



*In partnership with*



# FINAL REPORT

*For the Assignment “Engagement of consulting firm for supporting international consultant in designing curricula and implementation of training on ESS and Gender”*

**Client:** “ARMSWISSBANK” CJSC

**Consultant:** “Alfa Partners” LLC (Armenia) in partnership with **Globalfields** Ltd (UK)

**Reference:** RFP N ASB/GCF - 07/002

**Yerevan**

**10 December 2021**

# Table of Content

**Abbreviations** ..... 3

**Background** ..... 4

**Feedback Survey** ..... 4

**Recommendations for future trainings** ..... 6

**ANNEX I - Actual dates of the trainings** ..... 11

**ANNEX II - List of training participants** ..... 12

**ANNEX III - Syllabus**..... 15

## Abbreviations

<b>ADB</b>	Asian Development Bank
<b>AF</b>	Adaptation Fund
<b>AFD</b>	Agence Française Développement
<b>CBI</b>	Climate Bonds Initiative
<b>EBRD</b>	European Bank for Reconstruction and Development
<b>ECA</b>	Europe and Central Asia
<b>EIB</b>	European Investment Bank
<b>GCF</b>	Green Climate Fund
<b>GEF</b>	Global Environment Facility
<b>GoA</b>	Government of Armenia
<b>IFC</b>	International Finance Corporation
<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>KfW</b>	Kreditanstalt für Wiederaufbau
<b>KPI</b>	Key Performance Indicator
<b>NDA</b>	National Designated Authority
<b>NDC</b>	Nationally Determined Contribution
<b>RA</b>	Republic of Armenia
<b>TCFD</b>	Task Force on Climate Related Financial Disclosure
<b>UNEP-FI</b>	United Nations Environment Programme – Financial Institutions
<b>UNFCCC</b>	United Nations Framework Convention on Climate Change
<b>WB</b>	World Bank

## Background

“ARMSWISSBANK” CJSC has selected “Alfa Partners” LLC (Armenia) and “Globalfields” Ltd (UK) to design and deliver 30 hours long training course on ESS and Gender based on the Template ESMS Manual designed by DDA International Consulting in partnership with ADWISE Consulting.

The Template ESMS manual has been reviewed in partnership with Maia Rossi (international consultant directly contracted by “ARMSWISSBANK” CJSC) and with the engagement of Marta Simonetti, Managing Director of Globalfields. The final syllabus of the training (Annex III to this Report) has been adjusted based on the needs of the training participants (collected through quick phone interviews) and overall understanding of international consultants.

The dates of the training sessions and their focus as well as list of participants are provided in separate annexes (Annex I and Annex II)

## Feedback Survey

At the end of the training a brief survey has been circulated among participants to gather feedback on the training sessions.

**Table 1** presents a summary of findings among 14 participants<sup>1</sup>; in bold the response which got the higher number of total responses.

Table 1. - Feedback Survey Results

ID	Question	Answer Choices	Responses %	Responses n of participants
<b>1</b>	How did you find the content of the course?	Easy to understand, I would have liked to be challenged more	14	2
		<b>Just perfect</b>	<b>86</b>	<b>12</b>
		Too difficult, I could not follow some parts	0	0
<b>2</b>	Do you prefer to follow in person or online?	<b>In person</b>	<b>43</b>	<b>6</b>
		Online	35.5	5
		I don't mind	21.5	3
<b>3</b>	Would you rather have similar courses in which language?	Only English is fine	28.5	4
		Armenian	28.5	4
		<b>English with Armenian discussions</b>	<b>43</b>	<b>6</b>

<sup>1</sup> Survey conducted using <https://www.surveymonkey.com>

4	Do you feel you have a better understanding of environmental and social safeguards in the climate finance context now?	Yes	93	13
		Not really	7	1
5	Which ones of the following course would you be interested in to follow in the future? <i>(Multiple choices)</i>	Some more ESS from different lenders (other than GCF)	21.5	3
		<b>More training on how to develop an Environmental and Social Management system</b>	<b>50</b>	<b>7</b>
		ESG framework and reporting	7	1
		<b>Carbon accounting (TCFD, WRI scope 1, 2, 3 etc)</b>	<b>28.5</b>	<b>4</b>
		Processes to issue green bonds	21.5	3
		Mapping out the source of green finance	21.5	3
		<b>Going Green – step by step guidance for transforming financial institution into the green bank</b>	<b>50</b>	<b>7</b>
6	How did you find the course	<b>Good</b>	<b>61.5</b>	<b>8</b>
		Super!	38.5	5
		Mmm, ok	0	0
7	What of these actions would have helped you to follow better/learn more	<b>Shorter sessions</b>	<b>36</b>	<b>5</b>
		Longer sessions	0	0
		In person training	28.5	4
		In Armenian / with Armenian translation	21.5	3
		During work hours	7	1
		Different topic	7	1

The feedbacks have been incorporated in the recommendations proposed in next session.

