many others are only getting started. To ensure their ability to adopt an intersectional approach, companies should consider whether any of the following internal barriers are present in their organisation, and seek to address them:

- **Lack of understanding of the gender-climate nexus:** In particular, to receive sufficient support, senior leadership in organisations must understand and see the value in an intersectional approach to climate action that incorporates gender and other social issues and human rights. There are multiple resources, including the Women's Forum's report "A world within reach; building a sustainable and equal world" that can help to build this understanding and buy-in.
- **Siloed environmental and social development teams:** In many organisations, responsibility for sustainability and social impact or human rights are separated and siloed. Companies can review and remove structural barriers to more holistic programmes while also ensuring that efforts focused on either the environment or social progress always take the other dimension into account.
- **Absence of diverse voices:** Diverse leadership and voices help to highlight the differentiated experiences of different groups and their associated needs. When leaders and teams in companies addressing sustainability are not diverse in terms of gender or other factors, the likelihood that the needs of these groups will be recognised and addressed are more limited. In addition to promoting diversity in their organisations, businesses should look to involve external stakeholders and groups in their climate strategy development through multi-stakeholder dialogues and collaboration.
- **Insufficient resources:** Particularly in the context of recovering from the covid-19 pandemic, many organisations are struggling to dedicate sufficient resources to climate transformation. In this context, investing in what can be seen as tangential or non-essential components such as gender analysis is often deprioritised. Clearly articulating the ways in which a gender-responsive approach brings added value can help to ensure it remains a priority for businesses.

Aligning with international frameworks

At international and regional levels, there are existing frameworks and commitments that businesses can align themselves with. The Paris Agreement provides universal and harmonized measurement, reporting, and verification (MRV) provisions for climate change mitigation that inform countries' Nationally Determined Contributions (NDCs). Notably the [UNFCCC's Gender Action Plan](#) emphasises that a just transition to sustainable development can only be achieved if women are actively involved in developing and implementing all aspects of climate change mitigation and adaptation. It provides a framework and list of actions that governments are expected to undertake to incorporate considerations of gender into their NDCs and climate adaptation plans. The [UN Action Coalition on Feminist Action for Climate Justice](#) also highlights four specific issue areas where both the public and private sector can take action to support a gender-responsive and gender-transformative approach to climate action and the just transition. The Sustainable Development Goals (SDGs) also provide a framework with both climate action and gender indicators and targets, without being directly linked.

Intersectional approaches including the pursuit of climate justice and a just transition, both of which have important gender components, are rapidly climbing up the agendas of international institutions and national governments. Aligning with international and regional frameworks can ensure that businesses can benefit from the enabling environment created by the public sector, based on their priorities, and to thereby achieve synergies and added recognition through their contribution to shared goals.

Understanding how to measure and report on action on gender and climate

In the end, companies should look to include gender and other intersectional issues in their core sustainability target and associated reporting documents. To do so, they should first undertake analyses to understand where and how gender intersects with each of the activities and goals they have already articulated, and set gender-specific goals and targets as appropriate. Measurement of gender-related aspects should not simply be a numbers game; businesses should consider what a project or a policy is seeking to achieve in terms of reach, benefit and empowerment, and report on each of these aspects. As new policies and projects are designed, businesses can integrate gender targets from the outset.

For private sector measurement and reporting activities, gender measures are integrated or aligned with climate change and other sustainability issues at an earlier stage than broader sustainability reporting standards like the Global Reporting Initiative which only include basic measures related to gender. Groups like the 2X Challenge and Global Impact Investing Network are beginning to harmonise systems of monitoring and measurement that address gender and/or sustainability, which can provide a starting point for companies to understand reporting opportunities that combine gender and climate metrics.

This toolkit provides businesses with key performance indicators to measure and report on climate and gender action. As with several of the actions listed in this toolkit, many companies will find that they are already collecting some of these measurements in parts of their business. These present easy wins from which to build.

“Women’s empowerment and gender equality have a catalytic effect on the achievement of human development, good governance, sustained peace, and harmonious dynamics between the environment and human populations.”

UN Women



1. LEADERSHIP AND REPRESENTATION

What is the opportunity?

Despite having held vital leadership positions in climate actions such as the Paris Agreement negotiations, women remain underrepresented in politics and at high levels of private sector organisations, including in positions that are central to decision-making on climate action. In 2015, only 15%, 25% and 26% respectively of the Green Climate Fund, Adaptation Fund, and Climate Investment Fund's board members were women, for example. As a result, women's experiences and perspectives are frequently excluded from climate policy and action.

Women's leadership and representation provides multiple direct benefits to climate action. Numerous studies show that women think in a more long-term way and that communities and organisations with more women leaders perform better against a wide range of sustainability measures. In national political bodies, female representation leads countries to adopt more stringent climate change policies. In Accenture's 2021 CEO survey, 54% of female CEOs reported to have adopted more ambitious sustainability milestones due to the COVID-19 pandemic, compared to 44% of male CEOs. Other studies demonstrate that more gender-diverse teams are more innovative – spearheading innovation for sustainable results within businesses.

What can we do?

- **Targets:** Targets (and, at times, quotas) are important tools for accelerating the representation of women in important leadership positions. Companies should consider setting ambitious targets for women's representation in leadership positions with responsibility for climate action and other aspects of sustainable transformation. Targets can also be used to incentivise partnering and sourcing from women-owned businesses or organisations that have achieved a certain level of representation of women at leadership levels.
- **Mentorship programmes:** Mentorship is a proven way to support the success of promising women and increase their chances of reaching positions of responsibility. Specific sustainability and climate-oriented mentorship programmes are one way that businesses can build a leadership pipeline that is diverse and ready to act on climate. Broader leadership programmes should also include experiences in the area of sustainability.
- **Gender-specific targets in sustainability goals:** Gender-specific performance indicators and criteria can assist in the assurance of gender perspectives throughout project lifecycle. These can include participation of women in key decision-making moments and dialogues, involving a certain number of women-led or women-owned organisations in the delivery of programmes, and gender analyses conducted as a mandatory feature of programming decisions.

What are examples of action being taken?

C40 Women4Climate Mentorship Programme matches mayors, committed leaders from the private sector, international organisations, and civil society with emerging women leaders. The mentors share their knowledge and experiences, supporting the mentees to become leaders in their fields, including politics, NGOs, business, media, and community groups. C40's Women4Climate is also currently developing a Massive Open Online Course (MOOC) aimed at equipping women in cities both within and beyond C40's network with the knowledge, tools and resources to lead their communities' contributions to a green and inclusive future.

