



# FROM WORDS TO ACTION:

Projects with Innovative Solutions  
to Promote Nature Conservation,  
Climate Action and Gender Equality



Empowered lives.  
Resilient nations.



# From words to action: Projects with Innovative Solutions to Promote Nature Conservation, Climate Action and Gender Equality

Copyright © 2020, UN Women, United Nations Development Programme (UNDP), United Nations Environment Programme (UNEP).

## Reproduction

This publication may be reproduced, in whole or in part, and in any form, for educational or non-profit purposes without special permission from the copyright holder provided the source is cited. UN Women, UNDP and UNEP would appreciate receiving a copy of any publication that uses this publication as a source.

Resale of this publication, or any other commercial activity, is expressly forbidden without prior written permission from the United Nations Environment Programme. Permission requests, including a statement of the purpose and scope of reproduction should be submitted to: Director, DCIP, UNEP, P.O. Box 30552, Nairobi, 00100, Kenya.

## Suggested citation:

UNDP, UN Women, UNEP, 2020.  
*From words to Action: Projects with Innovative Solutions to Promote Nature Conservation, Climate Action and Gender Equality*. UN Women, United Nations Development

Programme and United Nations Environment Programme.  
Panama City, Panama.

## Main authors, coordination and editing

**Publication coordination:** Elisabeth Díaz (UN Women), Barbara Auricchio (UNDP) and Piedad Martin (UNEP).

**Revision and editing:** Elisabeth Díaz (UN Women), Barbara Auricchio (UNDP), Ana Posas and Piedad Martin (UNEP).

**Authors:** Andrea Quesada Aguilar (UNDP), in collaboration with Carlos Salgado (UN Women).

## Case study co-authors

**Colombia:** Zoraida Fajardo, Yinethsy Pérez, Cecilia Leal and Carolina Melo (UNDP Colombia)

**Costa Rica:** Gerardo Quirós Cuadra and Rafaella Sánchez Mora (UNDP Costa Rica)

**Ecuador:** Mónica Andrade, Fernanda González, Carlos Montenegro, Soledad Quintana, Mario Rodas, Patricia Serrano and Nathalie Trejo (UNDP Ecuador), Nidya Pesántez (UN Women Ecuador)

y Alexandra Fischer, Diana Cabrera y Carolina Moncayo (UNDP)

**Mexico and El Salvador:** Sergio Angon, Leila Zelaya y Marta Moneo (UNEP)

**Peru:** Daniella Rough, Lorena Meza, María Pía Medicina (Ministry of Energy and Mines), Jorge Álvarez and Mixy Paredes (UNDP Peru) and Ludmilla Diniz (UNDP)

**Uruguay:** Soledad Ávila (Ministry of Housing, Land Planning and Environment), Flavio Scasso and Virginia Varela (UNDP Uruguay)

## Acknowledgements

We would like to thank Alexandra Fisher and Guillermina Martin (UNDP) for their valuable comments and suggestions.

## Graphics and layout

Cover page: Blanca Jiménez  
Document: .PuntoAparte

## Credits

© Maps, photographs and illustrations, as cited in the text.

# CONTENTS



## SECTION 1.

### **GENDER POLICIES OF ENVIRONMENTAL FUNDS**

PÁG. 12



## SECTION 2.

### **CASE STUDIES OF INNOVATIVE PROJECTS TO ADDRESS CLIMATE CHANGE, LOSS OF BIODIVERSITY AND PROMOTE GENDER EQUALITY: PRESENTATION AND ANALYSIS**

PÁG. 18



## SECTION 3.

### **LESSONS LEARNED AND RECOMMENDATIONS**

PÁG. 94



## APPENDICES

### **CHECKLIST TO MAINSTREAM GENDER IN THE LIFE CYCLE OF A SUSTAINABLE DEVELOPMENT PROJECT**

PÁG. 104

## LIST OF ABBREVIATIONS AND ACRONYMS

<b>ASADAS</b>	Asociaciones de Acueductos Rurales [Rural Aqueduct Associations]	<b>NAMA</b>	Nationally Appropriate Mitigation Action
<b>ASM</b>	Artisanal and Small-Scale Mining	<b>NDC</b>	Nationally Determined Contribution
<b>AyA</b>	Instituto Costarricense de Acueductos y Alcantarillados [Costa Rican Institute of Aqueducts and Sewers]	<b>ORAC</b>	Oficinas Regionales de Acueductos Comunales [Regional Communal Aqueducts Offices]
<b>CBD</b>	Convention on Biological Diversity	<b>PA</b>	Protected Area
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women	<b>PDOT</b>	Planes de Desarrollo y Ordenamiento Territorial [Regional Development and Land Use Plans]
<b>COA</b>	Código Orgánico Ambiental [Organic Environmental Code]	<b>PIA</b>	Plan Integral de la Amazonía [Integrated Amazon Plan]
<b>COP</b>	Conference of the Parties	<b>PROAmazonía</b>	Programa Integral Amazónico de Conservación de Bosques y Producción Sostenible [Integrated Amazon Program for Forest Conservation and Sustainable Production]
<b>CSW</b>	Commission on the Status of Women	<b>PRODOC</b>	Project Document
<b>DINAMA</b>	Dirección Nacional de Medio Ambiente [National Environment Directorate]	<b>REDD+</b>	Reducing Emissions from Deforestation and Forest Degradation
<b>EbA</b>	Ecosystem-based Adaptation	<b>RER</b>	Renewable Energy Resource
<b>eMujer</b>	Escuela Energética para Mujeres [Energy School for Women]	<b>SDG</b>	Sustainable Development Goal
<b>ESIA</b>	Environmental and Social Impact Assessment	<b>SMART</b>	Specific, Measurable, Achievable, Realistic and Timely
<b>GCF</b>	Green Climate Fund	<b>SEMARNAT</b>	Secretaría de Medio Ambiente y Recursos Naturales [Environment and Natural Resources Secretariat]
<b>GEF</b>	Global Environmental Facility	<b>UNCCD</b>	United Nations Convention to Combat Desertification
<b>GHC</b>	Greenhouse Gas	<b>UNDP</b>	United Nations Development Programme
<b>INA</b>	Instituto Nacional de Aprendizaje [National Learning Institute]	<b>UNEP</b>	United Nations Environment Programme
<b>INAMU</b>	Instituto Nacional de las Mujeres [National Institute for Women]	<b>UNFCCC</b>	United Nations Framework Convention on Climate Change
<b>MARN</b>	Ministerio de Medio Ambiente y Recursos Naturales [Ministry of Environment and Natural Resources]	<b>5C</b>	Mujeres Consejo Consultivo Ciudadano de Cambio Climático para Mujeres [Citizen Advisory Council on Climate Change for Women]
<b>MEA</b>	Multilateral Environmental Agreement		
<b>MRV</b>	Measurement, Reporting and Verification		
<b>MVOTMA</b>	Ministerio de Vivienda, Ordenamiento Territorial y Medio Ambiente [Ministry of Housing, Land Planning and Environment]		

## FOREWORD

**The links between biodiversity, climate change and gender are real and undeniable. In many places in Latin America and the Caribbean, the livelihoods of women and girls depend, in large part, on natural resources.** They have a relationship with nature that is different from men's, where we can observe different roles, knowledge, dependencies and contributions to conservation and sustainable management. **In addition, there is a causal interrelation between gender inequality and environmental degradation, where the loss of biodiversity, ecosystems and climate change tend to exacerbate existing gender inequalities.** The negative impacts of these phenomena are greater on women, placing them, together with girls, in a position of vulnerability, affecting their livelihoods, assets and health.

It should be emphasized that, despite these inequalities, women are essential agents for change in their communities to mitigate and address climate change. **With regard to adaptation and mitigation actions, women usually have a different understanding of the social and natural environment and support climate initiatives across sectors in a different manner. In addition, women contribute uniquely to the protection and sustainable management of land and marine ecosystems, promoting the sustainability and effectiveness of nature-based solutions to address climate change.** For example, in Colombia a number of women's environmental organizations work to preserve the dry forest and, in Costa Rica, women actively participate in fire prevention efforts.

Furthermore, women are engaging in innovative initiatives to promote low-carbon economies, such as in Peru, where the Escuela Energética para Mujeres [Women's Energy School] was created as part of the NAMA for universal access to sustainable energy.

The recognition of the importance of a gender approach in environmental and climatic matters has been steadily increasing in recent years. The first efforts began in the 1990s with the incorporation of **Chapter 24 of Agenda 21**, ratified at the United Nations Conference on Environment and Development. Subsequently, a series of gender mandates were included in the main multilateral environmental agreements, such as the **United Nations Framework Convention on Climate Change (UNFCCC), the Convention on Biological Diversity (CBD) and the United Nations Convention to Combat Desertification (UNCCD)**. The environmental mandates in the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Commission on the Status of Women (CSW)** highlight the importance of a gender approach. For example, the Paris Agreement recognizes that "the parties should respect, promote and take into account their respective relative obligations, (...) gender equality, the empowerment of women (...)" and General recommendation 37 of the CEDAW Committee on gender dimensions in disaster risk reduction in the context of climate change (2018) states that "member States and other stakeholders have the obligation to take concrete measures to address discrimination against women in the spheres of [...] climate change [...]." This recognition has recently been included in the 2030 Agenda and the Sustainable Development Goals (SDGs).

Similarly, **climate finance has evolved from being gender neutral to being gender responsive. Most international institutions and funds that provide support or financing for climate initiatives have gender policies.** For example, the Global Environment Facility (GEF) has a Gender Equality Policy that establishes mandatory guidelines and requirements for addressing gender in GEF management and operations. The Green Climate Fund (GCF) has a Gender Equality Policy and a Gender Action Plan 2018-2020 with a gender approach to support climate change interventions and innovations.

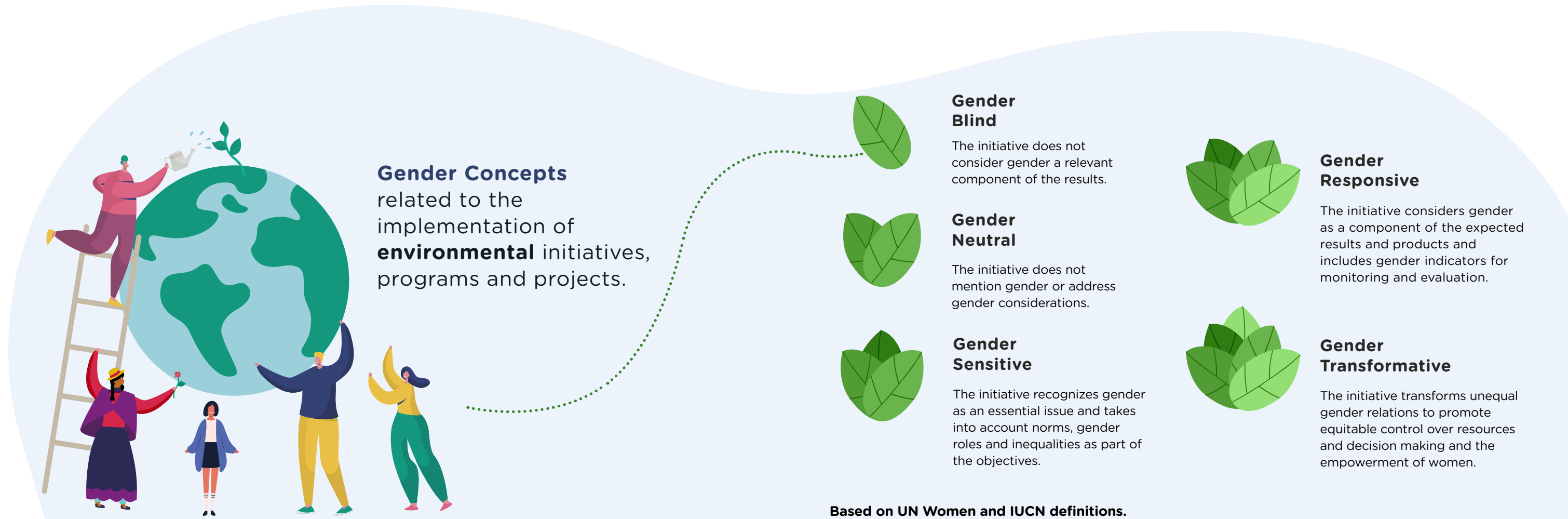
Although **gender mandates present clear guidelines for countries and implementing agencies, one of the main challenges is to ‘move from words to action’ by formulating and implementing climate and environmental initiatives that adequately and effectively promote gender equality throughout the life cycle of programs and projects and across**

**different political and institutional levels.** In recent years, the Latin American and Caribbean region has taken an important step with a series of projects that demonstrate that it is possible to implement gender-responsive climate and environmental initiatives.