## Recommendations for future trainings

The summary of recommendations of the training team are presented in the section below.

The underlying idea is to build up the skills base and knowledge of the training participants, to enable them to become champions and mentors for green and sustainable finance within their organizations, and to thus change them from within.

As general feedback, strengthening the knowledge of the English language could help unlock potential for professional development for participants and helping achieving organizations' goals in green finance. Analyzing the feedback survey results, it is clear that some of the audience would rather have the classes only in Armenian. However, having classes designed in a way that include both Armenian and English languages could serve the above-mentioned purpose while ensuring participants fully understand the topics.

Where possible, having shorter sessions with smaller groups divided either by language skills or previous background in the topic would probably help achieving even better results. The venue could be booked for the same number of hours with the two groups alternate their presence and the trainers repeating the modules. A module could look like this:

- Day 1: time 2pm; intermediate class on Topic One, Group One; duration 1.5 hours;
- Day 1: time 4pm; advanced class on Topic One; Group Two; duration 1.5 hours.

**Table 2** summarizes some trainings which could be developed to deepen the knowledge of sustainable and green finance and more widely ESG topics. The selection takes into considerations participants' feedback and includes also recommendations from the previous round of Green Finance training carried out by Globalfields during the first quarter of 2021.

*Table 2. - Proposed Training*

<b>Proposed Training 1. – How to develop Environmental and Social Management System</b>	
<b>Scope of the training</b>	The training is aimed at providing participants with the aim to give them the detailed skills to draft the organization Environmental and Social Management System at a high-level system; no operative procedures would be included.
<b>Duration of the trainings</b>	This is an advance course. Courses of diverse complexity could be designed and proposed from 30 hours of duration depending on audience composition.
<b>Key focus of the training</b>	This training would focus on actual drafting the key components of the Environmental and Social Management System based on IFC PS1 such as: <ul style="list-style-type: none"> <li>• ES Policy;</li> <li>• ES risk and impacts;</li> </ul>

	<ul style="list-style-type: none"> <li>• Management Program;</li> <li>• Organizational capacity;</li> <li>• Monitoring and reviewing</li> <li>• External communication.</li> </ul> <p>In order for the ESMS to be final, a professional review of the documentation would be required.</p>
<b>Format of the training</b>	Custom made training

**Proposed Training 2.** – *Going Green – step by step guidance for transforming financial institution into the green bank*

<b>Scope of the training</b>	<p>Managing climate-related risks and supporting the transition to a low-carbon world are our most significant global challenges. In order to tackle this collective challenge, finance professionals globally need to develop their knowledge of green and sustainable Finance. The proposed training will help representatives of the Armenian banking sector to develop their understanding of, and apply, green and sustainable finance principles and practice in their roles and within their institutions.</p> <p>This course would be either offered to additional staff in the institutions (option 1 below), or would be a significant deepening of the course that was already run for the green finance champions (option 2 below).</p>
<b>Duration of the trainings</b>	<p>Courses of diverse complexity are available:</p> <ol style="list-style-type: none"> <li>1) short term from 8 to 30 hours of duration, and</li> <li>2) long term certification trainings with up to 1 year (online versions are available as well).</li> </ol>
<b>Key focus of the training</b>	<ul style="list-style-type: none"> <li>• Introducing green and sustainable finance in the context of retail, commercial and wholesale banking, central and development banks, insurance and investment sectors;</li> <li>• Covering the science of climate change and the role of the financial system in the natural world;</li> <li>• Global, international and national policy, regulatory and industry responses to support flows of finance for sustainable growth;</li> <li>• Identifying, disclosing and reporting climate-related financial risks, and other environmental and sustainability risks;</li> <li>• Introducing key sustainable finance frameworks/principles (e.g. UN SDGs, PRI/PRB, TCFD, Green Bond and Green Loan Principles);</li> </ul>

	<ul style="list-style-type: none"> <li>• Supporting customers in their transition to sustainability;</li> <li>• Overview of green and sustainable FinTech; and</li> <li>• Ethical dimensions of green and sustainable finance, and the role of Green and Sustainable Finance Professionals.</li> </ul>
<b>Format of the Training</b>	<p>Number of online and offline events are available.</p> <p>Example: <a href="#">Certification in Green and Sustainable Finance</a> offered by the Chartered Banker Institute (global professional education body for bankers, based in the UK).</p>

**Proposed Training 3 – Carbon accounting and reporting training**

<b>Scope of the training</b>	The training is aimed at providing participants with the opportunity to fill the knowledge gap and enhance their disclosures of climate-related information with a focus on carbon accounting.
<b>Duration of the trainings</b>	Courses of diverse complexity are available from 16 to 50 hours of duration.
<b>Key focus of the training</b>	<ul style="list-style-type: none"> <li>• Introduction to climate-related disclosures – starting the climate journey;</li> <li>• Understanding the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD);</li> <li>• WRI GHG Protocol Corporate Accounting and Reporting Standard Scope 1, 2 and 3;</li> <li>• The Global GHG Accounting and Reporting Standard for the Financial Industry (CFAS, 2020)</li> </ul>
<b>Format of the Training</b>	Custom made training