The Troika+ of Women Leaders on Gender and Climate Change is a network of women leaders and supportive men committed to working together on gender and climate change, consisting of more than 55 high profile women leaders including women Ministers, deputy Ministers and senior women leaders from various international organisations.

The Clean Energy, Education, and Empowerment initiative aims to advance women's participation in clean energy by focusing on four key areas: Awards and recognition, Gender Data and benchmarking, Career development/mentorship, and Dialogue and communications. C3E includes the Equal by 30 commitment, where public and private sector organisations work towards equal pay, equal leadership, and equal opportunities for women in the clean energy sector by 2030.



How can progress be measured?

Sub-theme	Example KPIs	Measurement method	Unit	Relevant frameworks	Examples of applicable sectors	Maturity Level
Leadership representation	Proportion of leadership positions occupied by diverse women	Internal	Percentage	SDG 5.5, 16.7.1 GRI 102, 404, 405	All	Level 1 - Fundamentals
Leadership representation	Gender diversity of sustainability teams	Internal	Percentage	SDG 5.5, 16.7.1 GRI 102, 405	All	Level 2 - Medium Maturity
Leadership representation	Proportion of women in the leadership positions pipeline	Internal	Percentage	SDG 5.1, 5.5	All	Level 3 - High Maturity
Mentorship programmes	Proportion of total employees who receive yearly performance and career development review, by gender	Internal	Percentage	SDG 5.1, 5.5 GRI 404	All	Level 2 - Medium Maturity
Mentorship programmes	Number of women involved in specific sustainability and climate-oriented mentorship programmes	Internal	Number	SDG 5.1, 5.5, 13.3	All	Level 3 - High Maturity
Targets	Targets are set and implemented for women's representation in leadership position	Self-reported from stakeholders	N/A	SDG 5.1, 5.5, 5.C, 16.7.1	All	Level 2 - Medium Maturity
Targets	Achievement rate against targets for women's representation in leadership position	Internal	Percentage	SDG 5.1, 5.5, 5.C, 16.7.1	All	Level 3 - High Maturity

Tools and resources

[World Economic Forum Diversity, Equity & Inclusion 4.0 Toolkit](#): The Diversity, Equity and Inclusion Toolkit explores the opportunities and risks that rapidly emerging technologies represent for diversity, equity, and inclusion efforts. The toolkit outlines how technology can help reduce bias from recruitment processes, diversify talent pools, and benchmark diversity and inclusion across organisations.

[G20 EMPOWER Alliance Pledge](#): The G20 Alliance for the Empowerment and Progression of Women's Economic Representation (G20 EMPOWER) aims to accelerate women's leadership and empowerment in the private sector. It does so by bringing together over 60 business leaders and governmental representatives to advance three common goals: measurement of women's representation, building talent pipelines, and providing women with the skills of the future. It has also built a network of over 400 advocates in the private sector, which other leaders are invited to join.

“Education means better health for women and their children, better financial security, greater agency at home and in society, more capacity to navigate a climate-changing world... To rapidly, radically reshape society, we need every solution and every solver, every mind, every bit of heart, every set of hands.”

Katherine Wilkinson, Project Drawdown



2. EDUCATION

What is the opportunity?

While women demonstrate a stronger belief in the need for action to address climate change, persistent education and employment barriers have limited women's capacity to lead change, hindering our progress. What's more, key disciplines of the green economy, like those that require STEM skills, are currently male dominated. Without more education of women in relevant disciplines, the transition to the green economy risks locking in existing imbalances in employment and earnings. In the renewable energy industry alone, where women are only 25% of the workforce, an estimated 18 million jobs will be created globally by 2030.

By-products of women's empowerment can also be a huge source of emissions reductions. Closing the financing gaps for girl's education and family planning, leading to smaller family sizes, could draw down projected carbon dioxide emissions by as much as 102.96 gigaton – one of the single greatest “drawdowns” humanity can undertake. Ensuring that more women are present in key sectors for the green transition will also help to ensure that transformations are more inclusive.

What can we do?

- **Inclusive re-skilling:** A core component of a Just Transition will be the re-skilling, up-skilling, and support of workforces currently in high-emitting industries that will need to transform or wind-down. Companies can use new skills programmes as an opportunity to grow the number of women in their workforce by setting gender-specific targets for skills programme participation.
- **Workforce sustainability training:** To be able to act on climate change, people need to understand the challenge. Knowledge of ESG considerations and other sustainability topics is one of the most in-demand capabilities for leaders and workforces today. Companies should deliver training to their employees and leaders on climate change and ensure that women participate in equal numbers to men. Training should include content that addresses and illustrates the intersection between gender, climate, and other social justice issues.
- **Support girls' education through corporate philanthropy:** Globally, only 49% of countries have achieved gender parity in primary education, and only 42% in secondary education. Filling this gap should be a priority for corporate philanthropy due to the multifaceted economic, social, and environmental benefits it can bring. Many businesses can also provide support to girls' education through the provision or donation of their core products like technology products. Investors can support women-owned businesses through alternative financing mechanisms. These include a growing number of blended finance mechanisms and private-public partnerships.

What are examples of action being taken?

Schneider Electric is leading the green transition and recognises the value of diversity and women's empowerment in the workforce and in their communities, according to multiple benchmarks. The company has multiple training programmes, ranging from leadership development to STEM education for young people. In each case, these programmes include targets for women and girls' participation, and are designed to be inclusive in their content and delivery.

Primark partnered with CottonConnect and the Self-Employed Women's Association (SEWA) in 2013 to train female farmers in India in sustainable farming methods. Each farmer involved in the three-year programme is trained on more sustainable farming techniques. By the third year, farmers used 40% less fertiliser, 44% less pesticide and 10% less water. They also increased their profits by almost 200%; and many have used these profits to invest in equipment for their farms, educate their children, or improve their housing and lifestyle. Primark is now scaling this programme and introducing new initiatives including training in regenerative agriculture.



How can progress be measured?