It is in this context that the **United Nations Development Programme (UNDP), the United Nations Environment Programme (UNEP) and UN Women have joined forces to produce this publication, which highlights projects with innovative environmental solutions that are providing effective conditions for greater gender equality and the empowerment of women in different spheres. It also includes lessons learned and recommendations to encourage the development of future initiatives.** The projects presented in this publication are financed by global environmental funds, implemented under the leadership of national and/or local authorities and receive technical assistance from UNDP, UNEP and UN Women.

The initiatives in the region, presented in this publication, are very encouraging. However, as the recommendations suggest, there is still a long road ahead in designing and implementing gender-responsive environmental projects that provide women with equal conditions to face the challenges of climate change and environmental degradation. **It is important to continue working with national and local authorities to deepen our understanding of how to mainstream gender- not only in a project’s design and over its life cycle- but also in its budgets. In addition, greater financial investments by environmental funds are necessary to ensure that environmental projects effectively propose and implement actions and processes that ensure that women’s perspectives and knowledge are represented in all their diversity, and that specific interventions are devoted to improving gender relations and strengthening women’s political, economic and social autonomy.**

In the words of António Guterres, United Nations Secretary General, spoken at the 2019 Climate Action Summit in New York: **“We need to link climate change to a new model of development - a fair globalization - with less suffering, more justice and harmony between people and planet.”** This change of model implies greater gender equality and women playing an active role in environmental conservation and in responding to the challenges of climate change. These three UN agencies reaffirm their commitment to continue working together to provide the best possible political and technical support for governments to develop innovative environmental projects aimed at contributing to inclusive sustainable development, promoting gender equality and facilitating the participation of civil society and community organizations in the development of policies, strategies and programs related to climate change and environmental sustainability in Latin America and the Caribbean.



# INTRODUCTION

## CONTEXT

In 2015, 193 nations adopted the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs). The Agenda went into effect with coordinated actions to improve the quality of life of populations, guarantee their rights and encourage a development model compatible with environmental conservation. **One of the factors for the successful achievement of the SDGs is the formulation and implementation of policies and programs that positively impact other goals through comprehensive strategies that address the three dimensions of sustainable development in the economic, social and environmental spheres.** Another fundamental principle of the 2030 Agenda is “leave no one behind”- in which development benefits everyone by including a **gender, human rights and life cycle approach**. Sustainable development cannot occur if the tangible and intangible obstacles that prevent half of the population from progressing are not overcome. Thus, achieving sustainable development requires the recognition of women’s contributions and ensuring their equitable and meaningful participation in decisions that affect their lives and their communities. While gender equality and the empowerment of women are goals of the 2030 Agenda, SDG 5 is fundamental, as it cuts across all the SDGs.

The role of women in the conservation and sustainable management of natural resources, as well as their contributions to building capacities and resilience mechanisms in their communities, is well documented. For example, **rural women play an important role in preserving biodiversity through seed conservation, ensuring ecological agricultural practices and supporting food sovereignty and security through the production, preparation and conservation of healthy foods.**<sup>1</sup> Furthermore, **women**

**also possess knowledge and skills that are essential for generating innovative solutions for the specific environmental challenges faced by different land and marine ecosystems.** This is why it is important to understand the co-benefits of initiatives that recognize the links between gender equality and environmental conservation, and recognize and value women as agents of change who contribute to the efficiency, effectiveness and sustainability of environmental and climate initiatives. This recognition, in conjunction with the ability to influence policies and institutions in a positive manner, strengthens resilience to climate change and contributes to improving their livelihoods and the well-being of their communities.

Similarly, **climate change** is an issue that cuts across all aspects of sustainable development. Like other environmental externalities, this global phenomenon has **social, environmental and economic impacts that frequently affect vulnerable populations. This includes women and girls who, due to the multiple dimensions and implications of gender inequality, generally have more restricted access to and control over resources (such as land ownership), face greater challenges with respect to food security, have limited access to productive, financial and natural resources and have less capacity to adapt to climate change.**

The international environmental agenda recognizes these links and presents a unique alignment, as there is an interrelation between the 2030 Agenda and the commitments to promote gender equality in the main Multilateral Environmental Agreements. For example, the UNFCCC recognizes that climate action must respond to the different needs, experiences, priorities and capacities of women and men.<sup>2</sup>

The **key goals** of Convention’s gender action plan include:

- 1 Enhance capacities, knowledge, management and communication** for the systematic integration of gender considerations.
- 2 Achieve and sustain gender balance and the participation and leadership** of women.
- 3 Strengthen the integration of gender considerations** within the work of the Convention’s, the secretariat and other United Nations entities and other stakeholders for the consistent implementation of gender-related mandates and activities.
- 4 Ensure the respect, promotion and consideration of gender equality and the empowerment of women** in the implementation of the Convention and the Paris Agreement.
- 5 Improve tracking of the implementation of and reporting on gender-related mandates** under the Lima work programme on gender and its gender action plan.

Ensuring that this coordinated international environmental framework is **supported by gender-responsive environmental/climate financing offers a unique opportunity for countries to coordinate their actions to promote gender equality, climate action and women’s autonomy in a synergistic manner.**



In the case of climate finance, when the Green Climate Fund was established, it stipulated that: **“The Fund will strive to maximize the impact of its funding for adaptation and mitigation, and seek a balance between the two, while promoting environmental, social, economic and development co-benefits and taking a gender-sensitive approach.”**<sup>3</sup>

**Ensuring that climate and environmental financing take gender issues into account is vital for promoting gender-transformative environmental agendas.**

1. According to Katz and Chamorro (2003), the amount of land women owned was positively and significantly related to the share of household expenditures for the purchase of food in Honduras and Nicaragua.
2. [http://unfccc.int/gender\\_and\\_climate\\_change/items/9619.php](http://unfccc.int/gender_and_climate_change/items/9619.php); [http://web.unep.org/gender/sites/unep.org/gender/files/documents/Gender%20and%20environment%20outlook\\_opt.pdf](http://web.unep.org/gender/sites/unep.org/gender/files/documents/Gender%20and%20environment%20outlook_opt.pdf)
3. FCCC/CP/2011/9/Add.1

## OBJECTIVE OF THIS PUBLICATION

Although international gender mandates related to the environment provide clear guidance for countries and implementing agencies at both national and local levels, there are a number of ongoing challenges to **a) mainstreaming gender effectively in national climate policies and strategies, b) environmental bodies effectively institutionalizing gender, c) an appropriate cross-sectoral coordination, particularly with the women's mechanisms and gender equality policies, and d) the 'transition from words to action' with the design and implementation**

**of climate and environmental initiatives that appropriately and effectively promote gender equality and the empowerment of women throughout the life cycle of their programs and projects.**

The objective of this publication is to generate a dialogue and reflection on these challenges and how some initiatives in the region have managed to overcome them to develop and implement environmental and climate projects that promote greater gender equality and the economic empowerment of women. Moreover, it seeks **to highlight the significant**

**progress made by environmental projects in the region with regard to mainstreaming gender throughout the project life cycle, and share good practices, lessons learned and the tools developed** for this purpose. The experiences of these countries and their governments, project teams and women who participated in these environmental and climate actions are remarkable, and being able to learn about them and the lessons and good practices, is a unique opportunity that, we hope, encourages other projects to be gender responsive and recognize women as agents of change.

**This publication is intended for sustainable development professionals and project teams, regional and national advisors of international organizations, designated national authorities, governmental bodies with similar interests, authorized entities, observer organizations and civil society representatives.**

This document is organized in **four sections:**

1

**The first section provides a brief summary of the gender policies of international environmental funds** (one of the main sources of financing for climate and environmental projects). In particular, it focuses on the Gender Policy and Action Plan 2018–2020 of the Green Climate Fund (GCF), The 2018 Guide to Promote Gender Equality in programs and projects of the Global Environment Facility (GEF) and GEF's Gender Equality Policy and Gender Equality Action Plan.



2

**The second section examines a selection of case studies of projects** currently underway that have been financed by these funds and that have mainstreamed gender in their formulation, implementation, monitoring and evaluation in order to obtain results that benefit both the environment and gender equality.

3

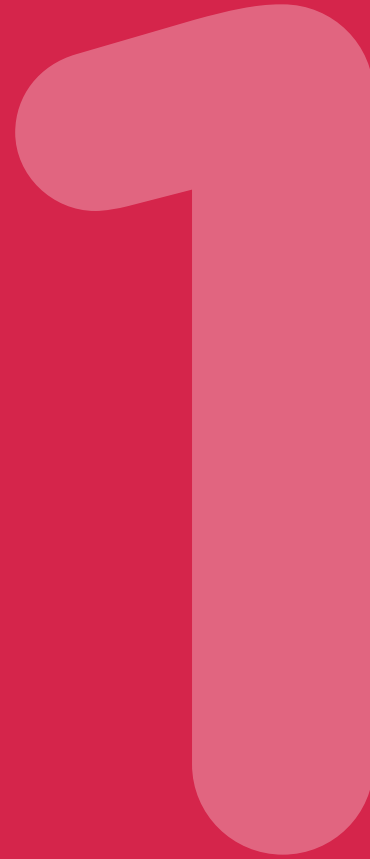
**Finally, the third section summarizes the key findings** of the analysis of the seven case studies, outlining the lessons learned, as well as practical and strategic recommendations to improve the incorporation of gender equality and the empowerment of women in environmental projects.



4

**In the appendix, a checklist with recommendations on how to mainstream gender** in the life cycle of Sustainable Development Projects **is included.**





## SECTION 1.

# GENDER POLICIES OF ENVIRONMENTAL FUNDS

## THE GREEN CLIMATE FUND (GCF) GENDER POLICY AND GENDER ACTION PLAN 2018-2020

### BACKGROUND AND POLICY REVIEW PROCESS

In 2011, the UNFCCC Conference of the Parties (COP) ratified decision 3/CP.17 'Launching the Green Climate Fund.' The objectives and guiding principles of the fund establish that *"The Fund will strive to maximize the impact of its funding for adaptation and mitigation, and seek a balance between the two, while promoting environmental, social, economic and development co-benefits and taking a gender-sensitive approach."* With this mandate, the GCF is the first climate finance mechanism to incorporate the gender approach from the outset and recognize that it is a key element in making decisions about resource mobilization.

**The GCF Gender Policy and Gender Action Plan 2018-2020<sup>4</sup>** arose from the mandate established in its Governing Instrument, which specifically **includes women as official stakeholders, not only in project implementation and strategy development, but also at the highest levels of decision making.** This Action Plan, and the latest revision of the Gender Policy and Action Plan 2019-2021, are the result of Board decision B.09/11.

This plan was updated in February of 2019 with the decision to establish a specific structure, make gender assessment and action plans mandatory at the project level, and adopt a progressive approach to strengthen gender efforts in the GCF.



4. For more details, see <https://www.greenclimate.fund/how-we-work/mainstreaming-gender>



## ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS OF THE 2030 AGENDA

The GCF Gender Equality Policy has three main objectives that are aligned with the SDGs and, specifically, with SDG 5, which focuses on gender equality and the empowerment of women. The three objectives are:

- 1** **Support for interventions and innovations related to climate change** through a broad approach that takes into account gender issues.
- 2** **The promotion of climate-related investments** that promote gender equality through climate change mitigation and adaptation measures and the defense of human rights for all, especially women and men in vulnerable or marginalized communities.
- 3** **The reduction of gender inequality** through activities related to climate change management..



## REQUIREMENTS FOR GENDER MAINSTREAMING AT THE PROJECT LEVEL

According to the GCF<sup>5</sup>, the requirements for incorporating a gender perspective are:

- Alignment** with national policies and priorities.
- Mandatory socioeconomic and gender **evaluations**.
- Equitable **gender consultations** with stakeholders based on the requirements of the proposed project.
- Determination on how** the project/program can **address the needs of women and men** with respect to the identified climate problem.
- Identification of the change factors** necessary for achieving the goals of the project/program.
- Identification and formulation of gender-specific elements** that should be included in the project/program activities.

These stages define the needs and actions to mitigate climate and environmental risks, taking into account the participation of women and the assessment of gender issues.

