

ADA'S GENDER POLICY

SUMMARIZE AND HIGHLIGHTS

-2020-

intermediate document



« We hope even more in this area, being convinced that the process undertaken by the Kingdom to substantively achieve equality between women and men will encourage greater involvement of women in socio-economic development and the creation of wealth and successful companies that generate jobs. »

Message from His Majesty King Mohammed VI to the participants in the 61st congress of Women Entrepreneurs of the World.

September 27-28, 2013, Marrakech.



Context reminder

Reminder of the requirements of the GCF policy for Accredited Entities

The analysis focused on the operationalization of the GCF's gender policy in regard to accredited entities (AE) through their own policies, gender action plans and their ability to monitor.

In this context, the GCF provides a support to AEs, that are submitting funding proposal, on the type of gender documentation required during the **planning**, **preparation** and **development** phase of the project.

It also requires the adoption of methods and tools to promote gender equality and reduce gender disparities in climate finance by **integrating gender issues into the project cycle**.

Finally, the aim is to measure the results and impacts of the project's activities on the resilience of women and men to climate change through gender-sensitive monitoring and evaluation. The integration of the gender dimension should shape the entire project cycle, from project identification to monitoring and evaluation.

Roles and commitments of the accredited entity (AE) and designated authorities / national focal points

Contribution of AEs and Governance: AEs will devote the financial, human and other necessary resources, as needed, to meet the principles and requirements of gender equality policy.

Monitoring and reporting: At the project level, AEs will be responsible for meeting the principles and requirements of the gender policy and will support the implementation of the gender action plan at the project level of the GCF-approved activity, as well as reporting on results, including: the generation and use of gender-disaggregated data and as well as qualitative data.

Policy alignment: National coordination authorities/focal points and AEs will take the necessary steps to ensure that the proposed projects, as well as the activities proposed under the Fund's preparedness and assistance programme, submitted to the GCF for funding, are **aligned with national gender equality policies and priorities**.

1.1. GCF requirements for project preparation and submission

This step involves an initial **social and gender assessment**, which must be included in the funding proposal. The assessment includes an overview of the gender situation in the region, country or project area, gender issues that may be relevant to the



proposed project, and opportunities to bring about positive change for women and men.

AEs are also invited to submit an action plan in favour of gender equality and social inclusion at the project preparation stage that should include:

- 1. The gender-sensitive activities that the project will undertake.
- 2. Provide relevant gender performance indicators.
- 3. Goals sex disaggregated.
- 4. Timelines.
- 5. Lines of Responsibility.
- 6. A budget for each proposed activity.

The submission of an action plan for gender equality and social inclusion **is a unique characteristic** of the GCF's funding proposal process, as the it is the only climate finance mechanism to call for such a plan.

In the future, the GCF aims to make the **initial social and gender assessment and action plan for gender equality and the social inclusion** of <u>mandatory</u> documentation in the process of submitting funding proposals to the Fund.

The GCF will ask AEs to ensure that the concept notes and funding proposals submitted, meet the principles and requirements of gender equality policy. AEs are required to submit, as part of the funding proposal, a gender assessment accompanying appropriate environmental and social assessments (as required, based on the level of risk and impact), and a gender action plan at the project level.

The GCF will also require AEs to take the necessary steps to ensure **gender-equality** in stakeholder consultation.

1.2. GCF requirements for project implementation, monitoring and reporting

The GCF will ensure that AEs take the necessary steps to implement the gender equality action plan presented as part of the funding proposal approved by the Fund. If necessary, AEs will refine the baseline, indicators and objectives in terms of gender equality.

AEs will also be required to provide periodic updates to gender assessments and inform them in the event of major changes in project design and execution or in other circumstances that may affect the implementation of the action plan. The AEs will regularly notify the GCF of any changes brought to the gender equality action Plan at the project level.

For each project, the GCF will ensure that AEs collect relevant data to demonstrate the implementation of the gender action plan and will measure the results of climate change adaptation and mitigation activities against women and men using gender-based data and gender analysis (qualitative and quantitative) throughout the life cycle of the project.



AEs will then be required to report on progress in implementing the gender action plan at the project level through operational reports.

