

GEF POLICY SERIES

GEF POLICY ON
Gender Equality



GLOBAL ENVIRONMENT FACILITY
INVESTING IN OUR PLANET

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Introduction

The Council, at its 40th meeting in May 2011, approved the *Policy on Gender Mainstreaming*^{1,2}, with the intent for it to be reviewed in 2015. In October 2014 the Council welcomed the *Gender Equality Action Plan*³ and approved its implementation⁴. The Action Plan includes a review and, as necessary, update of the 2011 *Policy on Gender Mainstreaming* during GEF-6 (by June 2018).

In May 2017, the Council further endorsed the recommendations of the *Evaluation of Gender Mainstreaming in the GEF*⁵ carried out by the Independent Evaluation Office (IEO), including a recommendation to consider a revision of its policy to better align with international best practice standards and to provide more guidance on the responsibilities of the GEF Agencies and the GEF Secretariat⁶.

The need to update *GEF's Policy on Gender Mainstreaming* further reflects increased attention to gender by the conferences of the parties to the multilateral environmental agreements (MEAs) that the GEF serves, as well as the Sustainable Development Goals that call for gender-responsive approaches and actions. This underscores the GEF's ambition to better seize the strategic opportunities to address gender equality and support women's empowerment where these can help achieve global environmental benefits. Targeting gender gaps in areas such as access to and control over natural resources, access to benefits and services, and participation and decision-making could, for example, help unleash women's potential as key agents of change in support of GEF's work and mandate.

In response to the above decisions, this paper presents a proposed, new *Policy on Gender Equality* (Annex I) that supersedes the 2011 *Policy on Gender Mainstreaming*. The following sections provide further details on the background and rationale for the proposed policy, the principal changes from the current, 2011 *Policy on Gender Mainstreaming*, as well as considerations on implementation and next steps.

This paper and the new *Policy on Gender Equality* have been developed through a robust consultative process including Agencies, and the GEF Gender Partnership comprising

gender focal points from Agencies, secretariats of the MEAs, and representatives from the GEF Independent Evaluation Office (IEO), the GEF CSO Network, the GEF Indigenous Peoples Advisory Group, other environmental finance providers, and expert organizations.

BACKGROUND

Equality for women and girls is a strategic and operational imperative for the GEF. Men and women use natural resources differently and, as a result, they are affected differently by changes to these resources. Gender inequality and social exclusion increase the negative effects of environmental degradation on women and girls. Despite recent promising policy and legal reforms, persistent gender-discriminatory social and cultural norms, unequal access to land, water and productive assets, and unequal decision-making continue to constrain women and men from equally participating in, contributing to, and benefitting from environmental projects and programs.

The conferences of the parties to the MEAs that the GEF serves increasingly underscore the important role women play in the realization of each of the Conventions' respective objectives⁷, and call for specific actions to ensure that gender equality, including women's participation and empowerment, are addressed when pursuing these objectives. The recognition that efforts to combat environmental degradation and those to address gender inequality can be mutually supportive is also reflected in the Agenda 2030 for Sustainable Development which recognizes gender equality and women's empowerment as a sustainable development goal in its own right, as well as a catalyst for reaching other goals.

The GEF's efforts to address gender equality have been guided by several GEF policies and strategies. These include (i) the *Policy on Public Involvement in GEF Projects*⁸; (ii) the *Policy on Gender Mainstreaming*⁹; and (iii) the GEF 2020 Strategy¹⁰; and (iv) the *Gender Equality Action Plan* (GEAP)¹¹.

The 2011 *Policy on Gender Mainstreaming* was approved in connection with the Council's decision to pilot an expansion of the GEF Partnership^{12,13}. The policy was

introduced with a view to ensuring that all Agencies that implement GEF-financed activities—including any new Agencies accredited as part of the pilot to broaden the Partnership—have the systems in place to mainstream gender into their operations, including efforts to systematically analyze and address the specific needs of both women and in GEF-financed projects and programs.