5. Green Climate Fund (GCF), (2017). Mainstreaming Gender in Green Climate Fund Projects. Page 21.

# GLOBAL ENVIRONMENT FACILITY (GEF) GENDER EQUALITY POLICIES

## BACKGROUND AND POLICY REVIEW PROCESS

The **GEF 2017 Gender Equality Policy**<sup>6</sup> is a synthesis of the advances made in the GEF Gender Mainstreaming Policy of 2011 and its 2014 Gender Action Plan. This policy **addresses the shortcomings in areas such as access to and control of natural resources, access to benefits and services, participation and decision making.** In particular, it seeks to translate *“into concrete policy requirements, GEF’s ambition to move from a “no harm” approach to a “do good” approach, taking into account gender issues and opportunities to address gender inequalities and promote the empowerment of women.”*

## ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS OF THE 2030 AGENDA

The **GEF Policy on Gender Mainstreaming has six fundamental principles** to promote gender equality and the empowerment of women in GEF governance and operations. They include, among others, **alignment with the 2030 Agenda and the Multilateral Environmental Agreements** supported by GEF, **the reduction of gender inequalities and reflection on an inclusive approach** that takes into account gender issues in all the stages of funded projects.

6. For more details, see <https://www.thegef.org/topics/gender>






In particular, **the GEF Policy requires that implementing agencies** have “policies or strategies that meet seven minimum requirements to ensure gender mainstreaming:

- 1 **Institutional capacity** for gender mainstreaming.
- 2 **Consideration of gender issues** in the formulation, execution and review of projects.
- 3 **Performance of gender analyses** in projects.
- 4 **Measures to minimize/mitigate adverse impacts** related to gender.
- 5 **Inclusion of gender awareness activities on gender equality.**
- 6 **Monitoring and evaluation of gender mainstreaming progress.**
- 7 **Involvement of gender experts** in projects.<sup>7</sup>

## REQUIREMENTS FOR GENDER MAINSTREAMING AT THE PROJECT LEVEL

The Gender Policy establishes the following requirements for the execution of projects with a gender approach:

-  **Gender analysis or equivalent socioeconomic evaluation** that identifies and describes any gender differences, gender-differentiated impacts and risks and opportunities to address gender inequalities and promote the empowerment of women that may be relevant to the proposed action.
-  **Any corresponding measures that take into account** gender issues to address identified differences, impacts, risks and opportunities through a gender action plan, or equivalent.
-  If gender-sensitive measures have been identified, the results or logical framework should **include actions, gender-sensitive indicators and targets disaggregated by sex.**<sup>9</sup>

7. GEF Gender Equality Action Plan <https://www.thegef.org/publications/gender-equality-action-plan>

8. Described in more detail in the 2018 Guidance to Advance Gender Equality in GEF Projects and Programs

9. GEF Gender Policy <https://www.thegef.org/council-meeting-documents/policy-gender-equality>

# 2

## SECTION 2.

# CASE STUDIES OF INNOVATIVE PROJECTS TO ADDRESS CLIMATE CHANGE, LOSS OF BIODIVERSITY AND PROMOTE GENDER EQUALITY: PRESENTATION AND ANALYSIS

In recent years, the Latin American and Caribbean region has seen a growing number of projects that demonstrate that it is possible to implement gender-responsive climate and environmental initiatives. This change has been a gradual process, where many of the actors implementing environmental projects still face the challenge of “how” to mainstream gender. However, **there are projects that go beyond just words, where gender issues are not only taken into account in the project documents, but also in the proposed concrete actions to reduce gender inequalities and transform social paradigms. An example in the region is the pilot project “Supporting the peace process in Colombia by strengthening the participation of women in the governance of natural resources,”<sup>10</sup>** which is part of the Joint Global Program ‘Women, Natural Resources and Peace,’ implemented by the three agencies. This is an innovative initiative that supports the initiatives organized by the Colombian government and civil society, as part of the implementation framework of the Peace Agreement, to strengthen the gender dimension and the participation of women in the development of reforms, programs and initiatives for rural development and natural resource management as a means to promote conflict resolution and sustainable peace in Colombia.

Another example is the UNDP GEF project called “**Strengthening Capacities for the Implementation of the Nagoya Protocol in Mexico on Access to Genetic Resources and Fair and Equitable Sharing of the Benefits that Result from the Use of the Convention on Biological Diversity,**”<sup>11</sup> through which women in rural and urban areas forge new alliances to protect biodiversity in Mexico. As part of the project, a ‘Sustainable Rural Housing’ initiative was proposed, where women are responsible for cultivating and producing the raw materials they will use in the production of products for export. Since 2003, with the support of students at the Autonomous University of Querétaro, some of these producers have developed new methods to ensure sustainable income sources through improved natural resource management.



**It is important to emphasize that, in the region, there are projects** that are not only committed to strengthening the links between environmental, social and economic dimensions, but **that also allocate specific resources to improve how gender is mainstreamed over their life cycle. An example of this commitment is the PROAmazonía program** that has mainstreamed gender in its governance, environmental incentives and sustainable practices aimed at reducing deforestation and forest degradation. Recognizing the importance of this issue, UNDP signed an agreement with UN Women. The program has a budget of approximately USD 1.2 million for incorporating gender in the project’s actions.

10. For more information, see <https://colombia.unwomen.org/es/como-trabajamos/paz-y-seguridad/gobernanza-ambiental>

11. For more information, see <https://www.mx.undp.org/content/mexico/es/home/projects/protocolo-de-nagoya.html>

## CASE STUDIES IN THIS PUBLICATION

In this publication, we present a sample of gender-responsive projects supported by the three agencies with substantial efforts to implement innovative environmental solutions. The selection of projects was based on the following criteria:



**Financed by vertical funds** (GEF and GCF).



**Demonstrated substantial progress** promoting gender equality in one or more phases of the project's life cycle.



**Addressing a great diversity of environmental issues**, ranging from preservation of protected areas to chemical management.



**Initiative headed and/or supported by one of the three UN agencies** in this publication.



### SELECTED CASE STUDIES



Conservation and sustainable use of biodiversity in dry ecosystems to guarantee the flow of ecosystem services and to mitigate the processes of deforestation and desertification.

Colombia



City-Adapt. Building climate resilience of urban systems through Ecosystem-based Adaptation (EbA) in Latin America and the Caribbean.

México, El Salvador and Jamaica



Strengthening capacities of Rural Aqueduct Associations (ASADAS) to address climate change risks in water stressed communities of Northern Costa Rica.

Costa Rica



Nationally Appropriate Mitigation Actions (NAMA) in power generation and final energy consumption sectors.

Perú



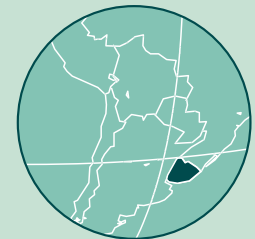
Amazon Integrated Program for Forest Conservation and Sustainable Production (PROAmazonia).

Ecuador



Strengthening the effectiveness of the National Protected Area System by including a landscape approach to management.

Uruguay



National Program for the Environmentally Sound Management and Life Cycle Management of Chemical Substances.

Ecuador



Project

To gather data on the projects, we first reviewed available project documents (PRODOCs), evaluations and communication products that highlight how the project promotes gender equality and the empowerment of women. Following that, an online questionnaire was carried out to evaluate how gender mainstreaming was applied in each project by analyzing the phases, lessons learned and good practices. The questionnaire data was complemented with data obtained through interviews with Regional Technical Advisors,

Project Coordinators and Program Officers, Members of the Government Executing Agencies, Gender Focal Points and Gender Experts. In these interviews, it was possible to obtain details of the gender mainstreaming process in the project life cycle, as well as which components satisfy the gender requirements of the vertical funds and the main lessons learned, classified into benefits, challenges, enabling conditions, recommendations and good practices. With this data, fact sheets were prepared (presented below).

## HOW TO READ THE CASE STUDIES

Each case study has five sections that, taken together, serve as a model for other environmental and climate projects and programs that endeavor to promote gender equality and the empowerment of women in an integrated, effective, efficient and sustainable manner.

**Section 1. Brief description of the project.** This section includes general project information, objectives, implementing partners, implementation period, the vertical fund financing and a brief description of conservation and sustainable resource management activities and climate actions carried out under the project.




**Section 2. Degree of compliance with GEF/GCF gender policy requirements.** This section presents the seven GEF and GCF gender requirements for projects that receive environmental financing and summarizes whether the projects have satisfied these requirements in the planning and implementation stages.

**Section 3. Key elements for gender mainstreaming in projects: good practices.** This section briefly describes how gender is integrated in the project, highlighting good practices to promote gender equality and the empowerment of women. It also includes a description of the actions

implemented by the project to comply with detailed actions based on the gender requirements of projects that receive GEF or GCF financing.



For each action described, we assess whether:

-  The project satisfies the requirements
-  Does not satisfy the requirements
-  Satisfies some requirements, but with aspects that could be improved

The section also includes a summary of the challenges or limitations the project faced in incorporating a gender perspective. It is important to note that the actions included may serve as good practices that can be replicated in other projects.

**Section 4. Project impact areas related to gender equality.** This section includes a series of icons to summarize the project's main contributions to gender equality. The results with the greatest impacts were selected, so the tabs will not necessarily show all the icons included in the following key. Then, the main project results that promote gender equality and the empowerment of women are described in detail and the most significant ones are highlighted. These results may serve as an inspiration for other projects that endeavor to obtain transformative results in gender equality.



The project achieved transformative gender results.



The project had a positive impact on women.



The project had a positive impact on the reduction of gender inequality, gender gaps and social risks.



The project had a positive impact on the resilience of women and men with respect to environmental and climate impacts and risks.



The project results contribute to achieving the SDGs.



The project results contribute to the gender mandates in the Multilateral Environmental Agreements (MEAs).



The project contributes to the design and/or implementation of local or national environmental policies or strategies with a gender approach.

### Section 5. Lessons Learned and Recommendations.

This last section includes a summary of:



a) the main benefits from incorporating a gender approach in the project.



b) contextual/external and internal factors (enabling conditions) that facilitate the incorporation of gender equality in the project.



c) recommendations to address the main causes of gender inequalities and to promote the empowerment of women based on actions carried out by the project.

# CASE STUDIES ON GENDER-RESPONSIVE ENVIRONMENTAL PROJECTS IN THE LATIN AMERICAN AND CARIBBEAN REGION

## CASE STUDY 1. COLOMBIA

CONSERVATION AND SUSTAINABLE USE OF BIODIVERSITY IN DRY ECOSYSTEMS TO GUARANTEE THE FLOW OF ECOSYSTEM SERVICES AND TO MITIGATE THE PROCESSES OF DEFORESTATION AND DESERTIFICATION.



Implementing agency

**UNDP Colombia**

Implementation period

**2014**  
**2020**

Vertical fund

**GEF**



### Implementing partners

-  Ministry of Environment and Sustainable Development
-  Regional Autonomous Corporation of Tolima (Cortolima)
-  Regional Autonomous Corporation of Alto Magdalena (CAM)
-  Regional Autonomous Corporation of Valle del Cauca (CVC)
-  Regional Autonomous Corporation of Canal del Dique (Cardique)
-  Regional Autonomous Corporation of La Guajira (Corpoguajira)
-  Regional Autonomous Corporation of Cesar (Corpocesar)
-  Alexander Von Humboldt Foundation
-  Rural Landscapes Corporation
-  Natural Heritage Fund



### Background

At present, dry forests constitute one of **the most threatened ecosystems in the Neotropics**. They concentrate human populations and are subject to intense transformations due to the fertility of their soils.

**In Colombia, tropical dry forests once covered a considerable area of the country, distributed along the Atlantic coast, the lower part of the Guajira peninsula and the inter-Andean valleys.**



### Objectives

Reduce the current trend of deforestation and desertification of dry forests and ensure the flow of ecosystem services through biodiversity conservation, sustainable soil management and carbon sequestration.



### Targets

1

**Incorporation in regional and municipal planning of the principles of biodiversity conservation**, sustainable land management and Reducing Emissions from Deforestation and Forest Degradation (REDD+) with the application of policy instruments to reduce dry forest deforestation and desertification.

2

**Preservation of 18,000** hectares of dry forest in 12 new regional or local **protected areas** and/or conservation agreements maintaining stable populations of indicator species.

3

**Avoided emissions from** dry forest deforestation for a period of five years.

4

**Recovery of 1,000 hectares of dry forest** in six river basins to increase landscape connectivity (structural and functional) between patches of dry forest.