**Proposed Training 4. – ESS compliance requirements of green and sustainable lenders**

<b>Scope of the training</b>	The course is aimed at ensuring a better understanding of environmental and social risk assessment in lending. It will use case study methodology, as well as understanding environmental and social risk exposure depending on the type of financing offered. It also helps to develop awareness of potential aggregate risk across different lending products in a bank / banking group, especially in relation to a given sector and its supply chain.
<b>Duration of the trainings</b>	Courses of diverse complexity are available from 8 hours of duration.
<b>Key focus of the training</b>	<p>Example of Institutions to be covered:</p> <ul style="list-style-type: none"> <li>• Donors <ul style="list-style-type: none"> <li>○ Adaptation Fund;</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>○ Climate Investment Funds;</li> <li>● Development Finance Institutions <ul style="list-style-type: none"> <li>○ ADB;</li> <li>○ AFD</li> <li>○ EBRD</li> <li>○ EIB; and</li> <li>○ WB/IFC.</li> </ul> </li> </ul> <p>Processes to be covered:</p> <ul style="list-style-type: none"> <li>● Environmental and Social requirements</li> </ul>
<b>Format of the training</b>	Custom made training

<b>Proposed Training 5. – Deep dive on the processes for issuing green bonds</b>	
<b>Scope of the training</b>	This comprehensive course on green bonds is designed for professionals from the banking sector and a wider range of individuals who wish to gain a broad knowledge on financial landscape and green bond basics, market infrastructure and policy landscape, green bonds issuance process and market dynamics.
<b>Duration of the trainings</b>	4 sessions, 2 hours each (8 hours in total)
<b>Key focus of the training</b>	<ul style="list-style-type: none"> <li>● Green bond market history, its development and the differences between different existing thematic labels;</li> <li>● Main principles overarching the issuance of green bonds;</li> <li>● Requirements for a green bond issuance (from inception to maturity);</li> <li>● Content and characteristics of a green bond framework;</li> <li>● Actors involved in the green bond issuance process, their roles and responsibilities;</li> <li>● Green bond labelling schemes, including CBI standard;</li> <li>● Market dynamics;</li> <li>● Role of regulation and key policy developments around the world;</li> <li>● CBI taxonomy and other classification systems; and</li> <li>● Green bond certification processes.</li> </ul>
<b>Format of the Training</b>	Provided by Climate Bond Initiative

**Proposed Training 6. – Mapping out the sources of green finance**

<b>Scope of the training</b>	The training is aimed at providing participants with the comprehensive knowledge on key sources of green finance (climate funds, MDBs), potential partnership frameworks and step-by-step guidance on necessary collaboration procedures.
<b>Duration of the trainings</b>	4 sessions, 2 hours each (8 hours in total)
<b>Key focus of the training</b>	<p>Institutions to be covered:</p> <ul style="list-style-type: none"><li>• Donors<ul style="list-style-type: none"><li>○ Green Climate Fund;</li><li>○ Adaptation Fund;</li><li>○ GEF's Non-grant Instrument;</li><li>○ Climate Investment Funds;</li></ul></li><li>• Development Finance Institutions<ul style="list-style-type: none"><li>○ ADB;</li><li>○ AFD</li><li>○ EBRD</li><li>○ EIB; and</li><li>○ WB/IFC.</li></ul></li></ul> <p>Processes to be covered:</p> <ul style="list-style-type: none"><li>• Scope and mandate;</li><li>• Procedures;</li><li>• Accreditation and partnership framework;</li><li>• Investment criteria; and</li><li>• Reporting requirements.</li></ul>
<b>Format</b>	Custom made training

## ANNEX I – Actual dates of the trainings

<b>Module</b>	<b>Date</b>	<b>Subject</b>	<b>Trainer</b>
<b>Module 1</b>	16 November <i>(Tuesday)</i>	Introduction and Context	Marta Simonetti
<b>Module 2</b>	17 November <i>(Wednesday)</i>	Green Finance in Armenia	Maia Rossi Tigran Sukiasyan
<b>Module 3</b>	19 November <i>(Friday)</i>	ESS Fundamentals	Maia Rossi
<b>Module 4</b>	22 November <i>(Monday)</i>	Adaptation Fund ESS	Tigran Sukiasyan
<b>Module 5</b>	25 November <i>(Thursday)</i>	ESMS Part 1	Maia Rossi
<b>Module 6</b>	26 November <i>(Friday)</i>	ESMS Part 2	Maia Rossi
<b>Module 7</b>	29 November <i>(Monday)</i>	Environmental and Social Lab	Maia Rossi
<b>Module 8</b>	01 December <i>(Wednesday)</i>	Gender	Jina Sargizova
<b>Module 9</b>	03 December <i>(Friday)</i>	Disability and Inclusion	Jina Sargizova