Sub-theme	Example KPIs	Measurement method	Unit	Relevant frameworks	Examples of applicable sectors	Maturity Level
Workforce sustainability training	Number of employees completing sustainability and climate change trainings	Internal	Percentage	SDG 4.3, 4.7, 12.8, 13.3	All	Level 1 - Fundamentals
Workforce sustainability training	Average hours of sustainability training that the organisation's employees have undertaken during the reporting period, by gender and employee category	Internal	Number	SDG 4.3, 4.7, 5.1, 12.8, 13.3 GRI 404	All	Level 2 - Medium Maturity
Workforce sustainability training	Number of people trained internally on the gender climate nexus, by gender	Internal	Number	SDG 4.7, 5.1	All	Level 3 - High Maturity
Workforce sustainability training	Number of women trained or supported or helped in their climate action	Internal	Percentage	SDG 4.3, 4.7, 12.8, 13.3	All	Level 3 - High Maturity
Inclusive re-skilling	Number of women benefiting from re-skilling programmes	Internal	Number	SDG 4.3, 4.4, 4.6, 5.1, 8.2, 8.5	High-emitting industries incl. oil and gas, power, energy, manufacturing, transport	Level 2 - Medium Maturity
Inclusive re-skilling	Number of gender sensitive re-skilling programmes developed	Internal	Number	SDG 4.3, 4.4, 4.5, 5.1	High-emitting industries incl. oil and gas, power, energy, manufacturing, transport	Level 3 - High Maturity
Support girls' education through corporate philanthropy	Girls education is one priority of corporate philanthropy objectives	Internal	N/A	SDG 4.1, 4.2, 4.5, 4.6, 4.a, 5.1, 8.6	All	Level 1 - Fundamentals
Support girls' education through corporate philanthropy	Number of girls' education programmes financed through corporate philanthropy	Internal	Number	SDG 4.1, 4.2, 4.5, 4.6, 4.a, 5.2, 8.6	All	Level 2 - Medium Maturity
Support girls' education through corporate philanthropy	Number of girls as direct beneficiaries of corporate philanthropy	Self-reported from stakeholders	Number	SDG 4.1, 4.2, 4.5, 4.6, 4.a, 5.3, 8.6	All	Level 3 - High Maturity

Tools and resources

[Project Drawdown Climate 101](#): Climate Solutions 101 is the world's first major educational effort focused solely on solutions. Rather than rehashing well-known climate challenges, Project Drawdown centres game-changing climate action based on its own rigorous scientific research and analysis. This course, presented in video units and in-depth conversations, combines Project Drawdown's trusted resources with the expertise of several inspiring voices from around the world.

[Brookings Institute - A new green learning agenda](#): This paper presents climate and education decision-makers with 1) a framework for conceptualising the green skills needed to catalyse both technical and social transformation and 2) a tool for considering three approaches to quality education for climate action. It offers proposals to ensure the needs and experiences of those often most vulnerable to the impacts of climate change and social inequity, especially women, are prioritised.

[UNCC Learn: Open Online Course on Gender and Environment](#): This 6-hour self-paced course provides the knowledge and tools to mainstream gender, and to be an effective change-maker for sustainable development. It provides facts and figures, and a better understanding of the global frameworks related to gender and environment, including information on gendered dimensions of biodiversity, climate change, land degradation, international waters, and chemicals and waste.

A woman wearing a light pink hijab and a black long-sleeved top is seated at a table. She is looking towards the left of the frame with a focused expression. In her left hand, she holds a silver pen, and in her right hand, she holds a white sheet of paper. On the table in front of her are several documents, including one with a blue bar chart. The background is softly blurred, showing a window with light coming through and a green plant on the left.

“Addressing the gender-specific barriers and enablers to women’s economic empowerment, and ensuring women have access to and control over decent work and economic assets can lead to better climate and environmental outcomes.”

UK Aid

3. ACCESS TO MEANS (OF ACTION)

What is the opportunity?

Globally, women are more likely to lack essential resources and means of action – including access to energy, legal rights, property ownership, finance, mobility, and health. This inequality hinders women's ability to participate in the uptake and scaling of sustainability or climate resilience enhancing practices. For example, if women farmers - one quarter of all economically active women - had the same access to finance and resources as men, on-farm yields could increase by as much as 20-30%; dramatically enhancing their own economic security and the food security of their communities.

Increasing the access to means of action for women is therefore essential not only to women's equality but to our societies' ability to combat climate change and build resilience at the pace and scale required. Many ways of increasing women's access, for example to finance or work opportunities, are not directly tied to climate action, but can still create benefits in terms of sustainability. Particular attention should be paid to actions that support both goals – for example increasing women's ability to access training and support for sustainable practices.

What can we do?

- **Undertake gender-responsive sustainability programming:** Many large companies are undertaking significant programmes in their supply chains to enhance the climate resilience of their stakeholders and suppliers, including efforts to promote climate smart agriculture, regenerative agriculture and to improve the availability of financing for these changes. Integrating gender into these efforts can increase both their impact and efficiency. For example, by identifying challenges that women might face in accessing training and providing support to mitigate these, companies can increase participation by women. Businesses can also partner to create specific gender-responsive tools and products as part of their sustainability efforts, such as insurance products.
- **Adopt the UN Women Women's Empowerment Principles (WEPs):** The WEPs have been signed by over 3,000 private sector companies. They provide a set of seven principles that businesses can adopt to promote equality and women's empowerment in the workplace, marketplace and in communities. By promoting women's empowerment in all walks of life, businesses can enhance their ability to define and participate in climate action. Learn more [here](#).

What actions are being taken?

The **Livelihoods Fund for Family Farming (L3F)**, together with Mars, AAK, USAID, CARE, and the local Presbyterian Agricultural Services NGO, launched the Women in Shea Initiative in February 2021. The project aims at building a responsible shea supply chain in East Gonja District, Northern

Ghana, by providing 13,000 women farmers with sustainable income, diversified agricultural production and preservation of the shea natural ecosystem in a particularly arid area.

EarthSpark International, a women-run enterprise, is meeting the challenge of energy poverty by approaching all its energy access projects with a gender lens, referring to this as “feminist electrification.” Feminist electrification increases the participation of and benefits to women in rural areas across infrastructure planning, training and employment, local women-led business support, domestic energy use, and community resource availability.

Through the **Cocoa Life program**, **Mondelēz** promotes women’s empowerment to create more sustainable cocoa-growing communities. The programme is increasing women’s access to farm inputs and land ownership, and it is increasing their membership in farmer groups and cooperative unions. It is also promoting leadership positions for women and provides mentorship. It is supporting young women by ensuring that 50% of young women in programme areas participate in youth-oriented programming. And it is helping women improve their livelihoods through access to finance, entrepreneurial skills, and more.