### DEGREE OF COMPLIANCE WITH GEF GENDER POLICY REQUIREMENTS

	Planning	Implementation
Gender analysis identifies and describes gender differences.		
Gender analysis identifies and describes gender-differentiated impacts, risks and opportunities.		●
Gender analysis informs the budget and human resources.		●
The project includes gender-responsive measures in the gender action plan.		●
The project includes gender-sensitive indicators and targets disaggregated by sex.	●	●
The project provides equal opportunities for men and women for participation and decision making.	●	●
The project provides equal benefit opportunities for men and women.		●



### KEY ELEMENTS TO MAINSTREAM GENDER IN THE PROJECT: GOOD PRACTICES

#### HOW IS GENDER INTEGRATED IN THE PROJECT?

**STEP 1**  
Analysis and Strategy Definition

Through on-site visits in project implementation areas and meetings with communities, different ways to address the issue were raised. The process of incorporating a gender approach began in 2016 with the support of a gender expert, who developed the strategy.

**STEP 2**  
Implementation of pilot actions

This allowed the community intervention methodology with a gender approach to be adapted to the dynamics of women in the region. This generated platforms where women felt comfortable and confident, with the same opportunities to introduce initiatives for the sustainable use and conservation of dry forests. Having platforms for dialogue was extremely important as, initially, it was the men who made the decisions regarding the proposed project activities.

**STEP 3**  
Incorporation of measures to promote empowerment and opportunities for women

Although the project planning phase did not include specific gender-sensitive measures, actions were incorporated during the implementation, such as training, organizational strengthening, support for productive initiatives led by women to improve food security and, at the same time, generate economic benefits, provide opportunities for their well-being and contribute to sustainable human development. In addition, a number of women's environmental organizations were created during the project, such as ASOBOSPA (women who work in dry forest conservation and community nature tourism in the municipality of Aipe, Huila), Miramar Environmental Foundation (women who work in dry forest conservation and community tourism and nurseries in the municipality of Dibulla, La Guajira), and ASOARTE (indigenous artisan women of the municipality of Natagaima, Tolima).

#### CHALLENGES OR LIMITATIONS FACED BY THE PROJECT WHEN INCORPORATING A GENDER PERSPECTIVE

- Although there were grassroots organizations, most were composed of and run by men.
- With respect to gender, organizations understood that it was an issue for women where men could not participate.
- One of the challenges at the community level was conveying the value of a gender approach without polarization.
- It is important to ensure that both women and men are reflected in the project actions.



	GEF project requirements	Actions implemented in this project
	<p> <b>The project identifies relevant gender priorities and considerations</b></p>	<p><b>Once the gender strategy was defined, the process of adapting the strategy to the project</b> was carried out and the work began on the sustainable use and conservation of the dry forest with a gender focus in the Andean and the Caribbean areas. <b>Women were given opportunities to identify and participate in the activities</b>, contributing to the maintenance of the dry forest, the improvement of production practices and the promotion of transformation processes to improve the living conditions of each nuclear family.</p>
	<p> <b>The project document includes gender considerations</b></p>	<p>The Project Document includes some gender considerations in different sections and notes that attention is given to gender issues across the project. <b>The results framework states that the capacity building program will be conducted with a gender approach</b> and that the distribution of REDD+ benefits will take into account gender. <b>However, it does not mention how these results will be achieved.</b></p>
	<p> <b>The project team has capacities to mainstream gender</b></p>	<p>The project team began strengthening its capacities to mainstream gender based on the gender strategy and the action plan developed in 2016. Today, <b>the team is responsive and committed</b> to developing collective construction processes with women and men in grassroots communities.</p>
	<p> <b>The project conducts gender analysis</b></p>	<p>The project carried out an initial on-site analysis, asking women how they were involved in environmental issues and how they could get involved in the processes related to the project. <b>The analysis identified the limitations, opportunities and difficulties that women experience with respect to participation.</b></p>
<p> <b>The project satisfied the requirements</b></p>	<p> <b>The project develops a gender action plan</b></p>	<p>The project formulated a gender action plan to <b>promote gender equality and the empowerment of women in all the project components</b>. Currently, this plan serves as a reference for the sustainable development projects of the UNDP office in Colombia.</p>
<p> <b>The project did not satisfy the requirements</b></p>	<p> <b>The project has human and economic resources for incorporating gender actions</b></p>	<p>The project did not have specific human and economic resources to incorporate gender issues, but since its inception, it incorporated activities in which women and men participated. <b>With the formulation of the gender strategy and action plan, resources were allocated to strengthen the gender approach, starting with the goal of community participation.</b></p>
	<p> <b>The project includes measures to address gender inequalities and risks and gender-differentiated impacts</b></p>	<p>One of the main gender issues identified during the initial analysis was the lack of participation by women in environmental initiatives, so <b>actions were implemented to adapt to women's schedules for consultation processes and collective collaboration.</b></p>
<p> <b>The project satisfied the requirements, but there are areas that could be improved.</b></p>	<p> <b>The project includes measures to foster opportunities and the empowerment of women</b></p>	<p><b>The project implemented a collective collaboration process to define strategies, strengthen women's knowledge and empower them in entrepreneurial and organizational management.</b> To achieve this, environmental classes in open spaces were carried out, which allowed them to be in contact with their surroundings. This contributed to the implementation of initiatives identified by women related to specific activities to promote nature tourism, bird watching, hiking, forest nurseries, handicrafts using dry forest secondary products and the transformation of agrobiodiversity products.</p>
	<p> <b>The project assesses whether it properly addresses gender equality during the project life cycle</b></p>	<p><b>The project did not include a protocol</b> to assess whether gender equality was properly addressed in the life cycle. <b>However, it provides data on the actions and results achieved with women and their life stories.</b></p>



## PROJECT IMPACT AREAS RELATED TO GENDER EQUALITY

The project achieved transformative gender results.

The project had a positive impact on the reduction of gender inequality, gender gaps and social risks.

The project had a positive impact on women.

The project had an impact on the resilience of women and men with respect to environmental and climate impacts and risks.

Project results contribute to achieving the SDGs.



**One of the main benefits of incorporating a gender approach in the project was the assurance that conservation actions were sustainable.** For example, the project team identified that nature tourism was an activity that could improve the sustainability of restored areas and proposed involving the communities and starting a process to prepare them to be “community tourist informants,” identify nature-based tourism opportunities, formalize or strengthen grassroots organizations, establish a tourism cluster or package in the project area and seek business partners for the implementation of these activities. As men and women pledged to work together, shared actions were developed to enhance sustainable practices in the productive activities of

both, improve knowledge about the environmental goods and services provided by the forest, and transform the biodiversity and agrobiodiversity products they found in their area into edible products or handicrafts.

**The gender approach, applied during the project implementation, allowed us to work on social issues in accordance with the dynamics of each project component, making women visible and allowing them to propose activities where they felt represented, connected and having the same opportunities that men had in the project,** such as: restoration, conservation agreements, community monitoring and the transformation of biodiversity and agrobiodiversity products, establishing a

capacity for empowerment in the region and for the conservation of the dry forest.

This process also changed the perspective of communities, allowing them to understand that the coordination of actions between institutions and communities guarantees the effectiveness and consolidation of processes for the conservation of the dry forest, in this case, the main source of income in the region. The families involved in the project requested that their actions contribute to the improvement of the goods and services provided by the forest and to environmentally sustainable production.



It is important to mention that these communities were affected by the armed conflict that occurred prior to 2015, which is why there was no interrelation between them. **The meetings,**



**the sharing of experiences and the activities carried out by the project not only generated a connection with the forests, but also consolidated social bonds, facilitating teamwork, establishing capacities through the development of good environmental practices and sustainable production.**

In addition, **women took on an important participatory role in grassroots organizations, assuming leadership positions, which were previously only held by men.** Today, men recognize the roles of women and the importance of their leadership in the implementation of conservation activities in the region, which has changed women’s perspectives on livelihoods.





## LESSONS LEARNED AND RECOMMENDATIONS

### Main benefits of incorporating a gender approach in the project:

-  **Sustainability of the actions** proposed by the project.
-  **Involving women ensures that the restored areas are maintained**, since their roles and participation in productive activities that promote sustainable development and generate income are valued.

-  **Strengthening post-conflict social bonds**, especially among women in the basin, which contributed to regaining confidence in their social and natural environment.
-  **Greater diversity of productive activities** that promote sustainable development.





### Contextual/external and internal factors (enabling conditions) that facilitated the incorporation of gender equality in the project:

-  **Project team** with a strong desire to work and achieve results with women.
-  **Gender expert** who developed the gender strategy and action plan through participatory planning with the communities, facilitating the realization of the actions and empowerment of women.
-  **Grassroots organizations and UNDP** recognized the need to mainstream gender in environmental and sustainable development initiatives.
-  **The grassroots organizations and partner institutions** in the region included the gender approach as a criterion in their activities.

-  **The project's recognition of women as main partners**, leading to women's participation to strengthen and scale-up various actions for the conservation, sustainable use and restoration of dry forest, wetland and grassland areas.
-  **The promotion of innovative and transformative biodiversity and agrobiodiversity** processes motivated women to participate in the implementation of project actions.
-  **Development of an action plan based on a social and environmental analysis** that used various participatory and collective methodologies to gather information, including on-site visits.

### Recommendations to address the main causes of gender inequalities and promote the empowerment of women based on the actions carried out by the project:

-  **Carry out joint and coordinated planning involving communities and institutions for the identification and development of actions in the region to promote gender equality**, creating platforms for dialogue and sharing experiences involving both men and women.
-  **Generate equal and inclusive opportunities.** To achieve this, it is necessary to develop processes to ensure that men recognize the importance of women's participation so that women can participate equally in the processes of environmentally sustainable productive development.
-  **Develop actions and services aligned with the different needs and interests of people and communities.**


-  **Recognize the importance of adapting actions to the needs of women** and include actions that can be adapted to their goals and allocate resources for actions that women have identified and prioritized.
-  **Carry out interventions in places and at times that facilitate the participation of women**, as generating contact in their daily spaces helps build trust.
-  **Recognize women's leadership capacity and dignify their role without victimizing them.** It is necessary to implement processes to generate leaders and ensure that men delegate and share responsibilities and organizational decision making with women.
-  **Periodically evaluate social processes with a gender approach** to adjust to situations or difficulties that may arise as a process of ongoing improvement.

#### Feedback:

“The most productive work scenario is in the field, and only in that context can we understand that nature is ample. Conservation with a gender approach should be achieved through practice and on-site approaches, which facilitate information flow and the maturing of ideas. Ideas become richer when we talk about gender in a particular context, and this builds trust.”

**Yinethsy Pérez**  
Project official.

#### More information about the project:

 <http://www.co.undp.org/content/colombia/es/home/projects/uso-sostenible-y-conservacion-de-la-biodiversidad-en-ecosistemas.html>

 <https://youtu.be/BarOu9UM1UI>

## CASE STUDY 2. COSTA RICA

STRENGTHENING CAPACITIES OF RURAL AQUEDUCT ASSOCIATIONS (ASADAS) TO ADDRESS CLIMATE CHANGE RISKS IN WATER STRESSED COMMUNITIES OF NORTHERN COSTA RICA.



Implementing agency

**UNDP Costa Rica**

Implementation period

**March 2016**  
**March 2021** ↻

Vertical fund

**GEF**



### Implementing partners

 Costa Rican Institute of Aqueducts and Sewers



### Background

Costa Rica is experiencing the effects of climate change, and annual rainfall in the northern region is expected to decrease 65% by 2080.<sup>12</sup> **If climate pressures are not addressed, the northern region will continue to experience significant impacts, both in the effective availability of water resources and in the operation of aqueduct services, generating significant economic impacts on the livelihoods of communities and productive sectors, undermining the human right of access to clean and safe water.**

12. ECOTEC. 2009. Diagnóstico Biofísico para Costa Rica del Proyecto: Mejoramiento de Capacidades Nacionales para la Evaluación de la Vulnerabilidad y Adaptación del Sistema Hídrico al Cambio Climático en Costa Rica como Mecanismo para Disminuir el Riesgo al Cambio Climático y Aumentar el Índice de Desarrollo Humano. San José, Costa Rica.

In this scenario, the communal aqueduct associations (ASADAS) are responsible for providing potable water and sanitation services to 30% of the country's population. However, most ASADAS need to improve their infrastructure and capabilities, gain access to knowledge, tools and financial resources and, above all, adopt a sustainable approach to climate change adaptation to overcome these challenges.

**One of the solutions for overcoming these challenges is to adopt a holistic approach to managing water supply and demand that takes climate change into account.**



### Objectives

Improve water supply and promote sustainable practices related to the use of water by consumers and productive sectors through community-based and ecosystem-based measures in ASADAS aimed at addressing climate-related water vulnerability in northern Costa Rica.