ADA's Gender Action Plan

1. Alignment of the ADA with the constitutionalizing of the Gender approach in Morocco

The standard of reference for the principle of gender equality in Morocco is Article 19 of the Constitution:

"Men and women enjoy, on an equal basis, civil, political, economic, social, cultural and environmental rights and freedoms, set out in this title and in the other provisions of the Constitution, as well as in the conventions and international pacts duly ratified by the Kingdom in accordance with the provisions of the Constitution, the constants and the laws of the Kingdom. The Moroccan state works to achieve gender parity. To this end, an Authority for Parity and combating all forms of discrimination is created."

Improving gender-disaggregated statistics is now a priority for the state. Integrating the gender dimension into political, economic, social, health, demographic and cultural statistics is an important step in assessing progress on gender equality. These statistics allow, among other things, to measure the gender gap and to inform the decision-maker on the policies to be pursued in a number of areas with a view to mitigating them.

Thus, ministerial departments and public institutions are required, under the provisions of the Organic Finance Act published in the official bulletin in June 2015, to set about diagnoses based on the "gender" approach and accompanied by defining the objectives to be achieved in terms of reducing gender inequality. These diagnoses should take into account the territorial dimension and take ownership of the operation of encrypting public policies and programmes by proceeding with their declination into objectives, results, and gender-sensitive indicators, while at the same time developing mechanisms for monitoring and evaluating the programmes adopted.

Morocco's commitment to the gender approach is part of the adoption of the 17 Sustainable Development Goals (SDGs) including SDG 5 "Achieving Gender Equality and Empowering All Women and Girls."

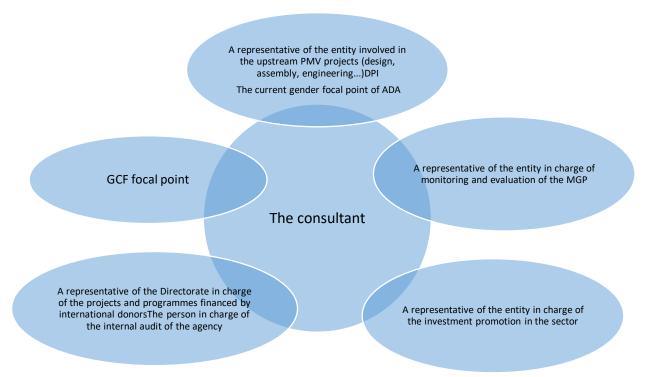
The desire to implement a gender policy at the ADA is perfectly aligned with the Moroccan government's commitment to gender.



2. ADA's compliance with GCF requirements

In order to implement a gender policy, A group of relevant representatives of ADA helped to define a gender-based approach, taking into account the Agency's strategic orientations and GCF's guidance as an international standard.

This action-based approach, grouped by headings, is the result of an in-depth consultation taking into account the forthcoming operationalization of this kind of policy, and the feasibility of its implementation.



This approach will be developed at the level of the various governance supports to ensure its operational implementation, whether at the level of its general policy, internal procedures, management and monitoring of programs and projects or activities.

The ten (10) actions selected, forming a coherent implementation of a gender policy, are included below. Each action is then detailed in an "action sheet" with a concerted content.



In terms of governance and internal policy

Action 1.

Amendment of the Governance Improvement Plan

Action 2.

Setting up a « Gender » Committee

Action 3.

Integration of gender in strategies to promote local products and support producer groups

In terms of internal procedures

Action 4.

Gender integration in the project sheets Pillar II: EX ANTE project analysis matrixes for gender

Action 5.

Gender integration in Pillar II project evaluation sheets

Action 6.

Gender integration in the Gender assessment grids of projects submitted to GCF

In terms of awareness/communication

Action 7.

Development of a brochure on ADA Gender Policy

Action 8.

Development of an outreach booklet incorporating the gender requirements of the GCF

In terms of capacity building

Action 9.

Development and implementation of an ADA staff training plan addressing more technical themes related to gender-sensitive project management

Action 10.

Organizing information workshops for partners and stakeholders



ADA's Gender policy will be implemented step by step, and will reinforces by the implementation of the new Environmental and Social Policy.