How can progress be measured?

Sub-theme	Example KPIs	Measurement method	Unit	Relevant frameworks	Examples of applicable sectors	Maturity Level
Gender responsive products and services	Percentage of suppliers screened using social criteria including gender and sustainability	Internal	Percentage	SDG 5.2, 8.3, 8.7, 8.8, 13.2	All	Level 1 - Fundamentals
Gender responsive products and services	Purchasing spending from women-owned and led businesses	Internal	Amount	SDG 1.1, 1.2, 5.2, 8.3, 8.5, 8.8, 13.2	All	Level 2 - Medium Maturity
Participation in programmes	Number of women benefitting from sustainable projects in regions highly exposed to climate risks and/or with high gender gaps	Self-reported from stakeholders	Number	SDG 1.1, 1.2, 1.4, 3.7, 4.3, 4.4, 4.7, 5.1, 6.2, 7.1, 13.2	All	Level 2 - Medium Maturity
Participation in programmes	Equal access is given to men and women for skills development programmes N.B: Success should be measured according to the proportion of the total eligible population that is female – e.g., if 60% of farmers in a region are women, the target for participation should be at least 60%	Self-reported from stakeholders	Percentage	SDG 1.1, 1.2, 1.4, 4.3, 4.4, 4.7, 5.1	All	Level 3 - High Maturity

Tools and resources


Business Fights Poverty Toolkit: Business Fights Poverty and the UK Government's Work and Opportunities for Women (WOW) programme are collaborating on the creation of a toolkit focused on how to economically empower women in corporate supply chains to enhance their ability to contribute to climate mitigation and resilience. This toolkit will be released at COP26, outlining key risks, opportunities and actions that businesses can take in the context of their supply chains to support climate action and women's empowerment in parallel. See more [here](#).

Paper: ["Gender equality in climate policy and practice hindered by assumptions"](#): This research highlights key barriers to the good design and effective implementation of gender-responsive climate policies and practices, including an enduring set of gender assumptions that hold women back.

These include assumptions that women must be caring and connected to the environment, that women are a homogenous and vulnerable group, and that gender equality is a women's issue and a numbers game. This paper is essential to organisations seeking to design gender-responsive programmes in the developing world.

Women4ClimateAction Report - How can business support climate justice: This new report by the Women4ClimateAction Daring Circle of the Women's Forum provides a primer for business on key definitions of climate justice and how they can support it through their own practices. Understanding how gender relates to other social justice dimensions such as race and economic inequality is essential to understanding the role of access as a driver of agency and empowerment for women to address and adapt to climate change.



A close-up, artistic photograph of a woman's face, focusing on her eyes and nose. She has light-colored eyes and dark hair. The background is a soft, out-of-focus blue. Overlaid on the right side of her face and the background are faint, glowing binary digits (0s and 1s) in white and light blue, suggesting a digital or data theme.

“Start by recognising that women exist, collect sex-disaggregated data, and start making decisions based on that data.”

Caroline Criado-Perez, author of *Invisible women: Exposing Data Bias in a World Designed for Men*

4. DATA

What is the opportunity?

Women are disproportionately impacted by climate change-related disasters yet many national climate action and disaster preparedness plans do not account for the gendered components of climate risk. Transformation efforts should often fail to account for the differentiated experience of women. For example, in urban planning, gender disaggregated data can help to account for and address the impact of air pollution upon maternal health, or reveal the gender-dynamics of public transport use; for example, in demonstrating the importance of making public transport safe and useable for women in order to achieve widespread uptake.

Part of the reason for this gap is an absence of gender disaggregated data through which to identify these unequal impacts and experiences. In other cases, it is because organisations do not think or choose to undertake gendered analysis. Collecting and using gender-disaggregated data to guide decision-making is an essential first step to all other gender-responsive climate action. It ensures that the gendered dynamics of climate action and impact are well understood and addressed in the design and implementation of solutions. These actions can be conducted in partnership with NGOs and development organisations, as well as groups of companies that share supply chains and communities.

What can we do?

- **Make gender-disaggregation standard practice in data collection:** Businesses should work with their suppliers and their partners to collect gender-disaggregated data that captures the climate related outcomes and experiences of women. Collecting disaggregated data can help organisations to track and respond to the distinct experiences of women in their supply chains and communities.
- **Commit to gender analysis:** Using gender-disaggregated data and working with experts and partners, businesses should systematically conduct gender analysis as part of decision-making and programming related to their climate action. This can include analysis of specific risks or needs of women, as well as of the distribution of benefits. This analysis can help companies to identify ways to directly support women and to adjust existing programmes to be more equitable.
- **Share data and insights:** A lack of high-quality data and evidence that allows for analysis of the benefits of a gender-responsive approaches to climate action. This limits the amount of private and public investment that supports this approach. By sharing data and experiences with other stakeholders, including research institutions, companies can help to build the evidence base that can support and scale effective gender-responsive climate interventions.

- **Incorporate gender into climate benchmarks and frameworks:** Benchmarks and frameworks like the Carbon Disclosure Project (CDP) should include gender-related indicators in their assessments of corporate action on climate change and other sustainability issues.

What are examples of action being taken?

The [City of San Francisco CEDAW Agreement](#) mandates integration of gender equity into all policy and budgeting in the city of San Francisco. Gender analysis for each city department is performed, including: (1) collection of gender-sensitive data (2) evaluation of equity in the budget, programmes, and employment (3) integration of human rights. This mandate is already having an effect in areas like transport, where use patterns and needs of men and women differ significantly, affecting uptake of sustainable transportation methods. The San Francisco Department of the Environment, with C40 Cities and the University of California, Berkeley conducted a study to understand the gendered use patterns of bicycles. With the knowledge gained, the City of San Francisco can build a more inclusive urban cycling infrastructure that serves the people's diverse mobility needs and work to address socio-cultural differences in perception and experience that affect uptake of cycling infrastructure.

The [World Benchmarking Alliance has recently released a Just Transition Benchmark](#), assessing 450 of the world's most influential companies in high-emitting sectors on what they are doing to respect the rights of workers, communities and the most vulnerable as they work towards low-carbon goals. Their [methodology document](#) provides a compendium of reporting indicators that companies can use to demonstrate their commitment to the Just Transition, including gender-specific metrics.

How can progress be measured?

