



# Gender integration at the Climate Investment Funds

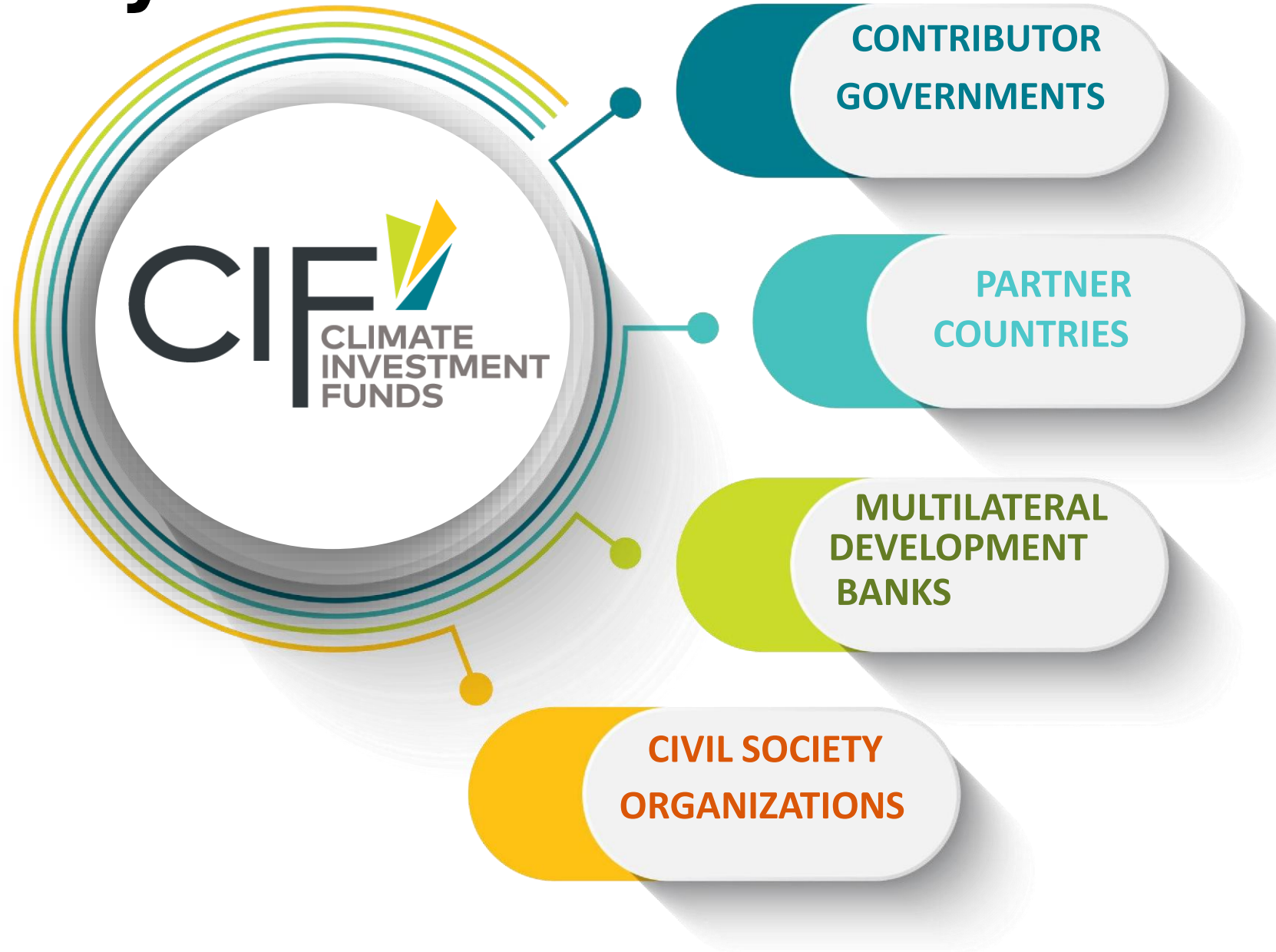
*Nina Kolybashkina, Head of Gender and Social Inclusion*  
*Farah Outeldait, Gender and Social Inclusion Officer*