### Targets

1

**The project proposed actions to strengthen the infrastructure and technical capacity of ASADAS and communities to address the impacts of climate change on the aquifers in the region and develop climate change adaptation measures based on ecosystems and strategies and investments in infrastructure and water supply services for rural communities.**

### DEGREE OF COMPLIANCE WITH GEF GENDER POLICY REQUIREMENTS

	Planning	Implementation
Gender analysis identifies and describes gender differences.		●
Gender analysis identifies and describes gender-differentiated impacts, risks and opportunities.	●	●
Gender analysis informs the budget and human resources.		●
The project includes gender-responsive measures in the gender action plan.		●
The project includes gender-sensitive indicators and targets disaggregated by sex.	●	●
The project provides equal opportunities for men and women for participation and decision making.	●	●
The project provides equal benefit opportunities for men and women.	●	●

## KEY ELEMENTS FOR GENDER MAINSTREAMING IN THE PROJECT: GOOD PRACTICES

### HOW IS GENDER INTEGRATED IN THE PROJECT?

#### STEP 1 Analysis

In Costa Rica, the ASADAS are a model of community aqueduct management, carried out by volunteers from communities, where women actively participate. Thus, from the beginning, the analysis sought to review the way in which this participation occurs and propose actions to promote gender equality in the sector.

**An analysis of the current scenario of women in relation to water resources in communities covered by the project demonstrates the inequalities that women experience** in active participation in decision-making, access to training for their empowerment and the use of water. The sexual division of labor reveals that their role is perceived as primary family providers, not leaders.

#### STEP 2 Gender Strategy

The strategy included concrete actions to achieve the gender results proposed in the results framework. **The resulting strategy was based on the analysis and uses the Bronfenbrenner ecological intervention model,<sup>13</sup> which informs gender social interventions on three levels: Macro (at the central institutional level in AyA and UNDP), Meso (with**

13. For more information, visit: <http://cedoc.inmujeres.gob.mx/lgamvvlv/MoDecoFinalPDF.pdf>

**ASADAS leadership and the Regional Offices of Communal Aqueducts - ORAC) and Micro (with people from the communities).** The strategy addresses climate adaptation efforts using a multi-causal approach that addresses a range of actions to strengthen equal access to capacity building opportunities, management positions, decision-making and personal growth to strengthen women's leadership skills and capacities as agents of change in communities.

#### STEP 3 Capacity building






Based on the gender analysis, the project team was able to ascertain how the availability of water resources affects women and men differently and propose solutions for the identified inequalities. **The project includes training on climate change with a gender approach to disseminate adaptive measures in communities, creating opportunities for increasing the active participation of women in these areas.** Specifically, the project proposed: a) training 1,500 inhabitants of farming communities and individual farmers (half of them women) to incorporate climate change adaptation in their livelihoods; and b) ensuring that at least 40 water security plans incorporate ecosystem-based adaptation to climate change and include gender considerations.













#### STEP 4 Implementing Actions

Thanks to the flexibility of the project, the gender strategy led to a great diversity of actions that contribute to the intended gender results. At the macro level, the gender policy of the Costa Rican Institute of Aqueducts and Sewers (AyA) was created and, at the micro level, specific activities have been carried out to involve women in sectors that

they seldom participate in, such as a plumbing workshop, a geospatial technology rally to attract young women and the First National Meeting of Women and Climate Change. In addition, **the project has made efforts to strengthen and improve the team's gender capabilities and promote the constant quest for innovative activities to improve gender equality and the empowerment of women as part of the project.**

### CHALLENGES OR LIMITATIONS FACED BY THE PROJECT WHEN INCORPORATING A GENDER PERSPECTIVE:

-  The current situation in the country. **Costa Rica is experiencing a political-social wave of ultraconservative and fundamentalist movements that undermine legal and social advances, especially in the area of women's rights** (particularly in rural areas).
-  **Culture and traditions limit the scope of the gender perspective**, since the ASADAS are considered men's associations.
-  **Institutions do not have the same awareness of gender issues and the gender perspective is not always well received.**
-  **The professionals hired for projects do not necessarily have the same awareness, knowledge and tools to adequately incorporate the gender perspective**, thus training and knowledge sharing is required to ensure its inclusion.
-  **The gender sensitization processes for AyA / ORAC regional offices staff should be carried out in a systematic and ongoing manner**, as they are important actors for the sustainability of gender equality actions.

	GEF project requirements	Actions implemented in this project
	<p> <b>The project identifies relevant gender priorities and considerations</b></p>	<p>The gender considerations were identified following a <b>participatory analysis</b> of women in the community management of aqueducts in the North-North territory and the Chorotega region.</p>
	<p> <b>The project document includes gender considerations</b></p>	<p><b>The project establishes concrete gender considerations, based on a brief description of the reality of women.</b></p>
	<p> <b>The project team has capacities to mainstream gender</b></p>	<p><b>The gender expert conducted several training actions, there are ongoing opportunities for dialogue and the team is more confident to incorporate gender, thanks to the checklist that was included in the strategy.</b></p>
	<p> <b>The project conducts gender analysis</b></p>	<p><b>The gender analysis looked into the inequalities associated with women's active participation in decision making, access to capacity building, men's and women's relationships with respect to water use and the division of labor that recognizes women as the main family providers and responsible for daily life, but not as leaders.</b></p>
	<p> <b>The project develops a gender action plan</b></p>	<p>The action plan is based on a three-level intervention model: <b>Macro</b> (institutional), <b>Meso</b> (ASADAS leadership) and <b>Micro</b> (communities).</p>
<p> <b>The project satisfied the requirements</b></p>	<p> <b>The project has human and economic resources for incorporating gender actions</b></p>	<p>The project has the support of a gender expert and the project team is sensitive and has conceptual capabilities and tools. <b>Thanks to the flexibility of the project, there were resources to promote gender equality and the empowerment of women as part of the project's overall actions, although a gender-specific budget was not allocated from the beginning.</b></p>
<p> <b>The project did not satisfy the requirements</b></p>	<p> <b>The project includes measures to address gender inequalities and risks and gender-differentiated impacts</b></p>	<p><b>The project actively participated in the comprehensive review and analysis of the Comprehensive Reform of ASADAS Regulations with the goal of reducing barriers to equality. There are mechanisms for increasing the participation of women in capacity building and other project activities, such as directly inviting women leaders identified in communities and offering childcare during workshops.</b></p>
<p> <b>The project satisfied the requirements, but there are areas that could be improved.</b></p>	<p> <b>The project includes measures to foster opportunities and the empowerment of women</b></p>	<p>A <b>basic introduction to plumbing course</b> aimed specifically at women (where 32 women participated). <b>Technological rally</b> for more than 50 young women on geospatial technology-based solutions. <b>First National Meeting of Women and Climate Change</b> with the participation of more than 40 women's organizations addressing climate change adaptation. <b>Methodological design that promotes and encourages women to speak out and express their opinions.</b> The project highlights the importance and impact of women's participation in community water management <b>through communication products</b> (videos, life stories and publications).</p>
	<p> <b>The project assesses whether it properly addresses gender equality during the project life cycle</b></p>	<p><b>The gender strategy has a set of indicators to measure the implementation progress and has a simple and objective checklist</b> with suggestions to guide the team on incorporating the gender perspective and foster equality through project activities.</p>

## PROJECT IMPACT AREAS RELATED TO GENDER EQUALITY



✓  
The project had a positive impact on women.



✓  
The project had a **positive impact on the resilience of women and men** with respect to environmental and climate impacts and risks.



✓  
The project contributed to the creation and/or implementation of local or national environmental policies or strategies with gender approach.








**Project results contribute to achieving the SDGs.**



**The project contributed to the creation of the AyA Gender Equality Policy 2018-2033 and the first Action Plan 2018-2022.** The general objective of the Policy is to promote the implementation of strategic actions with a gender mainstreaming approach in AyA work for the reduction gender inequalities, aimed at strengthening democratic and inclusive development and the integrated management of water resources. **The Policy adheres to five strategic guidelines:** 1) an environment free of sexism and discrimination; 2) reconciliation of work and family life; 3) gender equality in opportunities and benefits for AyA staff; 4) services with a gender perspective; and 5) gender equality in Rural Aqueduct Associations (ASADAS). In addition, the Interdisciplinary Committee on the AyA Gender Equality Policy was created for the implementation of the Policy and the first Action Plan.

By regulation, only registered property owners can participate in ASADAS assemblies, so the **project actively supported the detailed review and analysis of the Comprehensive Reform of ASADAS Regulations to eliminate the regulatory obstacles that prevent women and young people from participating in ASADAS leadership.** The analysis and recommendations were carried out jointly with the Interdisciplinary Committee for the AyA Gender Equality Policy with the participation of the leaders, the ASADAS association promotion group and different strategic partners. **The regulation review promotes the delegation of voices and votes in the assemblies, thus expanding opportunities for women and youth to participate.**

**The project also provided a basic introduction to plumbing course aimed specifically at women, with**

**the goal of increasing their participation in ASADAS, as well as promoting job opportunities (formal and informal) for women in a non-traditional trade.** This initiative has created a synergy between the National Learning Institute (INA), the Costa Rican Institute of Aqueducts and Sewers (AyA) and UNDP to create an official technical 250-hour plumbing course for women that allows participants to work in ASADAS across the country.



As part of International Youth Day celebrations, the project carried out the **1st Geospatial Technology Rally for young women from rural communal aqueducts** in collaboration with the School of Geography of the University of Costa Rica (UCR) and the Costa Rican Institute of Aqueducts and Sewers (AyA) aimed at supporting the educational transformation of 50 young women from the Chorotega region and the North-North




Territory. Over the course of four days, the rally introduced these women to the world of innovation and technology and strengthened their capacities in the use of geospatial tools that facilitate decision making in communal aqueducts to improve community management of water, sanitation and risk mitigation, addressing the climate crisis and environmental management.

The partnership between the Citizen Advisory Council on Climate Change for Women (5C Mujeres), the National Women's Institute (INAMU) and the project supported the **First Meeting of Women and Climate Change.** The goal of the meeting was to recognize women's roles in climate change adaptation and mitigation and share knowledge, experiences and good practices among the representatives from more than 40 local and community women's organizations. The forum sought to strengthen the National Women's Assembly and 5C Mujeres, with the support of UNDP and other institutions.




## LESSONS LEARNED AND RECOMMENDATIONS





### Main benefits of incorporating a gender approach in the project:

-  The development of the AyA gender policy allows for a **clear mandate and institutional support to propose concrete actions and forge alliances** with other government institutions.
-  **Modifications of the ASADAS regulations have allowed women to become more actively involved** as key agents of change in water resource management.



-  **The project has served as an example for UNDP, demonstrating different possibilities and opportunities to work with a gender perspective in environmental projects.**
-  **The creation of platforms and innovative activities of interest to women** increases their participation in meetings, training actions and other project activities.
-  **It created an atmosphere in which the men working in ASADAS were open to the participation of women in deliberations and decision making.**




### Contextual/external and internal factors (enabling conditions) that facilitated the incorporation of gender equality in the project:

-  **In the water and water management sector there is a high degree of participation by women, which makes it easier to identify and address gender considerations** related to aqueducts in all project components.
-  **The gender expert provided the conceptual and operational inputs**, which allowed for the gender perspective to be intrinsically incorporated in the project vision.
-  **The project team is sensitive and equipped with conceptual and practical tools** for the implementation of the gender perspective, which facilitates assuming different responsibilities in their work with a gender perspective.

-  **The institutions have demonstrated political will** (such as AyA, including the Executive Presidency and the Gender Equality leadership, as well as the Interdisciplinary Committee for the AyA Gender Equality Policy) **and have made the necessary decisions to promote transformations and mobilize existing human resources** in institutions that the project can take advantage of, such as the network of men for equality in AyA and the AyA Gender Equality leadership.
-  **Building alliances and the co-generation of actions** between different organizations and institutions related to water management allows for the creation of platforms to promote the gender perspective and gender equality.
-  **The Bronfenbrenner ecological intervention model** informs social gender interventions on three levels.
-  **The use of a simple and objective checklist with suggestions for concrete actions** that the project team can undertake to include the gender perspective in their interventions.

### Recommendations to address the main causes of gender inequalities and promote the empowerment of women based on the actions carried out by the project:

-  **Build capacities and empower male team members on gender equality** so that they can work with other men in the communities to promote positive masculine norms.
-  **Develop actions to promote equality** and work in conjunction with male project team members and other men in the community using dialogue and training to promote positive masculine norms.