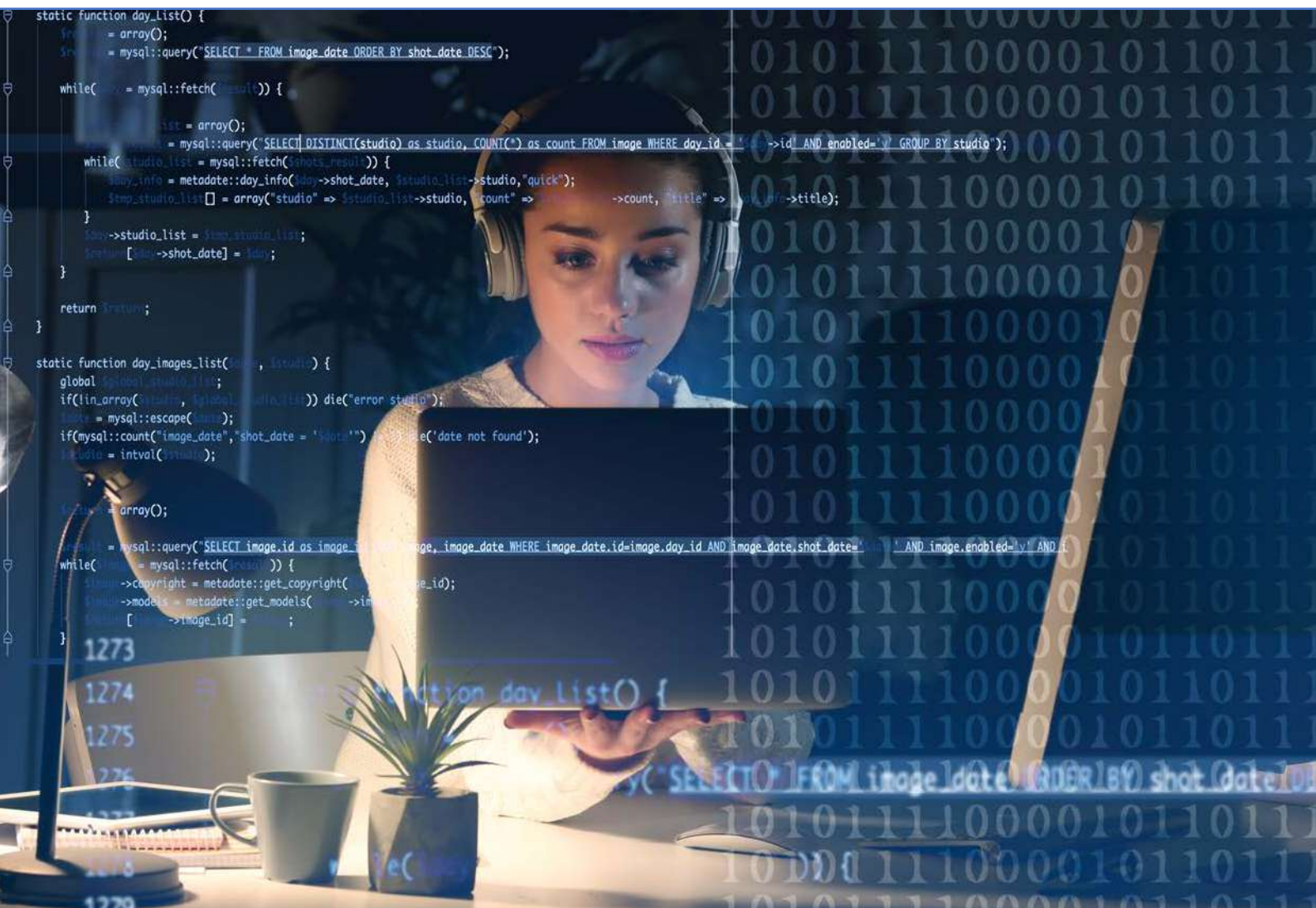
Sub-theme	Example KPIs	Measurement method	Unit	Relevant frameworks	Examples of applicable sectors	Maturity Level
Gender analysis in project design	Sex-disaggregated data is collected	Internal	N/A	SDG 5.1, 8.5, 10.2, 17.18	All	Level 1 - Fundamentals
Gender analysis in project design	Sex-disaggregated data is utilised to conduct gender analysis	Internal	N/A	SDG 5.1, 8.5, 10.2, 17.18	All	Level 2 - Medium Maturity

Tools and resources

[SDG Tracker](#): The SDG Tracker presents data across all available indicators from the Our World in Data database, using official statistics from the UN and other international organisations. It is a free, open-access publication that tracks global progress towards the SDGs and allows people around the world to hold their governments accountable to achieving the agreed goals.