## ANNEX II – List of training participants

N	Organization	Participant	Contact Details
<b>Government</b>			
	Central Bank of Armenia	<b>Tamara Habetyan,</b> <i>Financial System Development Center</i> <b>Mariam Sisoyan,</b> <i>Financial System Development Center</i>	<a href="mailto:tamara.habetyan@cba.am">tamara.habetyan@cba.am</a> 093 191968 <a href="mailto:mariam.sisoyan@cba.am">mariam.sisoyan@cba.am</a> 041 370771
<b>Banks</b>			
	ACBA BANK	<b>Ohan Alvandyan,</b> <i>SME and agricultural products planning and management team, senior expert – SME team</i> <b>Marianna Petrosyan,</b> <i>SME and agricultural products planning and management team, senior expert – agro team</i>	<a href="mailto:Ohan.Alvandyan@acba.am">Ohan.Alvandyan@acba.am</a> 077 076066 <a href="mailto:Marianna.Petrosyan@acba.am">Marianna.Petrosyan@acba.am</a> 099 844989
	AMERIABANK	<b>Ani Sargsyan,</b> <i>Specialist,</i> <b>Sona Harutyunyan,</b> <i>Specialist,</i>	<a href="mailto:Ani.h.Sargsyan@ameriabank.am">Ani.h.Sargsyan@ameriabank.am</a>  <a href="mailto:Sona.Harutyunyan@ameriabank.am">Sona.Harutyunyan@ameriabank.am</a>
	ARARAT BANK	<b>Razmik Asatryan,</b> <i>Risk Management Department, Leading Analyst</i>	<a href="mailto:monitoring@araratbank.am">monitoring@araratbank.am</a> 091 190 809
	ARMBUSINESSBANK	<b>Anna Mirzoyan,</b> <i>Head of SME Development Department</i> <b>Razmik Harutyunyan,</b> <i>Energy Sector Financing Section, Chief Specialist</i>	<a href="mailto:anna.mirzoyan@armbusinessbank.am">anna.mirzoyan@armbusinessbank.am</a> 093 80 49 88 <a href="mailto:razmik.harutyunyan@armbusinessbank.am">razmik.harutyunyan@armbusinessbank.am</a> 096 65 50 05
	ARMECONOMBANK	<b>Anna Yeghoyan,</b> <i>Senior, Specialist, Small and medium loans section</i>	<a href="mailto:anna.yeghoyan@aeb.am">anna.yeghoyan@aeb.am</a> 091 64 33 19
	ARMSWISSBANK	<b>Ara Makaryan,</b> <i>Deputy Head of Lending Department, Head</i>	<a href="mailto:ara.makaryan@armswissbank.am">ara.makaryan@armswissbank.am</a>

		<i>of Projects Financing Division</i>	
	ASHIB	<b>Anna Mamikonyan</b> , <i>Head of Section, Organization of Works with International Financial Institutions and Investors</i> <b>Sergey Hovhannisyan</b> , <i>Head of Compliance Department</i>	<a href="mailto:a.mamikonyan@ardshinbank.am">a.mamikonyan@ardshinbank.am</a> 010 59 04 91 (5511) 094 00 25 15  <a href="mailto:s.hovhannisyan@ardshinbank.am">s.hovhannisyan@ardshinbank.am</a> 099 58 98 97
	EVOCABANK	<b>Rafael Karapetyan</b> , <i>Risk Management Department, Specialist</i>	<a href="mailto:rafael.karapetyan@evoca.am">rafael.karapetyan@evoca.am</a> 096 100 078
	HSBC BANK ARMENIA	<b>Yervand Aslanyan</b> , <i>Senior Commercial banking Relationship Manager, Sustainable Finance Champion, Banking Department</i>	<a href="mailto:yervand.aslanyan@hsbc.com">yervand.aslanyan@hsbc.com</a> 055 001669
	UNIBANK	<b>Margarita Hambardzumyan</b> , <i>Head of Department, Relations with Investors and International Financing Institutions</i> <b>David Shushanyan</b> , <i>Deputy Director of Corporate Business Development and Sales</i>	<a href="mailto:margarita.hambardzumyan@unibank.am">margarita.hambardzumyan@unibank.am</a> 091 595 676 <a href="mailto:unibankmargarita@gmail.com">unibankmargarita@gmail.com</a> <a href="mailto:d.s.shushanyan@unibank.am">d.s.shushanyan@unibank.am</a>
<b>UCOs</b>			
	ACBA LEASING	<b>Vahagn Gevorgyan</b> , <i>Head of Section, Sales Management through Bank Branches</i> <b>Razmik Aleksanyan</b> , <i>Chief Consultant, Portfolio Management and Customer Attraction Section</i>	<a href="mailto:vahagn.gevorgyan@acba.am">vahagn.gevorgyan@acba.am</a> 093 523 812  <a href="mailto:razmik.aleksanyan@acba.am">razmik.aleksanyan@acba.am</a> 044 418 888
	AREGAK UCO	<b>Kristine Grigoryan</b> ,	<a href="mailto:k.grigoryan@aregak.am">k.grigoryan@aregak.am</a> 093 704 734