*April 22, 2026*

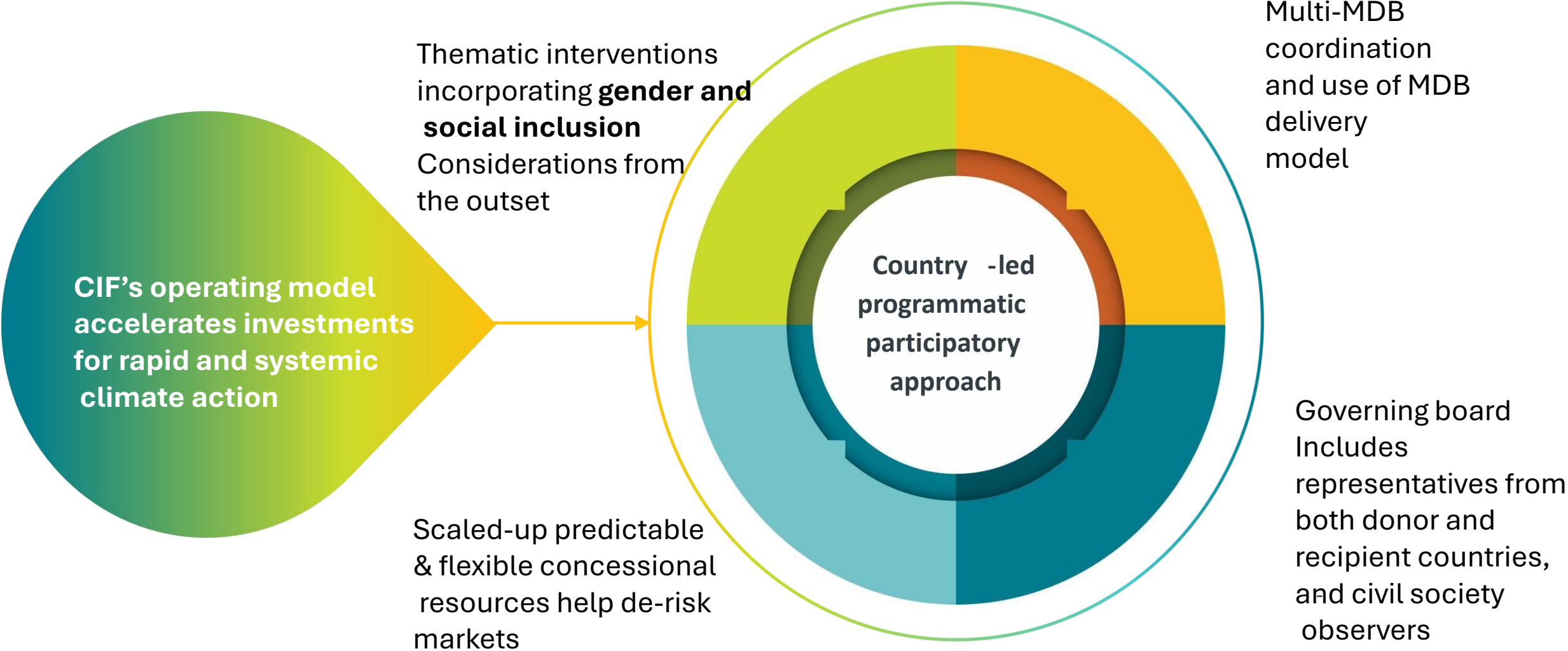
# 17 years of delivery

CIF has a **17 years of track Record** as a pioneering multilateral climate fund delivering low-cost, long-term finance, in over 80 developing countries

- **15** contributor countries
- **USD 12.5 billion** in pledges and contributions
- Expected co-financing of **USD 64.6 billion**
- **360+** projects