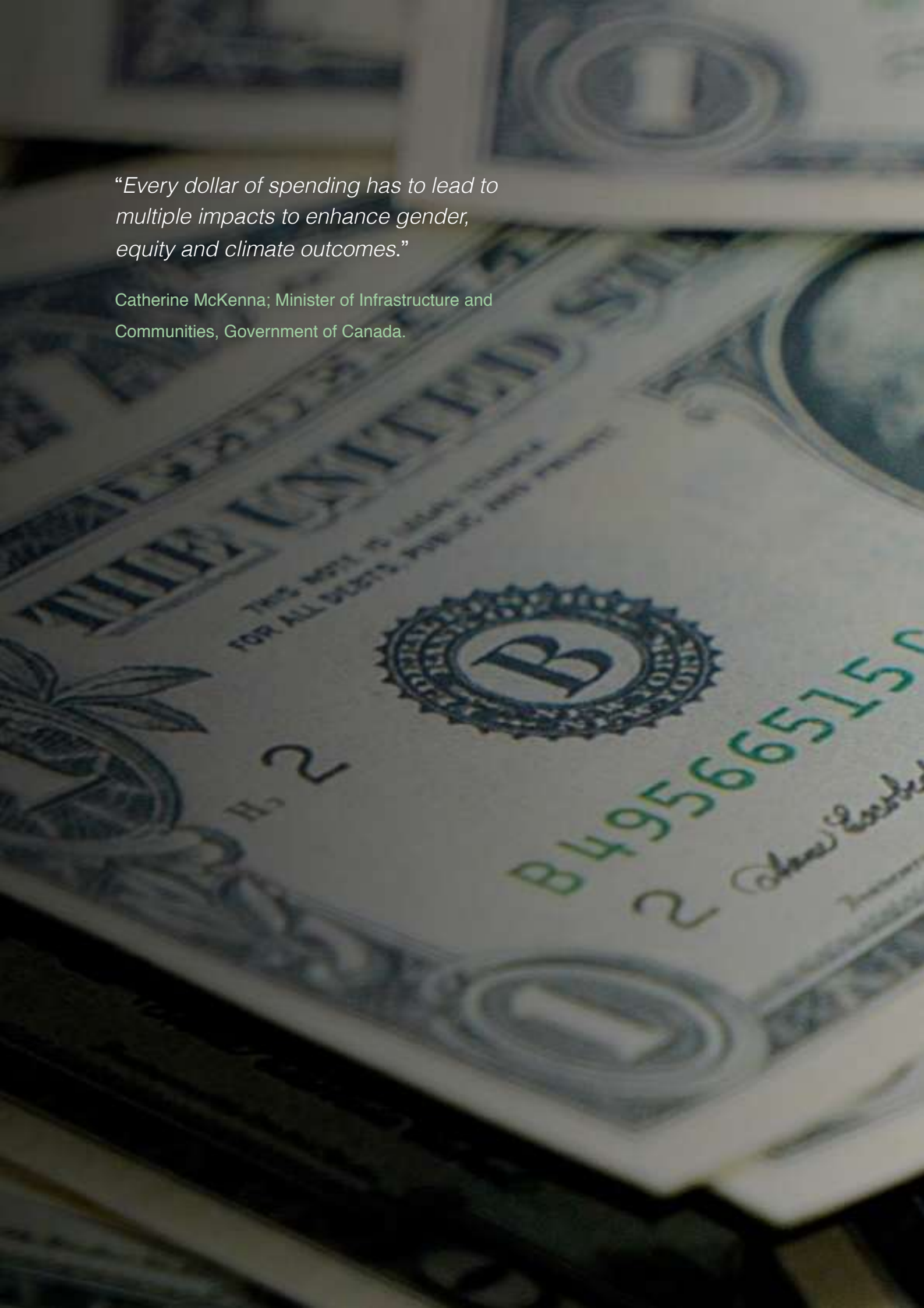
[Data 2X Resource Centre](#): Data2X is a collaborative technical and advocacy platform, working through partnerships to improve the availability, quality, and use of gender data to make a practical difference in the lives of women and girls worldwide. Their resource centre is an excellent repository of available data and methodologies for organisations seeking to generate and use gender-disaggregated data for decision-making in their climate action.

[OECD Toolkit for Gender-Disaggregated Data](#): This toolkit consists of institutional and governance frameworks for gender equality and mainstreaming, as well as gender-sensitive practices in parliament, public employment systems, and judiciaries. This resource includes a self-assessment, actionable recommendations, and pitfalls to avoid.



“Every dollar of spending has to lead to multiple impacts to enhance gender, equity and climate outcomes.”

Catherine McKenna; Minister of Infrastructure and Communities, Government of Canada.



5. FINANCE

What is the opportunity?

Despite rapid upticks in recent years, investment in climate action remains fragmented and insufficient to drive action at the scale needed to meet ambitious global targets. Gender-responsive climate solutions also remain underrepresented in agendas for business strategy, financial decision-making, technological innovation, and network organisation. In 2013, just 3% of ODA aid to address climate change targeted gender equality as a principal objective, while 26% targeted it as a secondary objective.

Women-owned and gender-responsive businesses are also severely under-supported and underfunded. 38% of the world's social enterprises are solely led by women, whereas in traditional businesses there are more than twice as many male as female leaders. Other studies have found that more than 90% of companies that focus on tackling social problems have at least one woman on their leadership team, as opposed to almost half of SMEs that have all-male directors. Closing financing gaps could dramatically increase their impact.

What can we do?

- Gender-responsive funding and investment: Investors and businesses should define a strategy for gender and climate-smart investing that fits their objectives; collecting data and conducting analyses to understand where and how gender intersects with the focus areas of their sustainability investments. On this basis, they can establish principles that guide their funding, such as representation of women in investee organisations or inclusion of gender analysis in the organisation's own decision-making processes.

Establishing gender-based criteria in funds allocation throughout every stage of financing activity from initial project preparation through implementation—and initiating programmes designed to assist women in securing financing or approval will help ensure that projects consider gendered impacts starting from the earliest stages of policy, project, and programme design.

- Gender-responsive procurement: Companies can support the growth of women entrepreneurs in the green sector by setting specific targets to source from women-owned and women-led businesses. The Women's Forum's Inclusive Sourcing Journey can help organisations to set a baseline for their current gender-responsive procurement practices and establish a plan to improve from.

What are examples of action being taken?

The [Garanti BBVA Gender Equality Loan](#) is the world's first 'gender equality loan'. Turkish company Polat Energy received a \$44 million loan from Garanti BBVA bank in 2019 to finance the construction of Turkey's largest wind farm. This is part of Garanti BBVA's commitment to sustainable finance, climate change and gender equality. Polat Energy's performance will be annually assessed based on a series of gender criteria, and improvements will enhance the terms of the loan. BBVA was rated the most sustainable European bank in the Dow Jones Sustainability Index in November 2020.

The [Women in Infrastructure Development and Energy Consortium](#) (WINDE) is a private social and environmental impact organisation based in Johannesburg, South Africa. WINDE works to acquire an equity stake in strategic infrastructure and related projects and to drive the participation of women-owned SMEs and other disadvantaged groups as shareholders and suppliers. WINDE also invests in providing on-going training and capacity building to their shareholders and matching SME owners with the skills, experiences, and competencies that they need to succeed. In its investments, WINDE also deploys an intersectional approach. For example, it is a shareholder in Finningley – an integrated Green City Development that links energy, water, nutrient recovery, and waste management.



How can progress be measured?