-  **Continue working on building positive masculine norms and collaborative partnerships between men and women** that foster shared leadership between women and men.
-  **Promote team creativity to reflect on alternatives to promote gender equality.** From these dialogues, ideas emerge such as the plumbing course, the technological rally and the first Meeting of Women and Climate Change.
-  **Promote a proactive and adaptive attitude in the development of platforms and opportunities** to expand activities that give priority to women.

#### Feedback:

“In environmental projects, we must lose our fear of the gender perspective, understand that all the issues we promote affect the different groups of people we work with differently and that we need an approach to adequately address these differences.”

**Gerardo Quirós Cuadra**  
Project Coordinator.

#### More information about the project:

-  **Video on the participation of women in community water management:**  
<https://www.youtube.com/watch?v=OrLm8B4ydds>
-  **UNDP Costa Rica Vimeo video: Life history. Victoria Lara - ASADA Cuajiniquil:**  
<https://vimeo.com/233860982>
-  **Life history videos:**  
<https://onedrive.live.com/?authkey=%21ACKSyqL3O-Q905wk&id=A42F942266272D-D2%212005&cid=A42F942266272DD2>
-  **Photo history in Exposure:**  
<https://pnudcr.exposure.co/84fb-4c93af239b014808d714fc93fcb>

## CASE STUDY 3. CITY-ADAPT PROJECT.

BUILDING CLIMATE RESILIENCE OF URBAN SYSTEMS THROUGH ECOSYSTEM-BASED ADAPTATION (EBA) IN LATIN AMERICA AND THE CARIBBEAN (MEXICO, EL SALVADOR AND JAMAICA)



Implementing agency

**United Nations Environment Programme - UNEP**

Implementation period






**2018  
2021**

Vertical fund

**GEF**



### Implementing partners

-  Ministry of Environment and Natural Resources (MARN) of El Salvador.
-  Secretariat of Environment and Natural Resources of Mexico (SEMARNAT).
-  FUNDASAL
-  PROCOMES
-  Golfo de México A.C. UN Women



### Background

In Latin America and the Caribbean, 80% of the population lives in cities, and the tendency is for this percentage to increase in the coming years. **This urban expansion generates increasing negative pressures on urban and**

**peri-urban ecosystems that provide a wide range of services for the well-being of communities.** These effects are exacerbated by climate change, the expected reduction in water quality and supply for productive activities and domestic consumption, greater food insecurity due to reduced agricultural productivity, an increase in weather-related disasters, and increased health risks of vector-borne diseases due to higher temperatures.<sup>14</sup>

**The Ecosystem-based Adaptation (EbA) approach is an effective way to reduce the vulnerability to climate change of urban and peri-urban communities by protecting, maintaining and recovering priority ecosystems in urban areas to act as physical buffers to climate change risks, while also generating multiple social and environmental benefits.**

14. UNEP. Project document: Building climate resilience of urban systems through Ecosystem-based Adaptation (AbE) in Latin America and the Caribbean.



### Objectives

Increase the climate resilience of urban and peri-urban communities in cities in the Latin American and Caribbean region with the application of EbA approaches. Increase the capacities of governments and local communities in three medium-sized cities in Latin America and the Caribbean to adapt to the effects of climate change by incorporating EbA in urban planning in the medium and long term.



### Targets

1

**Build climate resilience in urban and peri-urban communities with the implementation of EbA interventions in three cities: San Salvador (El Salvador), Xalapa (Mexico) and Kingston (Jamaica).** This is achieved by: 1) strengthening the institutional and technical capacities of local governments to plan and apply the EbA approach in urban areas; 2) taking advantage of the revisions of national policies and plans carried out by other projects to incorporate urban EbA; and 3) carrying out urban EbA interventions to reduce the vulnerability of disadvantaged urban communities to the negative impacts of climate change in the future.



**DEGREE OF COMPLIANCE WITH GEF GENDER POLICY REQUIREMENTS**

	Planning	Implementation
Gender analysis identifies and describes gender differences.		●
Gender analysis identifies and describes gender-differentiated impacts, risks and opportunities.		●
Gender analysis informs the budget and human resources.		●
The project includes gender-responsive measures in the gender action plan.		●
The project includes gender-sensitive indicators and targets disaggregated by sex.		●
The project provides equal opportunities for men and women for participation and decision making.		●
The project provides equal benefit opportunities for men and women.		●

**KEY ELEMENTS FOR GENDER MAINSTREAMING IN THE PROJECT: GOOD PRACTICES**

**HOW IS GENDER INTEGRATED IN THE PROJECT?**

**STEP 1**  
Gender mainstreaming

Although, generally speaking, the project included gender analysis and the identification of opportunities, it was the implementation phase where the need to integrate this approach was more specifically identified and where gender-specific actions were identified. To this end, two gender action plans were formulated to carry out pilot actions and projects in San Salvador (El Salvador) and Xalapa (Mexico), under the framework of a regional agreement between UNEP and UN Women. **Gender mainstreaming in the project consists of a three-stage process with the technical support of UN Women and the local implementing partners. In the first stage, a review of the necessary documentation, data and context information was carried out,** as well as an analysis of the actors participating in the project. Based on this analysis, a preliminary version of a gender action plan for Mexico and El Salvador was developed. **In the second stage,** a field mission was carried out under the leadership of a senior consultant where the **key project actors were consulted to review and modify the initial version of the action plan. Finally, the last stage consisted of ongoing support for the implementation of gender action plans with technical assistance and the preparation of a report with best practices and lessons learned. Although the project is in its early stages of implementation, activities will be developed in the coming years and the results will be visible in the future.**

**STEP 2**  
Gender Action Plans

In both El Salvador and Mexico, it was possible to design **gender action plans that included strengthening the capacity of governments in EbA with a gender approach, the inclusion of the gender approach in the EbA technical guidelines, the implementation of gender-sensitive pilot interventions, the development of gender-sensitive vulnerability analyses and the incorporation of a gender focus in educational tools.**

Through the incorporation of the gender approach, the project will reduce the vulnerability of physical assets and natural systems in these areas and address issues where women have significant disadvantages with respect to men. In addition, awareness of climate change impacts on women and girls will be improved, as well as institutional and technical capacities to identify, prioritize, implement, monitor and evaluate adaptation strategies with a gender approach to mitigate these impacts.

**STEP 3**  
Social and economic empowerment of women and girls.

**The San Salvador pilot action seeks to increase economic empowerment through urban agriculture interventions in the green spaces of the selected communities. This is achieved by:** 1) identifying and addressing the financial needs of women to access credit (and other financing); 2) the elimination of financial barriers to facilitate investment and the entrepreneurship of women and youth to promote climate-resilient agriculture; and 3) greater access by women to the services of financial intermediaries, such as micro financing and loan groups.

**In the case of Mexico, the pilot project focuses on promoting the social and economic empowerment**

**of women and girls in urban green areas, addressing sexual harassment and other forms of violence with:** 1) local interventions sensitive to gender issues; 2) the improvement of public security, including investments in public infrastructure and gender-inclusive urban plans; and 3) the promotion of the rights of women and girls to freely use green areas.

**CHALLENGES OR LIMITATIONS FACED BY THE PROJECT WHEN INCORPORATING A GENDER PERSPECTIVE**

**The incorporation of gender in vulnerability analyses:** it was necessary to select several gender-sensitive indicators to compile the vulnerability index. **When designing a socioeconomic vulnerability index based on a gender approach, the challenge is to encourage discussion to define gender indicators and variables.**

**Using outdated data for the elaboration of the socioeconomic vulnerability index based on a gender approach:** in Mexico, for example, the data from the 2010 Census is being used, which does not include information with a gender perspective and, in El Salvador, they work with socioeconomic data from the last census (2007).

**Not having a gender-specific action plan and budget** in the planning phase meant incorporating the gender approach into previously defined activities.

	GEF project requirements	Actions implemented in this project
	<p> <b>The project identifies relevant gender priorities and considerations</b></p>	<p><b>Initially, the project considered gender issues in general terms and did not include a gender action plan or detailed data disaggregated by sex. However, in the implementation phase, relevant data was collected in order to understand the impacts of the project on women beneficiaries.</b></p> <p><b>In the socio-environmental vulnerability analysis in Mexico, gender-sensitive indicators were selected, resulting in a better understanding of social and economic vulnerability based on a gender approach.</b> This allowed for the selection of the most suitable places to implement EbA interventions aimed at reducing vulnerability.</p>
	<p> <b>The project document includes gender considerations</b></p>	<p><b>The project document includes general gender data for the three participating countries.</b> Furthermore, there are activities in the project that will be carried out taking into account gender considerations, and decision-making platforms will promote gender equality.</p>
	<p> <b>The project team has capacities to mainstream gender</b></p>	<p><b>The initial project document did not include capacity building strategies on gender equality issues for technical teams.</b> However, some of the technical staff has the will and sensitivity to work on gender issues.</p>
	<p> <b>The project conducts gender analysis</b></p>	<p><b>Initially, the project team did not conduct detailed gender analysis. However, in the execution phase, data was collected at the local level and a strategy was developed for the incorporation of a gender action plan in Mexico and El Salvador.</b></p>
<p> <b>The project satisfied the requirements</b></p>	<p> <b>The project develops a gender action plan</b></p>	<p><b>The gender action plan was formulated during the implementation phase.</b> The plan includes actions, such as designing an index with a gender focus for vulnerability analyses and implementing pilot activities with a gender approach in the cities.</p>
<p> <b>The project did not satisfy the requirements</b></p>	<p> <b>The project has human and economic resources for incorporating gender actions</b></p>	<p><b>The main project challenge has been the inclusion of gender in the existing action plan and budget.</b> This has involved finding alternatives for working on gender issues with the existing human and economic resources.</p>
	<p> <b>The project includes measures to foster opportunities and the empowerment of women</b></p>	<p>The project document includes important considerations with respect to the representation of women in decision making platforms and the prioritization of women in capacity building activities in the project communities. In addition, with the implementation of the gender action plan, it seeks to strengthen the resilience capacities of women in areas that are very vulnerable to climate change.</p>
<p> <b>The project satisfied the requirements, but there are areas that could be improved.</b></p>	<p> <b>The project assesses whether it properly addresses gender equality during the project life cycle</b></p>	<p>During the project execution phase, efforts were made for the effective inclusion of the gender approach, including a gender-sensitive evaluation in its final phases. The report and evaluation of the gender action plan will be carried out under the GEF policy framework.</p>

## PROJECT IMPACT AREAS RELATED TO GENDER EQUALITY<sup>15</sup>

Project results contribute to achieving the SDGs.

The project results contribute to the gender mandates in the Multilateral Environmental Agreements (MEAs).

The project contributed to the creation and/or implementation of local or national environmental policies or strategies that integrate a gender approach.

Project results contribute to achieving the SDGs.



By incorporating the gender perspective in the implementation phase, the project sought to increase the resilience of the marginalized population, including women and households headed by women, and ensure the representation of these groups in decision making and actions. Limited access to capacity building and technology to address adaptation undermines the ability of women to reduce the workload associated with the growing problems arising from climate change. The project seeks to promote gender equality by focusing on building capacities among women and youth.

The current proposal includes the gender perspective in vulnerability assessments in El Salvador and Mexico as the basis for a gender-differentiated analysis. To compile the socioeconomic vulnerability index with a gender approach, the following five variables were selected: average education level of the female population; households headed by women; level of women's economic

participation; households with water source outside the home; and households without a washing machine.

The selection of these variables seeks to assess women's capacities and resources in their socioeconomic environment. The first variables include the educational and economic capacities of women. The others, especially the variable on washing machines in the household, help estimate the amount of time women spend on domestic chores. This is relevant as long as domestic work is not remunerated, and it usually limits the development of capacities and the empowerment of women. When applying the vulnerability index in Xalapa, they found that the areas with the greatest vulnerability are located in the periphery

15. Since the initiative is currently in its initial phase of implementation, the results and impacts of the strategy cannot be observed yet.

of the city and in rural areas. In addition, the areas with the greatest vulnerability for women coincide with areas of general socioeconomic vulnerability.