# Our operating Model



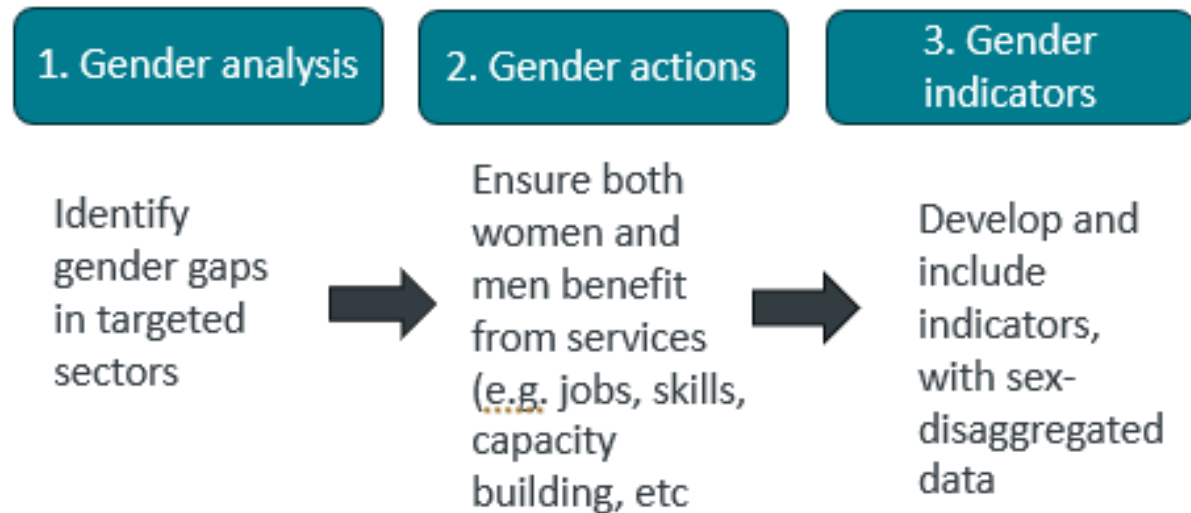
# CIF Gender policies and procedures

4

## Gender mandate

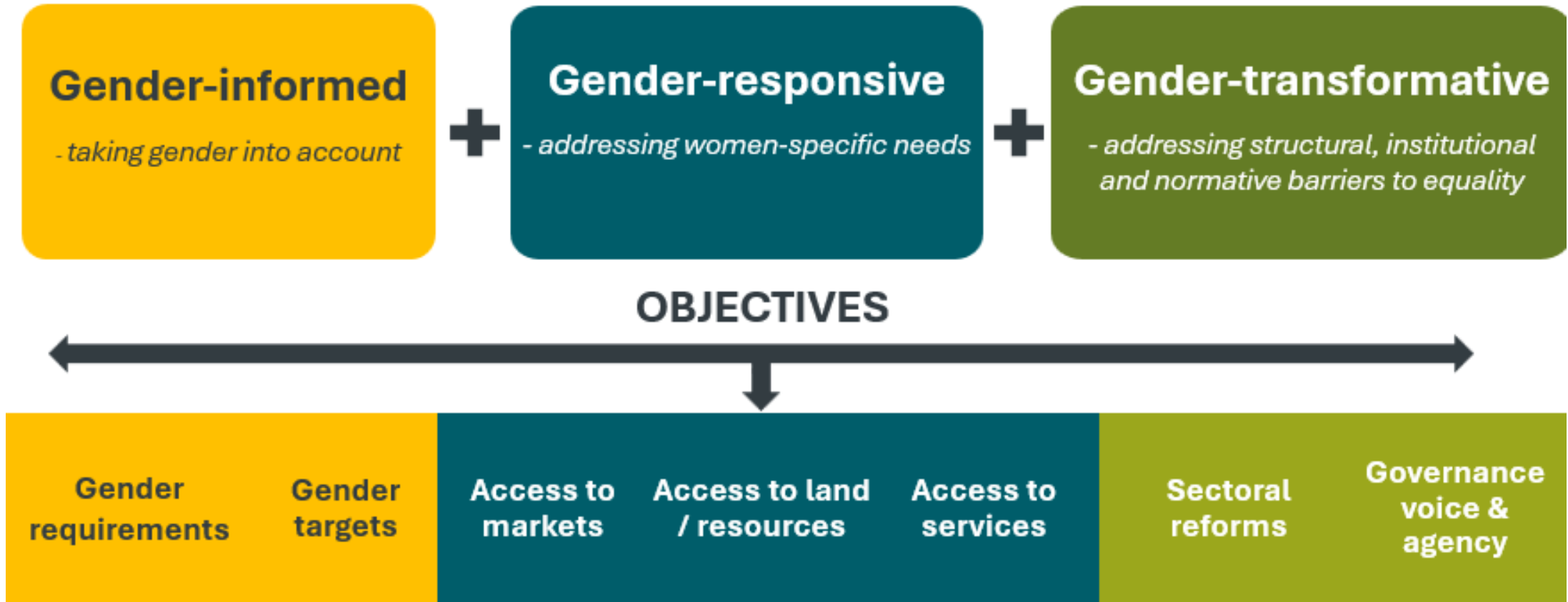
- **CIF Gender Policy** – 2018, builds on MDB's own Gender Strategies and Policies
- **Gender Action Plan III (FY21-24)** – scaled up ambition on gender-transformative change
- Requirements for gender inclusion during Investment Plan (IP) process
- Gender team upstream review at IP and project preparation stage