Sub-theme	Example KPIs	Measurement method	Unit	Relevant frameworks	Examples of applicable sectors	Maturity Level
Gender sensitive budgeting	A dedicated budget is allocated to gender mainstreaming activities	Internal	N/A	SDG 5.1, 5.4, 8.5, 9.2, 10.2	All	Level 1 - Fundamentals
Gender sensitive procurement	Share of women-owned and led vendors in total amount of procurement spending	Internal	Percentage	SDG 1.1, 1.2, 5.2, 8.3, 8.5, 8.8, 9.2, 12.6, 12.7 13.2	All	Level 2 - Medium Maturity
Gender sensitive investments	Percentage of investments with gender-based objectives	Internal	Percentage	SDG 5.1, 5.4, 8.5, 9.2, 10.2, 12.6	All	Level 2 - Medium Maturity
Gender sensitive investments	Adaptation investments with maximum co-benefits to the poor, including women, are prioritized	Internal	Percentage	SDG 1.1, 1.2, 1.4, 5.1, 7.1, 8.5, 12.6, 13.2	All	Level 3 - High Maturity
Gender sensitive investments	Mitigation investments with maximum co-benefits to the poor, including women, are prioritized	Internal	Percentage	SDG 1.1, 1.2, 1.4, 5.1, 7.1, 8.5, 12.6, 13.2	All	Level 3 - High Maturity

Tools and resources

[Gender Smart Report - Gender & Climate Investment - A Strategy for Unlocking a Sustainable Future:](#)

This report seeks to inspire more investors to support gender-smart climate investment, revisit portfolios and consider more deeply how to link climate and gender through their investment processes. The report also supports investors who are already on this journey; to bolster the business case with compelling narratives, datasets, and ways to spread the word.

[Inter-American Development Bank "Financial incentives to close the gender gap":](#) This report provides a guide on how organisations can build financial incentives that close the gender gap as part of their climate solutions.

[UN Women Corporate Guide to Gender-responsive procurement:](#) This guide provides corporations with a better understanding of the barriers and challenges preventing women-owned businesses from accessing and fully participating in the corporate supply chain. It also provides tools and techniques for overcoming these barriers and leveraging the vast untapped economic potential represented by women-owned businesses.

CONCLUSION: SECURING AN INCLUSIVE AND GREEN FUTURE

Increasingly, the “why” of a gender-responsive approach to climate action is well understood. In addition to helping to address the outsized impact that climate change has on women, taking a gender-responsive approach can dramatically accelerate the pace and grow the scale of climate action across all sectors of our economies and parts of our society. And, by ensuring that women can play their full part in this transformation, it can drive further empowerment for women and secure a more inclusive and equal green future.

These multiple benefits are increasingly recognised, evidenced by the over 500 signatures of the Women’s Forum’s Charter for Engagement on Women Leading Climate Action from leaders, businesses, universities, NGOs, and public institutions across the world. Growing adoption of the UNFCCC Gender Action Plan in newly submitted NDCs also illustrates that national and sub-national governments are increasingly recognising the need to incorporate gender into both mitigation and adaptation activities.

However, despite this promise and increasing public sector alignment, the “how” of gender and climate remains a challenge for companies. Existing models of thinking about climate change as a purely environmental challenge, as opposed to a social one, and the corresponding separation of teams and expertise makes it hard for the right connections to be made. Reporting on an intersectional approach that addresses both gender and climate can also present significant challenges.

In five key areas – Leadership, Education, Access to means, Data and Finance – numerous companies have already taken big steps, providing real-world examples from which others can learn and follow.

Often, these actions will not be new; most large corporates have diversity and inclusion commitments as well as emissions reduction and sustainability strategies. What is novel is their combination for additive impact. Alongside our support of the private sector, the Women’s Forum calls on other institutions to play their role in enabling and promoting a gender-responsive approach to climate action. ESG data providers, standard setters and other benchmarking organisations should work to incorporate gender more deeply into their existing methodologies. Educational institutions should ensure that the intersections of climate change with social justice issues including gender and race are core to their curriculums. Crucially, governments need to create an enabling environment for others to act alongside setting their own ambitious and comprehensive gender-responsive climate strategies.

The Women's Forum and its partners look forward with optimism towards what we can create together if we take up this challenge, and are committed to continuing to raise awareness and support action to achieve this.

About the Women's Forum and the Women4ClimateAction Daring Circle

The Women's Forum for the Economy & Society is the leading international platform for action highlighting women's voices and vision and creating a more inclusive future for all.

- We build an active community of more than 30,000 engaged ambassadors, including business and political leaders, along with international organisations, experts, and civil society.
- We provide unparalleled opportunities for them to develop together inclusive solutions to the most pressing challenges facing humanity as a whole – not only gender -, such as economic empowerment, access to health, climate action and technology for good.
- We are committed to accelerating the transformation of the world by pioneering in promoting the increasing role of women in the economy and society at all levels.
- We develop international multi-stakeholder dialogues, launching calls to action and encouraging decision makers in both private and public sectors to engage for impact and implement concrete initiatives. Our policy proposals aim also to enrich the agenda of high-level negotiating tables and summits, such as the G7 and the G20.
- We gather leaders, change-maker - both women and men - to amplify our commitments

and actions. Our Meetings, which span across all continents around the globe, leading up to our flagship Global Meeting in Paris, have become an unmissable and unparalleled date on the international conference calendar – a place to be and to be heard.

- We envision a world where women are equal leaders in business and policy decision-making, driving inclusive solutions not only for women disproportionately impacted by socio-economic and environmental issues, but also to build thriving economies and societies.

The Women4ClimateAction Daring Circle promotes initiatives and solutions empowering women to lead actions against climate change and accelerate the transition to a greener economy, whilst raising awareness about the ways in which gender and climate intersect.

The Daring Circle is led by BNP Paribas, in collaboration with Bouygues, Colas, Engie, and Microsoft as Global Partners. The Circle is supported by KPMG as Knowledge Partner, with contributions from CARE France, ClimateSeed, Ministère de la transition écologique, OECD, R20, SEforAll, Société pour l'encouragement de l'industrie nationale, and Syntec Numérique; and HEC as Academic Partner.