The GEAP was developed to support the implementation of the 2011 *Policy on Gender Mainstreaming* and advance the GEF's gender mainstreaming approach. The GEAP includes activities in the areas of project and program support, capacity development, knowledge management, and monitoring and evaluation. It has been implemented in close collaboration with Agencies and the GEF Gender Partnership. This work has, among other things, resulted in:

- a. Strengthened monitoring and reporting on gender, including regular portfolio reviews and reporting on progress against the GEF-6 core gender equality indicators¹⁴, as well as the implementation of GEAP;
- b. Improved capacity and processes to mainstream gender in GEF projects and programs; and
- c. Enhanced collaboration, knowledge generation, sharing and learning on gender across GEF Agencies, MEA secretariats and other partners.

PROGRESS AND LIMITATIONS

Data suggests that GEF is making progress in terms of attention to gender. The recent IEO *Evaluation of Gender Mainstreaming in the GEF*¹⁵ revealed, for example, that gender consideration in project documentation rose from 57% to 98%. The evaluation further revealed a dramatic reduction of 'gender blind' projects from 64% before the 2011 *Policy on Gender Mainstreaming* to 1.3%, and a nearly sixfold increase in the share of projects rated "gender aware". More recent analysis of GEF-6 projects suggests further improvements in terms of quality at entry. As of October 2017, 60% of new GEF-6 projects provide adequate evidence at CEO Endorsement/ Approval that a gender analysis or social assessment with a gender component had been undertaken or are planned, compared with a baseline of 18%.¹⁶ Beyond project design, analyses of mid-term reviews and terminal evaluations further suggest increasing attention to gender in project monitoring and reporting.

IEO's *Evaluation of Gender Mainstreaming in the GEF*¹⁷, highlights, however, that progress has been modest in terms of the number and share of GEF projects that can be considered "gender mainstreamed" i.e. that assess the implications for women and men of any planned action¹⁸. IEO's findings suggest insufficient attention to or reporting on gender analyses prior to CEO Endorsement/ Approval, and modest improvement in completed projects compared to the OPS5¹⁹ baseline in terms of projects rated "gender aware". Analysis conducted by the Secretariat further reveals that the inclusion of gender-sensitive indicators in project results frameworks remains highly variable across GEF projects, and that many projects still do not systematically report on activities, progress and results on gender equality in their mid-term reviews and terminal evaluations.

The above findings suggest the need to (i) clarify the GEF's gender mainstreaming approach and to strengthen the GEF's requirements and guidance on gender mainstreaming in order to align with international best practice; and (ii) improve the GEF's focus on results and enhancing project-level and portfolio-level monitoring and reporting on gender.

OVERVIEW OF THE PROPOSED, NEW POLICY ON GENDER EQUALITY

Drawing on the findings, conclusions and recommendations of IEO's *Evaluation of Gender Mainstreaming in the GEF*, analysis carried out by the Secretariat, consultations with and input from Agencies and the multi-stakeholder, GEF Gender Partnership, as well as input received through public consultations, the proposed new *Policy on Gender Equality* translates into concrete policy requirements the GEF's ambition to shift from a gender-aware, "do no harm" approach to a "do good", gender-responsive approach that seeks to seize opportunities to address gender inequalities and promote the empowerment of women. Specifically, the Policy:

- a. Clarifies the GEF's approach to mainstream gender and promote gender equality and the empowerment of women;
- b. Formalizes and provides clarity about GEF requirements for addressing gender equality in GEF-financed activities, including the mandatory requirement for Agencies to provide a gender analysis or equivalent socio-economic assessment at or prior to CEO Endorsement/ Approval,

and for the Secretariat to assess whether adequate documentation is provided; and

- c. Introduces a clearer focus on results, including requirements for project- and program-level monitoring and reporting on gender by Agencies, and portfolio-level monitoring and reporting on performance and results by the Secretariat.

EFFECTIVENESS AND IMPLEMENTATION

The Secretariat proposes that the new *Policy on Gender Equality* come into effect on July 1, 2018 and that it apply to all new GEF-financed activities submitted on or after the date of effectiveness. For GEF-financed activities under implementation, the Secretariat proposes that the Policy apply to all annual project implementation reports as well as mid-term reviews and terminal evaluations submitted after one year from the date of effectiveness. This would allow the Secretariat, working with Agencies and other stakeholders, to complete the requisite preparatory work to enable the effective implementation of the new policy.