## Gender integration in Investment Plans and Projects



For projects CIF uses a **Gender Score Card** to monitor the quality of gender integration at entry

# Evolution of CIF's approaches to gender



# Women Climate Leadership

*“the ability of women to access and influence spaces where decisions about climate mitigation and adaptation are made to ensure that gender equality considerations are incorporated into those decisions and structural barriers to equality are removed.”*

Comprehensive approach for climate finance providers to:

- Analyzing gaps in women’s climate leadership across three domains — state/public institutions, markets/private sector, and civil society;
- Identifying cross-cutting barriers, reflecting formal and informal or “invisible” power, that prevent women from accessing and thriving in leadership spaces; and
- Developing policy and programmatic responses to promote women’s leadership

In partnership with **IIED** and **EnGen Collaborative**



HARNESSING CLIMATE FINANCE TO ADVANCE WOMEN'S CLIMATE LEADERSHIP

*Background paper introducing a conceptual framework and a diagnostic questionnaire*

// June 2023

WOMEN CLIMATE LEADERSHIP INITIATIVE//  
REPORT

- TOPICS
- Women Climate Leadership
  - Gender-Transformative Climate Finance
  - Women-Led Initiatives

<https://www.cif.org/knowledge-documents/harnessing-climate-finance-advance-womens-climate-leadership>