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APPENDIX 1: INDICATORS TO SUPPORT A GENDER AND CLIMATE APPROACH

Charter Pillar	Sub-theme	Examples of KPIs	Measurement method	Unit	SDGs	Relevant frameworks	Examples of applicable sectors	Maturity Level
Leadership and representation	Leadership representation	Proportion of leadership positions occupied by diverse women	Internal	Percentage	SDG 5.5, 16.7.1	GRI 102 General Disclosure GRI 404 Training and Education GRI 405 Diversity and Equal Opportunity	All	Level 1 - Fundamentals
Leadership and representation	Leadership representation	Gender diversity of sustainability teams	Internal	Percentage	SDG 5.5, 16.7.1	GRI 102 General Disclosure GRI 405 Diversity and Equal Opportunity	All	Level 2 - Medium Maturity
Leadership and representation	Leadership representation	Proportion of women in the leadership positions pipeline	Internal	Percentage	SDG 5.1, 5.5			Level 3 - High Maturity
Leadership and representation	Mentorship programmes	Proportion of total employees who receive yearly performance and career development review, by gender	Internal	Percentage	SDG 5.1, 5.5	GRI 404 Training and Education	All	Level 2 - Medium Maturity
Leadership and representation	Mentorship programmes	Number of women involved in specific sustainability and climate-oriented mentorship programmes	Internal	Number	SDG 5.1, 5.5, 13.3		All	Level 3 - High Maturity
Leadership and representation	Targets	Targets are set and implemented for women's representation in leadership position	Self-reported from stakeholders	N/A	SDG 5.1, 5.5, 5.C, 16.7.1		All	Level 2 - Medium Maturity
Leadership and representation	Targets	Achievement rate against targets for women's representation in leadership position	Internal	Percentage	SDG 5.1, 5.5, 5.C, 16.7.1		All	Level 3 - High Maturity
Education	Workforce sustainability training	Number of employees completing sustainability and climate change trainings	Internal	Percentage	SDG 4.3, 4.7, 12.8, 13.3		All	Level 1 - Fundamentals
Education	Workforce sustainability training	Average hours of sustainability training that the organisation's employees have undertaken during the reporting period, by gender and employee category	Internal	Number	SDG 4.3, 4.7, 5.1, 12.8, 13.3	GRI 404 Training and Education	All	Level 2 - Medium Maturity
Education	Workforce sustainability training	Number of people trained internally on the gender climate nexus, by gender	Internal	Number	SDG 4.7, 5.1		All	Level 3 - High Maturity
Education	Workforce sustainability training	Number of women trained or supported or helped in their climate action	Internal	Percentage	SDG 4.3, 4.7, 12.8, 13.3		All	Level 3 - High Maturity
Education	Inclusive re-skilling	Number of women benefiting from re-skilling programmes	Internal	Number	SDG 4.3, 4.4, 4.6, 5.1, 8.2, 8.5		High-emitting industries incl. oil and gas, power, energy, manufacturing, transport	Level 2 - Medium Maturity
Education	Inclusive re-skilling	Number of gender sensitive re-skilling programmes developed	Internal	Number	SDG 4.3, 4.4, 4.5, 5.1		High-emitting industries incl. oil and gas, power, energy, manufacturing, transport	Level 3 - High Maturity

Education	Support girls' education through corporate philanthropy	Girls education is one priority of corporate philanthropy objectives	Internal	N/A	SDG 4.1, 4.2, 4.5, 4.6, 4.a, 5.1, 8.6		All	Level 1 - Fundamentals
Education	Support girls' education through corporate philanthropy	Number of girls' education programmes financed through corporate philanthropy	Internal	Number	SDG 4.1, 4.2, 4.5, 4.6, 4.a, 5.2, 8.6		All	Level 2 - Medium Maturity
Education	Support girls' education through corporate philanthropy	Number of girls as direct beneficiaries of corporate philanthropy	Self-reported from stakeholders	Number	SDG 4.1, 4.2, 4.5, 4.6, 4.a, 5.3, 8.6		All	Level 3 - High Maturity
Access	Gender responsive products and services	Percentage of suppliers screened using social criteria including gender and sustainability	Internal	Percentage	SDG 5.2, 8.3, 8.7, 8.8, 13.2	GRI 414 Supplier Social Assessment United Nations Women and Climate Change Factsheet	Energy, health, IT, retail	Level 1 - Fundamentals
Access	Gender responsive products and services	Purchasing spending from women-owned and led businesses	Internal	Amount	SDG 1.1, 1.2, 5.2, 8.3, 8.5, 8.8, 13.2	GRI 414 Supplier Social Assessment United Nations Women and Climate Change Factsheet	Energy, health, IT, retail	Level 2 - Medium Maturity
Access	Participation in programmes	Number of women benefiting from sustainable projects in regions highly exposed to climate risks and/or with high gender gaps	Self-reported from stakeholders	Number	SDG 1.1, 1.2, 1.4, 3.7, 4.3, 4.4, 4.7, 5.1, 6.2, 7.1, 13.2		All	Level 2 - Medium Maturity
Access	Participation in programmes	Equal access is given to men and women for skills development programmes. Success should be measured according to the proportion of the total eligible population that is female – e.g., if 60% of farmers in a region are women, the target for participation should be at least 60%	Self-reported from stakeholders	Percentage	SDG 1.1, 1.2, 1.4, 4.3, 4.4, 4.7, 5.1		All	Level 3 - High Maturity
Data	Gender analysis in project design	Sex-disaggregated data is collected	Internal	N/A	SDG 5.1, 8.5, 10.2, 17.18	United Nations Women and Climate Change Factsheet	All	Level 1 - Fundamentals
Data	Gender analysis in project design	Sex-disaggregated data is utilised to conduct gender analysis	Internal	N/A	SDG 5.1, 8.5, 10.2, 17.18	United Nations Women and Climate Change Factsheet	All	Level 2 - Medium Maturity
Finance	Gender sensitive budgeting	A dedicated budget is allocated to gender mainstreaming activities	Internal	N/A	SDG 5.1, 5.4, 8.5, 9.2, 10.2	African Development Bank	All	Level 1 - Fundamentals
Finance	Gender sensitive procurement	Share of women-owned and led vendors in total amount of procurement spending	Internal	Percentage	SDG 1.1, 1.2, 5.2, 8.3, 8.5, 8.8, 9.2, 12.6, 12.7, 13.2	UNWomen Manual How to source from women-owned businesses African Development Bank	All	Level 2 - Medium Maturity
Finance	Gender sensitive investments	Percentage of investments with gender-based objectives	Internal	Percentage	SDG 5.1, 5.4, 8.5, 9.2, 10.2, 12.6		All	Level 2 - Medium Maturity
Finance	Gender sensitive investments	Adaptation investments with maximum co-benefits to the poor, including women, are prioritized	Internal	Percentage	SDG 1.1, 1.2, 1.4, 5.1, 7.1, 8.5, 12.6, 13.2	UNDP Gender and Climate Finance Policy Brief	All	Level 3 - High Maturity
Finance	Gender sensitive investments	Mitigation investments with maximum co-benefits to the poor, including women, are prioritized	Internal	Percentage	SDG 1.1, 1.2, 1.4, 5.1, 7.1, 8.5, 12.6, 13.2	UNDP Gender and Climate Finance Policy Brief	All	Level 3 - High Maturity