		<i>Head of Business Development Session</i> <b>David Movsesyan,</b> <i>Manager of Loan Functions</i>	<a href="mailto:d.movsesyan@aregak.am">d.movsesyan@aregak.am</a> 94 37 00 94
Armlensing		<b>David Grigoryan,</b> <i>Risk Management Department, Chief Specialist</i> <b>Mery Khachatryan,</b> <i>Marketing Expert</i>	<a href="mailto:david.grigoryan@armlensing.am">david.grigoryan@armlensing.am</a> 044 70 00 65 <a href="mailto:mary.khachatryan@armlensing.am">mary.khachatryan@armlensing.am</a> 094 07 11 37
Card AgroCredit		<b>Arman Karapetyan,</b> <i>Loan Specialist, Masis branch</i> <b>Arthur Grigoryan,</b> <i>Loan Specialist, Armavir branch</i>	<a href="mailto:arman.karapetyan1@card.am">arman.karapetyan1@card.am</a> 095888111 <a href="mailto:arthur.grigoryan@card.am">arthur.grigoryan@card.am</a>
Global Credit		<b>Aram Ghukasyan,</b> <i>Deputy CEO</i>	<a href="mailto:aram.ghukasyan@globalcredit.am">aram.ghukasyan@globalcredit.am</a> <a href="mailto:aramghukasyan@yahoo.com">aramghukasyan@yahoo.com</a> 055 411 141
Development and Investment Corporation of Armenia		<b>Violeta Azizyan,</b> <i>Chief Loan Specialist</i>	<a href="mailto:vazizyan@dica.am">vazizyan@dica.am</a> 044 499 488
FINCA		<b>Hayk Mkrtchyan,</b> <i>Head of Department, Products' development and project management</i> <b>David Nazaryan,</b> <i>Leading Analyst, Network of Branches</i>	<a href="mailto:hayk.mkrtchyan@finca.am">hayk.mkrtchyan@finca.am</a> 91 21 15 00 <a href="mailto:davit.nazaryan@finca.am">davit.nazaryan@finca.am</a> 095 95 41 00
Kamurj		<b>Arpine Arshakyan,</b> <i>Deputy Director</i>	<a href="mailto:Arpine.Arshakyan@kamurj.am">Arpine.Arshakyan@kamurj.am</a> 011 27 00 00 (ext 251) 093 278 603
National Mortgage Company CJSC		<b>Arthur Karapetyan,</b> <i>Monitoring Expert</i> <b>Liana Jilavyan,</b> <i>Risk Manager</i>	<a href="mailto:art.karapetyan@nmc.am">art.karapetyan@nmc.am</a> 077 773 770 <a href="mailto:l.jilavyan@nmc.am">l.jilavyan@nmc.am</a> 091 450 650
SMART CREDIT		<b>Nshan Meliksetyan,</b> <i>CEO</i> <b>Elimra Harutyunyan,</b> <i>Loan Specialist</i>	<a href="mailto:Nshan.meliksetyan@smartcredit.am">Nshan.meliksetyan@smartcredit.am</a> 055 04 15 95 <a href="mailto:Elmira.harutyunyan@smartcredit.am">Elmira.harutyunyan@smartcredit.am</a> 098-74-76-07

# **ANNEX III – Syllabus**

# Training Series on Environmental, Social and Gender Standards and Policies

Part of the 'Scaling up green finance practices in Armenia' Programme







# Course Objectives

# Background



The main objective of the '***Scaling up green finance practices in Armenia***' Programme within the Readiness Project is to achieve **paradigm shift** in design and utilization of "**green finance**" instruments through incorporating into policies, operational modalities of national banks and non-banking financial institutions the climate-resilient approaches and guidelines, as well as regulatory simplification and introduction of policy incentives for designing respective on-lending facilities.


As part of the Readiness Project, the overall objective of this training is to increase capacities of the banks and non-banking financial institutions in application of **ESS and Gender Policies**, as well as advancing institutionalization of their application.