Following the approval of the proposed policy, the Secretariat will update project templates consistent with the new project-level documentation requirements.

In addition, the Secretariat, in consultation with Agencies and the GEF Gender Partnership, will develop Guidelines, within six months, with additional guidance and explanatory information to support the effective implementation of the policy. The Secretariat will post the Guidelines on its website after CEO approval, and will notify the Council and other stakeholders accordingly.

The proposed, new policy also introduces updated, minimum requirements for Agencies gender-related policies, procedures and capabilities. Agencies' compliance with these requirements will be assessed drawing on the procedures²⁰ established for assessing Agencies'

compliance with the 2011 policies on environmental and social safeguards and gender mainstreaming, as well as the considerations set out in Paragraph 16 of the 2007 policy, *Minimum Fiduciary Standards for GEF Partner Agencies*²¹, with updates as needed. Following the initial assessment, Agencies' compliance will be subject to periodic monitoring consistent with the 2016 policy on *Monitoring Agency Compliance*²². With a view to minimizing transaction costs and harnessing synergies with other GEF policies, the Secretariat recommends that the initial assessment of Agencies' compliance with the proposed, new Policy on Gender Equality be carried out only upon approval of updated policies on environmental and social safeguards²³ and fiduciary standards²⁴, which are expected in calendar year 2018.

A strategy and time-bound action plan on gender will be developed to support the effective implementation of the new policy and guide specific efforts and actions to promote gender equality and the empowerment of women and girls in support of the GEF-7 strategy. These will be developed in close consultation with Agencies and the GEF Gender Partnership. The strategy and action plan will include concrete entry points and priority areas and actions to address gender equality linked to the GEF-7 Programming Directions; the GEF-7 framework to monitor and report on progress, performance and gender equality results; capacity development and training efforts; outreach considerations and activities; and analytical, knowledge and learning efforts, and deliverables linked with other GEF institutional and policy reforms.

The Secretariat will continue efforts to strengthen competencies and technical expertise on gender among Secretariat staff and key partners to support the effective implementation of the proposed policy.

Annex I: Proposed Policy on Gender Equality

INTRODUCTION

The Global Environment Facility (GEF) is an international partnership of countries, international institutions, civil society organizations and the private sector that addresses global environmental issues. The GEF's ability to effectively generate global environmental benefits and catalyze the transformative change needed to protect the global environment is underpinned by efforts to promote Gender Equality and the Empowerment of Women and Girls (hereafter Empowerment of Women).

Men and women use natural resources differently and as a result, they are affected differently by changes to these resources. Gender inequality and social exclusion increase the negative effects of environmental degradation on women and girls. Despite promising policy and legal reforms, persistent gender-discriminatory social and cultural norms, unequal access to land, water and productive assets, and unequal decision-making continue to limit opportunities for women and men to equally participate in, contribute to, and or benefit from environmental policies, projects and programs.

While women face unique barriers, they are also increasingly recognized as agents of change who make valuable contributions to the environment. The conferences of the parties to the multilateral environmental agreements (MEAs) that the GEF serves increasingly underscore the important role women play in the realization of each of the Conventions' respective objectives²⁵, and call for specific actions to ensure that gender equality, including women's participation and empowerment, is addressed when pursuing these objectives. The recognition that efforts to combat environmental degradation and those to address gender inequality can be mutually supportive is also reflected in the Agenda 2030 for Sustainable Development, which recognizes gender equality and women's empowerment as a sustainable development goal in its own right, as well as a catalyst for reaching all other goals.

It is in recognition of this that this Policy understands that a gender-responsive approach—i.e., one that identifies gender differences, promotes shared power, control of

resources, decision-making, and empowers women and girls—is integral to the GEF's ability to achieve global environmental benefits.

APPLICATION

This Policy applies to the Council, the Secretariat, and all GEF Partner Agencies (hereafter referred to as "Agencies"). The Policy applies to all GEF-Financed Activities.²⁶

PURPOSE AND OBJECTIVE

This Policy sets out the guiding principles and mandatory requirements for Mainstreaming Gender across the GEF's governance and operations with a view to promoting Gender Equality and the Empowerment of Women and Girls in support of the GEF's mandate to achieve global environmental benefits.