Based on this analysis of vulnerability differentiated by sex, actions will be implemented to prevent gender violence and strengthen urban environmental protected areas. In Mexico, the project operates in five municipalities and revolves around coordinated work with local governments to incorporate the gender perspective in urban planning through the improvement of women's security in the public infrastructure, the coordination of local laws and policies to ensure that local authorities carry out actions to prevent and punish violence against women, and through initiatives that change attitudes and behavior to promote respectful gender relations. Xalapa is currently formulating an urban adaptation action with a gender perspective in the


Santuario de las Garzas, where it will intervene in an ecological protected area with trails and parks, including the recovery of a natural wetland, and the creation of spaces for sports and recreation. In a comprehensive manner, the intervention will also include actions to improve security and public lighting, aimed at reducing violence against women.

In the case of El Salvador, a pilot intervention action will be carried out with focus groups and surveys to complement the existing socioeconomic data in the vulnerability analysis from a gender perspective. This pilot intervention action seeks to provide additional data for vulnerability analyses, data for future interventions, and the development of a protocol for gender-sensitive interventions in the project, which may be useful for local authorities. The gender action plan is complemented by the action plans of the agencies implementing intervention actions in the area.


## LESSONS LEARNED AND RECOMMENDATIONS


### Main benefits of incorporating a gender approach in the project:


 Increase women's climate change resilience by incorporating EbA interventions that address the specific challenges faced by women in urban, peri-urban and rural areas.


 The project contributes to the generation of relevant gender data to complement general socio-economic data, assisting in the definition of climate change vulnerability analysis that includes gender criteria. This will allow for more complete and disaggregated data in the future, with gender-sensitive indicators, so that implemented policies and programs effectively benefit the most vulnerable populations and empower women.


### Contextual/external and internal factors (enabling conditions) that facilitated the incorporation of gender equality in the project:


 As part of its coordination mandate, UN Women and UNEP addressed the issue of gender and environment as a priority in the regional inter-agency gender group and in a context of greater focus among agencies with the reforming of the United Nations.

 In the execution stage of gender pilot activities, local communities and cooperatives will become key actors, with the effective participation of women and youth.


 The political will of UNEP and UN Women to work together to incorporate the gender approach in the project was formalized in a memorandum of understanding.


 The incorporation of the gender approach was carried out using the socioeconomic vulnerability index with a gender approach, the Harvard method, and gender analysis matrices.


 GEF gender requirements resulted in some gender considerations being identified at the beginning of the project.


 Results-based management was used to develop the implementation plan, with the development of a Theory of Change and tools such as Problem Tree Analysis and SMART (specific, measurable, achievable, realistic and time-bound) indicators. In addition, a gender action plan for Mexico was validated.


### Recommendations to address the main causes of gender inequalities and promote the empowerment of women based on the actions carried out by the project:


 Propose concrete steps to incorporate the gender perspective in the implementation, even if it was not fully incorporated in the project formulation. To achieve this, it is necessary to develop solutions that include the gender perspective in specific EbA interventions.

 Define and approve the project Gender Action Plan in a participatory manner, so that the parties involved embrace these activities and become part of the project's broader work plan.

 Ensure that the project has relevant technical support to integrate the gender approach in climate change adaptation, for example, by hiring a gender and climate change expert to advise the project and analyze the full scope of the interventions.

 Perform a preliminary analysis to detect more vulnerable areas, differentiated by sex, and provide key data to define the scope of general project interventions.

 Ensure equal representation of men and women in all decision making platforms.

 Work with women living in the most vulnerable areas to increase their resilience and active role in defining climate change adaptation measures.

#### Feedback:

“One of the biggest challenges, but at the same time a project achievement, has been the development of gender action plans, gender sensitivity indexes and pilot projects working with the already allocated technical and economic resources.”

“Timely interventions through pilot projects has had significant impacts that were not initially considered in the project, at a general level. Based on the gender sensitivity index results, we were able to identify the areas to carry out the pilot project.”

#### More information about the project:



**Link:** <https://www.dropbox.com/sh/n4s44yt88o3a0b1/AADWD3DjMRvv1odiUSXIN-FqBa?dl=0>

## CASE STUDY 4. ECUADOR

### AMAZON INTEGRATED PROGRAM FOR FOREST CONSERVATION AND SUSTAINABLE PRODUCTION (PROAMAZONIA).



Implementing agency

**UNDP Ecuador**

Implementation period

**2017  
2023**




Vertical fund

**GEF  
USD 12 MILLION**

**GCF  
USD 41 MILLION**



### Implementing partners

-  Ecuadorian Ministry of Agriculture and Livestock.
-  Ecuadorian Ministry of Environment.
-  The Program also has a number of strategic partners that contribute to the implementation, including other United Nations System agencies, such as the FAO and UN Women



### Background

In recent years, Ecuador has made significant efforts to combat climate change and protect its biodiversity. **One of them is the protection of forests, which reduces greenhouse gas emissions and generates environmental, social and economic co-benefits that forests provide for the local population and the country in general.** In 2016, the country formalized an Action Plan for reducing emissions from

deforestation and forest degradation (REDD+), “Bosques para el Buen Vivir 2016-2025” [Forests for Good Life 2016-2025] as a national policy that seeks to address the causes of deforestation with interventions within and outside the forest. **In 2017, two financing lines were approved to implement REDD+ Action Plan priority actions, focusing on Amazonia, through the GCF and GEF.** Later, the Ministries of Environment and Agriculture and Livestock signed an inter-institutional agreement for the creation of the PROAmazonía Program, allocating both financing lines for greater impacts in the intervention areas.

PROAmazonía is composed of two projects with four components. **Component 1: Policies and Institutionalility**, which includes the implementation of enabling measures such as regional planning, regulations and governance. **Component 2: Transition to Sustainable Production Systems**, aimed at transforming traditional production systems into sustainable agro-productive systems, with zero deforestation. **Component 3: Sustainable Forest Management**, Conservation and Restoration, which promotes the strengthening of forest control and the implementation of a monitoring system for forest products, as well as sustainable forest management and conservation. Finally, **Component 4: REDD+ and Financing focuses on two major results**, one to support the implementation of the Warsaw Framework for REDD+, and the other for the operationalization of the financial architecture to channel REDD+ resources.



### Objectives

The Program addresses the relationship between conservation and the sustainable use of forests, and sustainable agricultural production for local development.

ProAmazonía seeks to link national deforestation reduction efforts to national and political priority agendas for the country’s economic sectors to reduce the causes and agents of deforestation, as well as to promote the sustainable and integrated management of natural resources to promote the eradication of poverty and foster sustainable human development.



### Targets

1

**Reduce emissions from change in land use and deforestation**

2

**Conservation of biodiversity, ensuring the conservation and restoration of the landscape under the framework of the Sustainable Development Goals and the implementation of the REDD+ Action Plan.**

**DEGREE OF COMPLIANCE WITH GEF GENDER POLICY REQUIREMENTS**

Planning Implementation

Gender analysis identifies and describes gender differences.	<input type="checkbox"/>	<input type="checkbox"/>
Gender analysis identifies and describes gender-differentiated impacts, risks and opportunities.	<input type="checkbox"/>	<input type="checkbox"/>
Gender analysis informs the budget and human resources.	<input type="checkbox"/>	<input type="checkbox"/>
The project includes gender-responsive measures in the gender action plan.	<input type="checkbox"/>	<input type="checkbox"/>
The project includes gender-sensitive indicators and targets disaggregated by sex.	<input type="checkbox"/>	<input type="checkbox"/>
The project provides equal opportunities for men and women for participation and decision making.	<input type="checkbox"/>	<input type="checkbox"/>
The project provides equal benefit opportunities for men and women.	<input type="checkbox"/>	<input type="checkbox"/>

**KEY ELEMENTS FOR GENDER MAINSTREAMING IN THE PROJECT: GOOD PRACTICES**

**HOW IS GENDER INTEGRATED IN THE PROJECT?**

**STEP**

**1**

**Analysis and Action Plan**

One of the main focuses of ProAmazonia is mainstreaming gender in governance, environmental incentives and sustainable practices to reduce deforestation and forest degradation in the program intervention areas associated with REDD+.

Starting with the readiness phase for REDD+, Ecuador considered it important to incorporate gender. A relevant action was the Gender Analysis and the elaboration of the Gender Action Plan linked to the REDD+ Action Plan, which already included guidelines for the implementation of REDD+ actions with a gender perspective. According to GCF, this has been the main entry point to mainstream gender. However, it has involved some challenges for PROAmazonia, taking into account the diverse cultural, social and economic realities in the Amazon, where it has been important to implement specific actions and provide creative responses to the needs and interests of women and men in the intervention areas. As part of the Environmental and Social Impact Assessment for PROAmazonia and the Results-based Payment, one of the planned products is a Gender Action Plan with budgets and specific actions. Being such a relevant issue, an agreement was signed to involve UN Women in the implementation of the gender approach. Similarly, there is a UNDP gender expert working with the Program team in coordination with UN Women.

Among the milestones achieved so far is the development of a strategy with a coordinated gender action plan. The action plan is coordinated by the PROAmazonia program under the strategic guidelines of the national REDD+ action plan.

**STEP**

**2**

**Economic, social and political empowerment of women**

The PROAmazonia Program results framework includes three areas of work aimed at the economic, social and political empowerment of women, supported by the project implemented by UN Women. Specifically, it proposes: 1) development of public policies and a multi-level governance framework to foster the implementation of REDD+ with the participation and leadership of women in decision making (strengthening institutions, development of land management plans and operation of REDD+ systems with a gender approach); 2) financial and economic incentives with equal participation in REDD+ benefits (tax incentives, credit lines, public and private acquisitions and financial architecture); and 3) production and sustainable and equitable practices promoting the flexibility of work with regard to gender roles (production and ecological practices, sustainable certification, support systems for women producers, market access and regional platforms).

**STEP**

**3**

**Integration of the gender approach in policies.**

With respect to policies, it proposes integrating the gender approach in regional planning (planes de ordenamiento territorial - PDOT), life plans of indigenous nations and public policies linked to REDD+, and support the process of policy reform for land tenure with a gender perspective. In addition, the proposal is to strengthen REDD+ monitoring systems by developing a baseline and REDD+ performance indicators with a gender perspective that can be incorporated into PDOTs and life plans for indigenous territories. Based on this policy alignment, technical instruments and institutional mechanisms will be

created for women to access tax incentives, credit lines and public and private acquisitions, ensuring equal access to incentives and new agricultural technologies. These actions include efforts aimed at: 1) promoting the equitable distribution of non-monetary incentives (such as access to tools and new production technologies); 2) mainstreaming gender in the development of comprehensive management plans to ensure that women have access to technical assistance for sustainable agricultural practices; and 3) analysis of gender inequalities related to access to tax incentives and credit lines to propose gender criteria that improve women's access to financial tools. In addition, it ensures the inclusion of women, on equal terms, in the production activities and sustainable practices that the project generates through actions that promote the redistribution of care tasks, the recognition of women's work and the strengthening of women's organizations.


**STEP**


**4**


**Inclusion of women in decision making**


The Program promotes the effective inclusion of women in decision making. To achieve this objective, it proposes a series of capacity-building and awareness-raising activities involving local governments, businesses, communities and indigenous people for environmental management and forest and biodiversity management and conservation based on a human rights and gender approach. It also proposes the creation of workshops for women on economic activities related to cocoa, coffee, palm oil and livestock production as part of the capacity building and technical assistance program aligned with the needs of women to strengthen the development of regional commodity platforms. Finally, it promotes the equal participation of rural women in the management and protection of watersheds and water sources, the sustainable use of non-timber forest products and sustainable agro-production activities, as well as actions for the economic empowerment of women.