# Objectives



Participants will gain the following:

- Knowledge of the climate change challenges, the science and policy context with a focus on Armenia;
- Basic knowledge of ESG and climate finance with a focus on Green Climate Fund and its processes;
- Knowledge of the principles, standards and framework underlying the ESS and gender policies such as the IFC Performance Standards and Equator Principles;
- Adaptation Fund Environmental and Social policy, principles and safeguards and the SASBI Risk Dashboard;
- SwissArmBank Environmental and Social Management System content;
- Practical application of ESS and gender policies within SwissArmBank main areas of operations such as renewable energies.
- Gender policies and Armenia context;
- Disability and inclusion challenges.



# Course Modules Outline

Purpose | Agenda | Methodology

# 1

## Module: Introduction and Context

### **Purpose**

The purpose of this module is to introduce representatives of Armenian banks and non-banking financial institutions to the science and policy context of climate change with a focus on Armenia situation. As this will be the first module, the first part will be dedicated to meet the trainers and familiarize with the overall course content and objectives.

**Duration:** 3 hours

### **Training Agenda and Topics**

- Course Introduction
  - Meet the Trainer
  - Course Overview
  - Course Expectations
- The Science and Policy Context
  - Temperature rises and planetary boundaries
  - Climate change and global warming
  - Regulatory change, the UNFCCC framework and other conventions
  - Business and Innovation

**Methodology:** The training methodology is a combination of theory and practical workshops, group works using presentation, video and audio materials.

# 2

## Module: Green finance in Armenia

### Purpose

The purpose of this module is to introduce representatives of Armenian banks and non-banking financial institutions to green and climate finance with a focus on Armenia and the GCF readiness programme.

**Duration:** 3 hours

### Training Agenda and Topics

- Green and Climate finance
  - Paris-Alignment, ESG, TFCD and SDG-alignment
  - ESG
  - GCF
- The Case of Armenia
  - Armenia Climate Challenge
  - Armenia NDC and other climate regulations
  - Armenia and GCF: Scaling up green finance practices in Armenia programme

**Methodology:** The training methodology is a combination of theory and practical workshops, group works using presentation, video and audio materials.

# 3

## Module: ESS Fundamentals

### Purpose

The purpose of this module is to introduce representatives of Armenian banks and non-banking financial institutions to the project GCF classification based on Environmental and Social risks and impacts and the fundamental environmental and social principles and safeguards behind that.

**Duration:** 3 hours

### Training Agenda and Topics

- GCF Project Classification based on E&S risks
- GCF Environmental and Social Safeguards
- Equator Principles
- IFC Performance Standards: PS1 Risk Management | PS2 Labour | PS3 Resource Efficiency | PS4 Community | PS5 Land Resettlement | PS6 Biodiversity | PS7 Indigenous People | PS8 Cultural Heritage
- Practical Application and Examples

**Methodology:** The training methodology is a combination of theory and practical workshops, group works using presentation, video and audio materials and applied project documentation.

# 4

## Module: Adaptation Fund ESS

### **Purpose**

The purpose of this module is to introduce representatives of Armenian banks and non-banking financial institutions to another set of environmental and social safeguards, the ones from the Adaptation Fund and the application of the South African National Biodiversity Institute (SANBI) risk dashboard.

**Duration:** 3 hours

### **Training Agenda and Topics**

- Adaptation Fund Environmental and Social Policy and its 15 principles of safeguards;
- SANBI Risk Dashboard tool practical application.

**Methodology:** This is a highly practical module focus on the application of the environmental and social risk dashboard developed by SANBI



# 5

## Module: ESMS Part I

### **Purpose**

The purpose of this module is to introduce representatives of Armenian banks and non-banking financial institutions to their Environmental and Social Management System, its component and its application.

**Duration:** 3 hours

### **Training Agenda and Topics**

- Environmental and Social Management System for Armenian Bank components
  - Environmental and Social Policy
  - Incorporating ESMS Requirements into Internal Lending Procedures
  - Identification of risks and impacts
    - Initial ESMS screening concept note stage
    - Full Proposal ESMS screening
- Practical Application and Examples

**Methodology:** The training methodology is a combination of theory and practical workshops, group works using presentation, video and audio materials and applied project documentation.

# 6

## Module: ESMS Part II

### Purpose

The purpose of this module is to introduce representatives of Armenian banks and non-banking financial institutions to their Environmental and Social Management System, its component and its application.

**Duration:** 3 hours

### Training Agenda and Topics

- Environmental and Social Management System for Armenian Bank and its component
  - Management Programme
  - Organisational Capacity
  - Monitoring and Review
  - External communication
- Practical application

**Methodology:** The training methodology is a combination of theory and practical workshops, group works using presentation, video and audio materials and applied project documentation

# 7

# Module: Environmental and Social Lab

## Purpose

The purpose of this module is to apply the theory of previous modules to real life business cases.

**Duration:** 3 hours

## Training Agenda and Topics

- **Practical application:** participants will be divided in groups and given a project description; they will have to analyse and draft the necessary ESS documentation for three different life stages of the project by applying the ESMS for Armenian Bank.
- Selected projects will be from different sectors and different Category (A, B and C) and will include examples from both the construction and operation phases.