This Policy aims to ensure equal opportunities for women and men to participate in, contribute to and benefit from GEF-Financed Activities in support of the GEF's efforts to achieve global environment benefits.

GUIDING PRINCIPLES

The following principles guide efforts to promote Gender Equality and the Empowerment of Women in GEF governance and operations:

- a. Efforts to Mainstream Gender and promote Gender Equality and the Empowerment of Women are pursued in accordance with the decisions on gender under the MEAs that the GEF serves, and in recognition of related international and national commitments to gender equality and human rights.
- b. GEF-Financed Activities address and do not exacerbate existing gender-based inequalities.
- c. Stakeholder Engagement and analysis are conducted in an inclusive and gender-responsive manner, so that the rights of women and men and the different knowledge, needs, roles and interests of women and men are recognized and addressed.

- d. GEF-Financed Activities are conducted, designed and implemented in an inclusive manner so that women's participation and voice are, regardless of their background, age, race, ethnicity or religion, reflected in decision-making, and that consultations with women's organizations, including Indigenous women and local women's groups, are supported at all scales.
- e. A Gender-Responsive Approach is applied throughout the identification, design, implementation, monitoring and evaluation of GEF-Financed Activities.
- f. Opportunities to address Gender Gaps and support the Empowerment of Women are seized in order to help achieve global environmental benefits.

POLICY REQUIREMENTS

The Policy introduces mandatory requirements in three areas: (A) Project and program cycle; (B) Monitoring, learning and capacity development; (C) Agency policies, procedures and capabilities; and (D) Compliance.

GEF Project and Program Cycle

In Program Framework Documents and Project Identification Forms submitted for Work Program entry or CEO Approval, Agencies provide indicative information on Gender considerations relevant to the proposed activity, and any measures to address these, including the process to collect sex-disaggregated data and information on Gender.

At or prior to CEO Endorsement/ Approval, Agencies provide:

- a. Gender Analysis or equivalent socio-economic assessment that identifies and describes any gender differences, gender differentiated impacts and risks, and opportunities to address Gender Gaps and promote the Empowerment of Women that may be relevant to the proposed activity;
- b. any corresponding gender-responsive measures to address differences, identified impacts and risks, and opportunities through a gender action plan or equivalent;
- c. if gender-responsive measures have been identified, the results framework or logical framework include actions, Gender-Sensitive Indicators and sex-disaggregated targets.

In its review of Program Framework Documents, Project Identification Forms, and Requests for CEO Endorsement/ Approval, the Secretariat assesses whether the documentation reflects the principles set out in this Policy and is consistent with the provisions presented in the previous two paragraphs.

Agencies oversee the implementation of gender-responsive measures as documented at CEO Endorsement/ Approval, and provide information in their annual project implementation reports, mid-term reviews and terminal evaluations on progress, Gender-Sensitive Indicators and results.

The Secretariat updates and maintains project templates, in consultation with Agencies so that they reflect the principles set out in this Policy and are consistent with the provisions presented in the 2nd and 3rd paragraph on this page.

Monitoring, Learning and Capacity Development

The Secretariat tracks and reports annually to the Council, and, as required, to the MEAs which the GEF serves on portfolio-level progress, sex-disaggregated data, gender information and results.

The Secretariat develops and disseminates guidelines and action plans, within six months following the adoption of this Policy, in consultation with Agencies and other relevant stakeholders and expert organizations, to support the effective and coherent implementation of this Policy.

The Secretariat and Agencies generate and share knowledge on good practice, methodologies and lessons learned on promoting Gender Equality and the Empowerment of Women related to the GEF's areas of work, with a view to inform programming in furtherance of this Policy.

The Secretariat and Agencies leverage national, regional and global outreach events and activities to raise awareness and support capacity development on gender mainstreaming related to the GEF's areas of work.

The Secretariat mainstreams gender in other GEF-financed activities, such as national and regional outreach activities executed by the Secretariat, and in the development of GEF policies, guidelines, strategies and communication and knowledge products.