# Investment Plan Life Cycle

<b>1</b> EOI & Selection Phase	<b>2</b> Preparation Phase	<b>3</b> Implementation Phase	<b>4</b> Completion Phase
<p><b>Countries submit</b> Expressions of Interest (EOI)</p> <p><b>Independent Expert Group (IEG)</b> ranking of EOIs</p> <p><b>TFC selection</b> &amp; invitation to prepare IPs</p>	<p><b>Coordinating MDB</b> selected</p> <p><b>Technical analysis</b></p> <p><b>Scoping/Joint Missions</b></p> <p><b>Stakeholder Consultations</b></p> <p><b>Submit IP; TFC considers endorsement</b></p>	<p><b>Projects developed</b>, submitted for approval</p> <p><b>Program policy and regulatory enhancement</b></p> <p><b>Coordination &amp; Programmatic delivery</b></p> <p><b>IP or project updates</b></p>	<p><b>IP Close-Out</b></p>
<b>GENDER INTEGRATION</b>	<b>GENDER INTEGRATION</b>	<b>GENDER INTEGRATION</b>	<b>GENDER INTEGRATION</b>
<p><b>GESI criteria:</b> min. 15% of EOI scoring weight (ARISE)</p> <p><b>IEG panel:</b> requesting to include GESI expertise</p>	<p><b>Consultations with women's organizations:</b> mandatory; findings must be reflected in IP doc</p> <p><b>Gender and social inclusion analysis:</b> required annex in all IPs</p> <p><b>Joint missions:</b> must include gender expertise</p> <p><b>Aspiration: 5-10% of IPPG resources:</b> allocated to GESI diagnostics and stakeholder engagement</p>	<p><b>MDB gender focal points:</b> designated and accountable for CIF gender reporting</p> <p><b>Gender Integration:</b> analysis, activities, indicators, MDB-own gender tagging</p> <p><b>Mid-cycle monitoring:</b> adaptive management required if gender targets off-track</p>	<p><b>Dedicated gender results review:</b> quantitative and qualitative outcomes documented</p> <p><b>Completion reports:</b> must capture gender outcomes with sex-disaggregated data</p> <p><b>Portfolio aggregation:</b> gender data reported to TFC annually</p> <p><b>Lessons:</b> feed into design of subsequent IPs and programs</p>

# CIF Gender Policy requirements



## IP development process

**Map out relevant gender-related CSOs**, women's groups/organizations, and CSOs representing vulnerable groups and conduct consultations.

**Engage with Ministry of Women Affairs**, Gender Focal Points in Line Ministries, UNFCCC Gender Focal Points in-country

Include **MDBs Gender Specialists**



## IP and project document

**Clearly reflect results of consultations** with women and CSO, gender analysis, actions and indicators

**Technical review** by CIFSEC Gender team prior to approval  
For project documents – **gender tagging process** at MDB Board approval



## IP implementation

Appointing **Gender Focal Point** for the Investment Plan is encouraged

### **Monitoring and reporting gender results :**

- Sex disaggregation of all relevant indicators
- Reporting on selected project level gender indicators
- Qualitative analysis of gender impacts recommended.

# CIF Gender Learning Review

2014 – 2024

A decade of evidence on gender-responsive climate finance

255 projects | 6 MDB partners | 81+ countries  
Source: CIF Gender Learning Review, 2014–2024 (255 projects)

**72M+**

people reached across CIF programs

*Women represent at least half of all beneficiaries*

**32.8M**

women supported to build climate resilience (PPCR)

*50.5% of all PPCR beneficiaries*

**~2M**

women gained clean energy for the first time

*SREP program; 51% of all electricity beneficiaries*

**8% → 95%**

gender scorecard compliance in CTF, 2014 to 2024

*A decade of measurable design-stage progress*

**77%**

of completed projects reported gender results

*Based on systematic review of 44 completed projects*

**45.4%**

female employment in Rwanda solar companies

*Original target: 10%  
Result of adaptive design*

# CIF Gender Learning Review: What a Decade of Evidence Shows

1

## Results delivered at scale

CIF has reached over 72 million people, with women at least half of beneficiaries where data is robust. PPCR alone supported 32.8 million women to build climate resilience. SREP brought clean energy to nearly 2 million women for the first time.

2

## Design quality drives delivery

Projects embedding gender indicators and dedicated resources at design consistently produced stronger results. In Rwanda, female employment in solar companies reached 45% against a 10% target. In India, all 14 Gender Action Plan targets were met and institutionalized beyond project closure.

3

## A decade of consistent progress

Gender scorecard compliance for new projects rose from 8% to 95% over ten years. Stronger implementation follow-through is the next frontier -- ensuring that design commitments translate into documented results on the ground.

4

## Beyond access: economic empowerment

CIF's most significant results go beyond beneficiary counts. Investments have reduced women's time poverty, expanded green finance access, and built women's leadership in governance -- structural changes that outlast the project cycle.

5

## Expanding the lens: toward social inclusion

Climate-vulnerable communities often face compounding exclusions: gender, indigeneity, disability, geography. CIF's strongest projects have addressed these intersections deliberately. The next Action Plan embeds this systematically across all programs.