**Methodology:** This module is an immersive workshop where participants will have to apply their theoretic knowledge to practical examples.

# 8

# Gender Training

## Purpose

The purpose of the workshop is to draw representatives of Armenian banks and non-banking financial institutions representatives' attention to the gender equality and women's issues by presenting statistics, expert assessments, research findings, as well as Armenia's policy versus international commitments in the field.

**Duration:** 3 hours

## Training Agenda and Topics

- Introduction
- Introduction to the Concept of Gender/ Sensitization:
  - Sex and Gender,
  - Gender Values and Norms,
  - Gender Socialization,
  - Gender Stereotypes,
  - Gender Equity and Equality.
- Overview of the GE situation in Armenia
- International and National documents on Women and Gender issues
- Realization of equal opportunities for women in Armenia's job market and business field
- Women economic empowerment principles
- The importance and value of gender mainstreaming and gender responsive budgeting.

**Methodology:** The training is designed to be a combination of observed facilitation and interaction. Participants will practice their skills using examples from their own experience and projects using PP presentation, leaflet, infographics, international scoring sheet and statistical data on GE in Armenia as training material.

# 9

## Disability and inclusion

### **Purpose**

The purpose of the workshop is to sensitize representatives of Armenian banks and non-banking financial institutions on disability related issue and inclusive programming approaches and principles.

**Duration:** 3 hours

### **Training Agenda and Topics**

- Introduction
- What is inclusion?
- Disability-inclusive programming
- Excluding barriers: Attitudinal barriers/ Communicational barriers/ Physical barriers/ Policy barriers/ Programmatic barriers/ Social barriers/ Transportation barriers
- Practical examples on how to include disability in the agenda - leaving no one behind.

### **Methodology**

The training methodology is a combination of theory and practical workshops, group works using presentation, video and audio materials.



# Course Methodology

Team | Examples of applied methodology

# Meet the trainers



## TIGRAN SUKIASYAN

**Tigran Sukiasyan** is senior adviser on climate finance and institutions. He is engaged in number of projects in Armenia helping Government to establish and advance green finance regulatory framework and advance practices of partnership with climate funds



## JINA SARGIZOVA

**Jina Sargizova** is experienced Programme manager in human rights and institutional development. She also works on women empowerment and gender equality issues, including policy making and programs' planning with a particular focus on gender mainstreaming and gender budgeting issues.



## MAIA CHIARA ROSSI

**Maia** is a sustainability professional with more than 15 years of experience, extensive technical expertise, and a focus on climate change, biodiversity and climate finance. She is a PhD candidate at the Business School of Bath with a thesis on transition economies.



## MARTA SIMONETTI

**Marta** is an experienced green finance director based in London. She worked in the City of London, initially in marketing and then in development and transition banking for the European Bank for Reconstruction and Development.



# Participants matter

- Every session will start with a recap of the previous sessions and a Q&A giving all participants the opportunity to share main takeaways and clarify concepts.
- Feedback from participants will be incorporated in the next modules and pace of the modules will be adapted to the participants learning curve.
- Trainers will be available in presence and online and while English will be the main language, Armenian translation will be available where necessary.



# An Highly Interactive Experience



- During the class we will use a mix of technique to engage the audience such as:
  - Before We Start... Polls and questions;
  - Comments and feedback on Padlet;
  - Use of digital material from renowned resources such as animated videos;
  - Group exercises and practical application of theory using real life projects and material.
- Materials will be used and distributed during the course like presentation, leaflet, infographics and statistical data.
- Next slides present some of the interactive tools and methodologies which will be applied during the course.

# Before We Start... Poll Questions...



In your current function within the organization, do you have:

- 1) A direct role and deliverables linked to climate change, impact and sustainable finance, e.g. a role which specifically works on strategies for alignment of your Bank with international standards and agreements;
- 2) An indirect role, e.g. a back office role supporting other team working in this area of business;
- 3) No role at all in this area of business.

Please share additional views and comments live and / or in the chat room...

# Interactive tools: padlet



Open link @:

<https://padlet.com/maiarossi/360i963vmkw8ork5>

Click on symbol +

Add your thoughts



The screenshot shows a Padlet board with a blue-to-yellow gradient background. It contains several text boxes with sustainability-related content:

- Yes**
- ESG-a modern tool to reconsider interaction in this triangle; do where we stand and what we have to do in the long-term run?**
- ESG rates and verification of the used date for those rates.**
- Non-financial risks have become too obvious**
- There is a price for the externalities (Environmental at least)**
- The indicators that are used by investors**
- dimensions for assessing sustainability**
- ESG is the way how to measure the blended value creation**
- bringing more profit to business ;)**
- do not harm everything around**
- use natural resources in a manner that the same level will remain for future generations**
- doing business by converting non-financial risks into the opportunities**
- responsible consuming**
- mindset**
- inclusiveness**
- Welcome**

A pink plus sign (+) is visible in the bottom right corner of the board.