Agency Policies, Procedures and Capabilities

Agencies demonstrate that they have in place the necessary policies, procedures and capabilities required to ensure that:

- a. Gender Analyses, socio-economic assessments or the equivalent are applied to inform Gender-responsive design, implementation, monitoring and evaluation, including budgeting and staffing, of Agency activities;
- b. Activities implemented by the Agency do not exacerbate existing gender-related inequalities and, where relevant, address Gender Gaps;
- c. Activities implemented by the Agency strive to provide equal opportunities for women and men to benefit;
- d. women and men are provided equal opportunities in terms of participation and decision-making throughout the identification, design, implementation, monitoring and evaluation of activities implemented by the Agency;
- e. collection of sex disaggregated data and information on gender, and the use of Gender-Sensitive Indicators, sex-disaggregated targets and results, as relevant, are regularly incorporated in monitoring, evaluation and reporting of Agency activities.

Compliance

The Secretariat facilitates an assessment of Agencies' compliance with the requirements set out in bullets a to e above, for Council review and decision within 18 months of the date of effectiveness of this Policy.

If an Agency does not meet the requirements set out in bullets a to e above, the Agency, in consultation with the Secretariat, develops a concrete, time-bound action plan to achieve compliance. The Secretariat, on behalf of the Agency, submits the action plan for review and approval by the Council. Unless the Council decides otherwise, the Agency may continue to seek GEF financing while it implements the time-bound action plan.

Once an Agency has been found to meet the requirements set out in bullets a to e above, the Agency and the Secretariat carry out periodic reporting and monitoring of compliance using the modalities set out in the *Policy on Monitoring Agencies' Compliance*²⁷.

EFFECTIVENESS

The Policy will come into effect on July 1, 2018 and will remain in effect until amended or superseded by the Council. The Policy applies to all new GEF-Financed Activities submitted on or after the date of effectiveness. For GEF-Financed Activities under implementation, the Policy applies to all annual project implementation reports as well as mid-term reviews and terminal evaluations submitted after one year of the date of effectiveness.

REVIEW OF THE POLICY

The Council decides on the review and revision of this Policy.

REFERENCES AND RELATED DOCUMENTS

GEF Policies

- *Agency Minimum Standards on Environmental and Social Safeguards* (OP/PL/03)
- *Minimum Fiduciary Standards for GEF Partner Agencies* (GA/PL/02)
- *Monitoring Agencies' Compliance* (SD/PL/04)
- *Monitoring and Evaluation Policy*
- *Project and Program Cycle* (OP/PL/01)
- *Policy on Stakeholder Engagement* (forthcoming)
- *Policy on Access to Information* (forthcoming)

Guidelines

- *Application of Environmental and Social Safeguard Standards* (SD/GN/03)
- *Guidelines on the Project and Program Cycle Policy* (GEF/C.52/Inf.06)
- *Principles and Guidelines for Engagement with Indigenous Peoples* (GEF/C.42/Inf.03/Rev.1)
- *Guidelines for the Implementation of the Public Involvement Policy* (GEF/C.47/Inf.06)

Definitions

CEO Approval means the approval of a fully developed medium-sized project or enabling activity by the GEF CEO.

CEO Endorsement means the endorsement of a fully developed full-sized project by the GEF CEO.

Enabling Activity means a project for the preparation of a plan, strategy or report to fulfill commitments under a Convention.

Empowerment of Women and Girls means an expansion of agency throughout women's lives, via participation and decision-making, including support to (i) women's rights, access to and control over resources; (ii) women's access to opportunities and resources; (iii) actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality; and (iv) women's ability to exert influence in society.²⁸

GEF Agency means an institution eligible to request and receive GEF resources directly from the GEF Trustee on behalf of an eligible recipient for the design and implementation of GEF-financed projects.

GEF-Financed Activity means any full-sized project, medium-sized project, enabling activity or regional or national outreach activity financed from any GEF-managed trust fund.