# Performance Incentives as a Gender Integration Lever in Solar Infrastructure

*Brazil Solar Project — IDB Invest / CIF Technical Assistance Facility*

## CHALLENGE

Large-scale solar infrastructure with few natural entry points for gender: procurement, engineering, and construction pipelines are male-dominated by default, with no existing regional pipeline for women to enter.

Conventional private sector financing contained no built-in accountability for gender outcomes. Policy guidance at design stage had not changed hiring or community engagement behavior in comparable projects.

## ACTIONS TAKEN

Performance-based incentives (PBIs) embedded in the financing terms: interest rate reductions tied to verified gender milestone achievement, not just good-faith commitments.

Milestones set upfront and monitored: 10% women in construction workforce, STEM outreach to women and girls, community gender action plan, post-project livelihood training. IDB Invest and CIF TAF provided dedicated technical support.

## RESULTS

162 women employed in construction, meeting the 10% workforce milestone. 250 women and girls reached through STEM and livelihood training.

All gender milestones achieved at completion, triggering the full financial incentive. First CIF case demonstrating that linking concessional terms to verified gender results changes private sector behavior.

**KEY LESSON:** Financial incentives change behavior where policy guidance alone does not. Embedding gender targets in financing terms -- not just project design -- is effective for private sector operations where implementation accountability is otherwise limited.

## RELEVANCE TO GESI AP 2027-2030

This model directly informs the Action Plan's performance-based concessionality mechanism -- scaling PBIs selectively across CIF's private sector portfolio.

# Gender Equality and Social Inclusion Action Plan 2027–2030 - VISION

*Subject to TFC approval | Tentative framing – for consultation*

The next Action Plan marks a strategic shift: from strengthening gender integration at design to driving accountability for outcomes across the full investment cycle. It expands CIF's ambition to a Gender Equality AND Social Inclusion framework, ensuring the voices and needs of Indigenous Peoples, persons with disabilities, youth, and other marginalized groups are embedded, without losing the focus on gender that has driven CIF's progress.

1

## 1. Mandatory minimum standards

Key Gender Policy provisions shift from advisory to binding, applied consistently across MDB partners, Investment Plans, and project cycles.

2

## 2. Full-cycle accountability

Implementation oversight strengthened beyond design-stage review: structured mid-cycle monitoring, MDB reporting requirements, and portfolio-level gender performance dashboards.

3

## 3. Portfolio commitment + performance-based incentives

Exploring at least 60% of CIF's portfolio to meet strengthened GESI criteria. Selective use of outcome-based concessionality calibration to link financing terms to verified gender and social inclusion results.

4

## 4. Intersectional social inclusion

Systematic integration of disability, indigeneity, age, and geography alongside gender. A GESI taxonomy and updated scorecard make these dimensions visible and actionable across programs.

*CIF is also positioned to lead on gender-responsive climate finance taxonomy development, building on analytical work initiated through this Learning Review.*

# Your Voice Matters: Questions for Country Gender Focal Points

CIF's Gender and Social Inclusion Action Plan (2027-2030) is being developed, informed by what works on the ground in partner countries. As national gender focal points working at the intersection of climate policy and gender equity, your perspective is direct evidence we cannot get elsewhere, so your inputs would be very appreciated!

## WHAT WORKS ON THE GROUND

Q1

From your experience, what has been most effective in integrating gender into national climate action - and where do international climate finance institutions fall short in supporting you?

## ENGAGEMENT AND ACCESS

Q2

In your experience - how well do MDBs engage with national gender focal points, women's organizations, and marginalized communities during country programming - and what would make that engagement more meaningful?

## PRIORITIES FOR 2027-2030

Q3

As CIF develops its next Gender and Social Inclusion Action Plan, what are the 1-2 priorities you would most want to see reflected - including on social inclusion beyond gender?

*We welcome written responses from Country Focal Points after the session. Please share feedback with the CIF Gender Team.*