# Digital and video resources



<https://www.greenclimate.fund/projects/safeguards/ess>

# Tool application SANBI



## RISK DASHBOARD

FOR DETECTION AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS  
IN PROJECTS/PROGRAMMES FUNDED BY THE ADAPTATION FUND



### PURPOSE OF THE DASHBOARD

- Projects funded through the Adaptation Fund (AF) are guided by the Fund's Environmental and Social Policy (ESP), which incorporates 15 principles or safeguards, that are intended to ensure that unnecessary environmental and social harms do not arise as a result of projects supported by the Fund. The South African National Biodiversity Institute (SANBI) was accredited as South Africa's National Implementing Entity (NIE) for the AF in 2011. The AF requires that all projects/programmes be screened by the NIE to identify their environmental and social risks. The screening involves the identification of impacts, and the categorization of projects/programmes according to their potential environmental and social risks. Once funded, projects/programmes are required to undertake quarterly reviews to assess and manage environmental and social impacts, the results of which are incorporated into an Environmental and Social Management System (ESMS).
- This Dashboard has therefore been developed to guide and support the systematic screening of proposals and/or funded projects/programmes, to ensure that environmental and social risks are adequately identified and assessed by the NIE and its implementing partners in an open and transparent manner, with appropriate consultation. The Dashboard is flexible to accommodate an assessment that is proportionate with the scope of the projects/programmes and potential severity of risks.
- The Dashboard is also applied to review and report on quarterly activities by all AF projects/programmes, to manage environmental and social risks. The Dashboard approach is designed to align with the existing system of annual performance reports and the mid-term and terminal evaluation reports, which need to incorporate reporting against the environmental and social risk management plan (including effectiveness of mitigation measures and any changes in the project/programme).

### KEY STEPS TO USING THE DASHBOARD

1. If a yellow pop-up bar appears at the top of the document - click 'enable content'
2. Please use the accompanying guideline document for guidance and detailed steps on using the Dashboard
3. The green buttons on the right of the screen can be used to navigate through the Dashboard. Click on a button to be directed to the relevant Principle or summary page. Similar buttons are on all pages of the Dashboard to enable easy navigation.
4. Starting with Principle 1: Compliance with the Law, make your way through all 15 Principles, answering the questions or providing detail as promoted. Based on the information provided, detail will be automatically pulled through to summary tabs at the end of the Dashboard
5. Words/terms that are italicized and marked in orange indicate that an explanation/definition is available for that term/word. Click on the text to display the short explanation/definition. Full definitions/explanations are in the glossary of the accompanying guideline document
6. Once completing all 15 Principles, proceed to the 'Summary of Flags for Action' tab and address any outstanding aspects. Mitigation or management measures must be indicated before the project/programme can proceed.

1. COMPLIANCE WITH THE LAW
2. ACCESS AND EQUITY
3. VULNERABLE AND MARGINALIZED GROUPS
4. HUMAN RIGHTS
5. GENDER EQUALITY AND WOMEN EMPOWERMENT
6. CORE LABOUR RIGHTS
7. INDIGENOUS PEOPLE
8. INVOLUNTARY RESETTLEMENT
9. PROTECTION OF NATURAL HABITATS
10. CONSERVATION OF BIOLOGICAL DIVERSITY
11. CLIMATE CHANGE
12. POLLUTION PREVENTION AND RESOURCE EFFICIENCY
13. PUBLIC HEALTH
14. PHYSICAL AND CULTURAL HERITAGE
15. LAND AND SOIL CONSERVATION



# Your Feedback Matters – Please complete now example



OCLA Virtual courses

<https://www.hvsmobile.com/ocbc/oclav.html>

**Password is “ocbc”**



# Group Exercises and Practical Applications



Project Categorisation following the ES risk assessment

- 1) Divide in four groups;
- 2) Read the description of the four projects;
- 3) Assign each project a category using the ES risk checklist; and
- 4) Choose a group speaker and share in plenary your results.

Project descriptions handed to participants:

- Mali solar rural electrification project
- Renewable Energy Program #1 – Solar
- EBRD Kazakhstan Renewables Framework
- Development of orchards in degraded environment (DARED) Morocco



# Tigran Sukiasyan

Senior Adviser, Climate Finance & Institutions



+374 55 992200



[globalfields.co.uk](https://globalfields.co.uk)



[tigran@globalfields.co.uk](mailto:tigran@globalfields.co.uk) and  
[PMP.Sukiasyan@gmail.com](mailto:PMP.Sukiasyan@gmail.com)



<https://www.linkedin.com/in/tigransukiasyan/>