Gender refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. Gender is part of the broader socio-cultural context, including class, race, poverty level, ethnic group, sexual orientation, and age. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.²⁹

Gender Analysis means a critical examination of how differences in gender norms, roles, power structures, activities, needs, opportunities and rights affect men, women, girls and boys in a certain situation or context. It includes collection and analysis of sex-disaggregated data and gender information to understand gender differences, determine gender differentiated impacts and risks, to identify measures to avoid adverse gender impacts, and to uncover and act on opportunities to address gender inequality relevant to the activity.

Gender Equality means the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Mainstreaming Gender means the process of assessing the implications for women and men of any planned action, including legislation, policies or programs. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs so that women and men benefit equally and inequality is not perpetuated.³⁰

Gender-Responsive Approach means that the particular needs, priorities, power structures, status and relationships between men and women are recognized and adequately addressed in the design, implementation and evaluation of activities. The approach seeks to ensure that women and men are given equal opportunities to participate in and benefit from an intervention, and promotes targeted measures to address inequalities and promote the empowerment of women.

Gender Gap means any disparity and inequality between women and men's condition due to their position or role in society. It concerns inequalities in terms of their participation, their access to opportunities, rights, power to influence and make decision, incomes and benefits, and control and use of resources.³¹

Gender-Sensitive Indicator means an indicator that can be used at various levels to monitor and report on socio-economic and gender-sensitive changes over a period of time.

Program Framework Document means the document that sets forth the concept of a program that is proposed for GEF financing.

Project Identification Form means the applicable document that sets forth the concept of a full-sized project or medium-sized project that is requesting GEF financing.

Stakeholder means an individual or group that has an interest in the outcome of a GEF-financed activity or is likely to be affected by it, such as local communities, Indigenous Peoples, civil society organizations, and private sector entities, comprising women, men, girls and boys.

Stakeholder Engagement means a process involving stakeholder identification and analysis, planning of Stakeholder Engagement, disclosure of information, consultation and participation, monitoring, evaluation and learning-throughout the project cycle, addressing grievances, and on-going reporting to stakeholders.

ENDNOTES

- 1 SD/PL/02 (http://www.thegef.org/sites/default/files/documents/Gender_Mainstreaming_Policy-2012_0.pdf)
 - 2 *Joint Summary of the Chairs, 40th GEF Council Meeting, May 24–26, 2011* (http://www.thegef.org/sites/default/files/council-meeting-documents/C.40_Joint_Summary_of_the_Chairs_0_4.pdf)
 - 3 GEF/C.47/09/Rev.01(http://www.thegef.org/sites/default/files/council-meeting-documents/25_EN_GEF.C.47.09.Rev_01_Gender_Equality_Action_Plan_1.pdf)
 - 4 *Joint Summary of the Chairs, 47th GEF Council Meeting, October 28–30, 2014* (http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.47_Joint_Summary_of_the_Chairs_1.pdf)
 - 5 GEF/ME/C.52/Inf.09 (http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.ME.C.52_Inf.09_Gender_May_2017.pdf)
 - 6 *Joint Summary of the Chairs, 52nd GEF Council Meeting, May 23–25, 2017* (http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.52_Joint_Summary_of_the_Chairs.pdf)
 - 7 **United Nations Convention to Combat Desertification (UNCCD)** articles 5, 10 and 19 and Article 8 of the Annexes on Africa, the Gender Action Plan (Decision 31/COP.13) as well as COP decisions 9/COP.10, 9/COP.11; **Convention on Biological Diversity (CBD)** decisions IX/8, X/19, XI/2, XIII/1, and the CBD 2015–2020 Gender Plan of Action, decision XII/7; **Stockholm Convention on POPs** articles 7, 10 and the Gender Action Plan of the Secretariat of the Basel, Rotterdam and Stockholm Conventions (BRS-GAP); BC-13/20, RC-8/13, SC-8/23 of the BRS Conventions; **United Nations Framework Convention on Climate Change (UNFCCC)** decisions 36/CP.7, 1/CP.16, 23/CP.18, 18/CP.20, D 1/CP.21 (Paris Agreement), 21/CP.22 and over 50 other decisions or mandates related to gender, women or socially responsible policy
 - 8 SD/PL/01 (http://www.thegef.org/sites/default/files/documents/Public_Involvement_Policy-2012.pdf)
 - 9 SD/PL/02 (http://www.thegef.org/sites/default/files/documents/Gender_Mainstreaming_Policy-2012_0.pdf)
 - 10 GEF/C.46/10, (https://www.thegef.org/gef/sites/thegef.org/files/documents/GEF.C.46.10_GEF2020_-_Strategy_for_the_GEF_May_15_2014.pdf)
 - 11 GEF/C.47/09/Rev.01(http://www.thegef.org/sites/default/files/council-meeting-documents/25_EN_GEF.C.47.09.Rev_01_Gender_Equality_Action_Plan_1.pdf)
 - 12 GEF/C.40/09, *Broadening the GEF Partnership under Paragraph 28 of the GEF Instrument* (http://www.thegef.org/sites/default/files/council-meeting-documents/C.40.09_Broadening_the_GEF_Partnership.04_26_11_1.pdf)
 - 13 *Joint Summary of the Chairs, 40th GEF Council Meeting, May 24–26, 2011*
 - 14 GEF/C.47/09/Rev.01(http://www.thegef.org/sites/default/files/council-meeting-documents/25_EN_GEF.C.47.09.Rev_01_Gender_Equality_Action_Plan_1.pdf)
 - 15 GEF/ME/C.52/Inf.09 (http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.ME.C.52_Inf.09_Gender_May_2017.pdf)
 - 16 Baseline information is presented in the GEF Gender Equality Action Plan (GEF/C.47/09/Rev.01) page 18
 - 17 GEF/ME/C.52/Inf.09 (http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.ME.C.52_Inf.09_Gender_May_2017.pdf)
 - 18 Ibid.
 - 19 IEO 2014, *Fifth Overall Performance Study of the GEF* (https://www.thegef.org/sites/default/files/council-meeting-documents/OPS5_Final_Report_Full_Version-English_1.pdf)
 - 20 SD/GN/03, *Application of Policy on Environmental and Social Safeguard Standards* (http://www.thegef.org/sites/default/files/documents/Guidelines_Application_of_Environmental_and_Social_Safeguard_Policy_2015.pdf)
 - 21 GA/PL/02 (https://www.thegef.org/sites/default/files/documents/GA.PL_02_Minimum_Fiduciary_Standards_0.pdf)
 - 22 SD/PL/04 (http://www.thegef.org/sites/default/files/documents/Monitoring_Agency_Compliance_Policy_SDPL04.pdf)
 - 23 GEF-C.53-08, *Plan to Review the GEF's Environmental and Social Safeguards*
 - 24 GEF-C.53-09, *Rationale and Plan to Review the GEF's Fiduciary Standards*
Definition builds on ECOSOC agreed conclusions 1997/2
 - 25 **United Nations Convention to Combat Desertification (UNCCD)** articles 5, 10 and 19 and Article 8 of the Annexes on Africa, the Gender Action Plan (Decision 31/COP.13) as well as COP decisions 9/COP.10, 9/COP.11; **Convention on Biological Diversity (CBD)** decisions IX/8, X/19, XI/2, XIII/1, and the CBD 2015–2020 Gender Plan of Action, decision XII/7; **Stockholm Convention on POPs** articles 7, 10 and the Gender Action Plan of the Secretariat of the Basel, Rotterdam and Stockholm Conventions (BRS-GAP); BC-13/20, RC-8/13, SC-8/23 of the BRS Conventions; **United Nations Framework Convention on Climate Change (UNFCCC)** decisions 36/CP.7, 1/CP.16, 23/CP.18, 18/CP.20, D 1/CP.21 (Paris Agreement), 21/CP.22 and over 50 other decisions or mandates related to gender, women or socially responsible policy
 - 26 Including activities funded through all GEF-managed trust funds, unless decided otherwise by the LDCF/SCCF Council in response to guidance from the Conference of the Parties of the United Nations Framework Convention on Climate Change.
 - 27
 - 28 Definition builds on UN Women, Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)—concepts and definitions
 - 29 Ibid.
 - 30
 - 31 Definition builds on UN Women, Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)—concepts and definitions
- SD/PL/04 (http://www.thegef.org/sites/default/files/documents/Monitoring_Agency_Compliance_Policy_SDPL04.pdf)