**CHALLENGES OR LIMITATIONS FACED BY THE PROJECT WHEN INCORPORATING A GENDER PERSPECTIVE**


 **Achieving a robust joint and comprehensive effort among UNDP, UN Women and PROAmazonia work teams.**


 **The Program technical staff need to be more empowered with respect to the importance of the gender approach, and it needs to be applied in their daily actions.**

 **The Program, as a whole, did not have a detailed gender baseline in its planning phase, which has made it difficult to develop specific gender action plans. However, UN Women is working on an analysis of gender gaps in the Amazon region.**

 **In the case of the GCF Project, it had a general gender strategy included in the REDD+ Action Plan, which raised the need for a specific gender action plan adapted to the needs of the program.**

 **The project satisfied the requirements**

 **The project did not satisfy the requirements**

 **The project satisfied the requirements, but there are areas that could be improved.**

GEF project requirements	Actions implemented in this project
<p> <b>The project identifies relevant gender priorities and considerations</b></p>	<p><b>During the design of the project, a preliminary gender action plan was developed, as well as a capacity-building plan and REDD+ PA stakeholder involvement plan.</b> In addition, a national scope was defined for the Cancun Safeguards to comply with the mandatory requirements of the GCF and GEF.</p>
<p> <b>The project document includes gender considerations</b></p>	<p>Since its inception, PROAmazonia has recognized the role of women, not only in the care and conservation of the environment, but also in production systems in Amazon communities. <b>Under the GCF project framework, gender considerations are derived from the REDD+ action plan. In the case of the GEF Project, gender approaches, targets and results are defined in each of the components generated from the baseline and analysis of gender gaps in the Ecuadorian Amazon.</b> In general, the Program has gender-specific indicators.</p>
<p> <b>The project team has capacities to mainstream gender</b></p>	<p><b>One of the main areas of action is the capacity building of the PROAmazonia technical team on issues related to gender equality and the importance of gender mainstreaming in the implemented actions.</b> UNDP and UN Women have promoted a training strategy for all project actors, adapted to their needs and based on the results of the KAP survey carried out by the project to identify Knowledge, Attitudes and Practices.</p>
<p> <b>The project conducts gender analysis</b></p>	<p><b>In the PRODOC formulation phase, the project carried out a general gender analysis. Currently, the development of a monitoring and evaluation computer program is underway, aimed at improving the systematization and management of disaggregated data. In addition to the results of the gender gap analysis in the Ecuadorian Amazon, the program has a baseline to carry out different gender analyses better adapted to the realities of the region.</b> The results will be shared between the PROAmazonia technical team and its partners and applied in specific intervention actions with gender analysis and technical support.</p>
<p> <b>The project develops a gender action plan</b></p>	<p>In the PROAmazonia planning phase of the two projects, <b>gender action plans were elaborated that included actions to build the capacities, empower and increase the visibility and participation of women related to:</b> 1) financial and tax incentives and new agricultural technologies; and 2) decision making and participation processes to empower women economically, socially and politically. In addition, with the ESIA (Environmental and Social Impact Assessment) process, the intention is to strengthen the Gender Action Plan.</p>
<p> <b>The project has human and economic resources for incorporating gender actions</b></p>	<p><b>The Program is supported by a gender expert, a technical expert in social and environmental safeguards and a UNDP gender expert.</b> In addition, under the agreement with UN Women, a technical team was contracted. <b>The Program has a budget of approximately USD 1.2 million for the implementation of a comprehensive gender integration effort,</b> headed by UN Women. The ESIA will complement these actions and budgets based on its results.</p>
<p> <b>The project includes measures to address gender inequalities and risks and gender-differentiated impacts</b></p>	<p>PROAmazonia plans to support the mainstreaming of gender in public policies through the implementation of its actions. <b>PROAmazonia seeks to contribute to the inclusion of the gender perspective in the revision of the Amazon Integral Plan and the Kutuku Shaimi Protective Forest Management Plan, in the incorporation of gender criteria in the design of the community monitoring system for forest management, and the creation and strengthening of a network of women in the Amazon region and other public policies, such as guidelines for regional land planning (PDOTs).</b></p>
<p> <b>The project includes measures to foster opportunities and the empowerment of women</b></p>	<p>One of the main objectives of the project is to empower women as agents of change in their communities, with active participation in the decision making and economic development of their communities. <b>To achieve this, capacity building processes are being carried out on different topics related to leadership and political and economic empowerment (rights, technical and technological capabilities).</b> This process is being developed in the project communities among producers and women involved in conservation, program technicians and the Ministries of Environment and Agriculture and other implementing partners.</p>
<p> <b>The project assesses whether it properly addresses gender equality during the project life cycle</b></p>	<p><b>The Program includes gender-specific indicators, including gender monitoring indicators, such as equal representation between men and women in leadership and participation in the project, and the effective inclusion of women producers in the education and training processes.</b> Furthermore, the <b>Program Mid-term Evaluation is currently underway, which will assess the progress and main challenges of gender mainstreaming in the Program,</b> among other things. Similarly, the progress of gender indicators will be analyzed, and actions will be developed to rectify obstacles to progress in this area.</p>

## PROJECT IMPACT AREAS RELATED TO GENDER EQUALITY



✓  
Project results contribute to the gender mandates in the Multilateral Environmental Agreements (MEAs).



✓  
The project contributed to the creation and/or implementation of local or national environmental policies or strategies with a gender approach.



✓  
The project combines different financing sources and is strongly supported by the national institutions.



1 NO POVERTY



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION

**Project results contribute to achieving the SDGs.**

At the end of the program period, it is expected that the country will have guidelines at the level of the provinces, cantons and parochial boards for the Regional Development Plans (Planes de Desarrollo y Ordenamiento Territorial - PDOTs) that include a gender perspective; an Amazon Integral Plan (PIA) and Kutuku Shaimi Protective Forest Management Plan that incorporate gender considerations; and conservation agreements with livestock producers that include social and environmental standards to improve the living conditions of women.

At the local level, the expectation is to have an Amazonian women network, women in communities

with capacities to carry out monitoring and forest control actions and a community monitoring system for sustainable forest management that is gender sensitive. With respect to financing, the program proposes the establishment of technical assistance for productive credit that takes into account gender and intercultural criteria and Green Credits to facilitate access by women using gender criteria.

The “Antisuyu Warmikuna” School for Amazonian Women has been created and seeks to promote the participation of 100 women leaders from the 11 Ecuadorian Amazon nations in decision making for

the sustainable development of their communities.

The program consists of six modules, in a workshop format, where participants interact in a horizontal environment to facilitate dialogue. The content will be replicated in their communities. In the first phase (2019 - 2020), the following topics are addressed: Gender Equality; Women’s rights and their application; Environmental management and climate change; Regionalism and Natural Resources; Organization, leadership and management; Health and Sustainable Productive Development.





## LESSONS LEARNED AND RECOMMENDATIONS

### Main benefits of incorporating a gender approach in the project:

The inclusion of the gender perspective in the Ecuador REDD+ action plan and the PROAmazonia Program is contributing to the generation of **a new model of more inclusive and sustainable development aligned with the 2030 Agenda.**

The gender strategy demonstrates that **coordinated efforts** between United Nations agencies,

the public sector and civil society **generate projects with a multidimensional vision of development that contribute to multiple sustainable development goals.**

The inclusion of the gender approach has **ensured the participation of women in the Program's workshops**, facilitating their inclusion and the sharing of ideas and experiences among groups of women from different regions of the country.

It allows for the **achievement of meaningful and effective gender parity in decision making at all levels and in all forums.**

### Contextual/external and internal factors (enabling conditions) that facilitated the incorporation of gender equality in the project:

UN Women and UNDP have been able to work on gender issues and the environment in Ecuador as **legitimate actors to implement projects on climate change and biodiversity conservation with a gender perspective.**

The Coordinator of PROAmazonia Component 4 and the UNDP and UN Women gender experts for the program have been **key to incorporating the gender perspective** in the PROAmazonia project.

Ecuador has a **regulatory framework with policies that demonstrate important advances in gender equality and environmental protection, and national government institutions with political will and gender sensitivity**, such as the Ministry of Environment and the Ministry of Agriculture and Livestock.

The GEF-funded project has a **specific budget for integrating gender and most of the project activities incorporate the gender perspective.**

The United Nations Resident Coordinator and the UNDP and UN Women representatives in Ecuador, as well as government representatives, **actively promote the inclusion of the gender approach** in climate change and biodiversity conservation projects.

The KAP Method is being used to **analyze the knowledge, attitudes and perceptions and practices of the program technical team and implementing partners with respect to gender relations in the Amazon** in order to develop a training program adapted to local needs.

A **methodology for assessing gender gaps at the quantitative and qualitative level was applied and validated in the first stage of implementation** and will be applied again to measure progress of both quantitative and qualitative prioritized indicators.

During the design of the monitoring schemes, UN Women, UNDP, GEF and GCF indicators were aligned.

### Recommendations to address the main causes of gender inequalities and promote the empowerment of women based on the actions carried out by the project:

**Rely on a trained technical team** so that all actors in the field have the necessary awareness **to incorporate gender in project activities.**

**Conduct diagnostics and context analysis with a gender perspective, using tools generated by UNDP, UN Women and the Green Climate Fund, and allocate dedicated economic and human resources** to the empowerment of women in the project.

**Create workshops for women in different productive sectors to discuss and identify women's needs** in order to improve their quality of life, position in families, leadership and decision making capacity.

**Design a comprehensive capacity building plan for women**, like the School for Amazonian Women, to promote the participation of women leaders of the 11 Ecuadorian Amazon nations.

**Include results indicators in the project monitoring schemes that qualitatively measure the improvement of the living conditions and capacities of women**, especially in relation to access to financial incentives and participation in decision making.

#### Feedback:

“In Ecuador, national regulations emphasize the importance of incorporating the gender approach in plans, programs and projects in a comprehensive manner. Furthermore, the REDD+ Safeguards also emphasize this importance, especially in the full and effective participation in and access to the benefits arising from the implementation of REDD+ actions. The incorporation of the gender approach represents a challenge that involves sensitizing the technical teams and formulating creative actions to overcome the inequalities between men and women, while

advancing the achievement of the program targets. A number of factors are aligned in the PROAmazonia program, such as the mandates of the financing funds, the political will of the government and the technical capacity of UNDP and UN Women for the implementation of actions with gender inclusion in the program projects.”

**Patricia Serrano**  
Coordinator of REDD+ and Financing (C4) of PROAmazonia Program.

#### More information about the project:



Link: <http://www.proamazonia.org/inicio/>

## CASE STUDY 5. ECUADOR

NATIONAL PROGRAM FOR THE ENVIRONMENTALLY SOUND MANAGEMENT AND LIFE CYCLE MANAGEMENT OF CHEMICAL SUBSTANCES.



Implementing agency

**UNDP Ecuador**

Implementation period

**2018**  
**2023**

Vertical fund

**GEF**



### Implementing partners



Ministry of Environment of Ecuador



Ministry of Energy and Non-Renewable Resources



### Background

Persistent organic pollutants (POPs) and mercury (Hg) are substances that do not easily break down, so they tend to accumulate in food chains and can migrate from the sites where they were released. **These substances are considered a global threat, as they have detrimental impacts on human health and the environment.**

The impacts tend to be greater in poor communities, where people are more often exposed to these chemicals due to their occupations, living conditions and exposure to contaminated food and water.



### Objectives

2

Protect human health and the environment from the impacts of harmful chemicals, especially persistent organic pollutants (POPs) and mercury (Hg).

**Eliminate POPs and reduce the use and release of previously and recently listed POPs** (including product contents).

3

**Reduce the use and release of mercury** from Artisanal and Small-Scale Mining (ASM) of gold at the non-industrial level and products containing mercury.

4

**Raise awareness among the 11,778 people (3,533 women and 8,245 men) involved in this activity** about the sound management of chemicals during their life cycle.



### Targets

1

**Strengthen institutional capacity,** legal frameworks and policies for the environmentally sound management of chemicals based on a life cycle approach.



### DEGREE OF COMPLIANCE WITH GEF GENDER POLICY REQUIREMENTS

Planning Implementation

Gender analysis identifies and describes gender differences.	●	●
Gender analysis identifies and describes gender-differentiated impacts, risks and opportunities.	●	●
Gender analysis informs the budget and human resources.	●	●
The project includes gender-responsive measures in the gender action plan.	●	●
The project includes gender-sensitive indicators and targets disaggregated by sex.	●	●
The project provides equal opportunities for men and women for participation and decision making.	●	●
The project provides equal benefit opportunities for men and women.	●	●

## KEY ELEMENTS FOR GENDER MAINSTREAMING IN THE PROJECT: GOOD PRACTICES

### HOW IS GENDER INTEGRATED IN THE PROJECT?

**STEP 1**  
Analysis based on a gender approach

Initially, incorporating the gender approach in a highly technical program, such as chemical management, seemed a challenge. However, **the program team conducted a regional analysis with a gender perspective that demonstrated how roles, cultural patterns and access to fundamental rights specifically make women vulnerable due to their gender condition in the rural sector.**

**STEP 2**  
Strategy

**Based on the gender analysis, in December of 2016 the program developed a strategy to promote gender equality from the planning stage of the program through to implementation.** This strategy was strengthened in 2019 thanks to a focused local approach that allowed the team to understand in more detail the social, economic and cultural realities of the sectors that use persistent organic pollutants and mercury.

**STEP 3**  
Gender action plan

In accordance with the strategy, during the program preparation stage, UNDP Ecuador and the Ministry of Environment jointly developed a gender action plan that identified 12 specific targets aligned with the PRODOC indicators, and a specific budget was allocated to ensure its implementation and monitoring. To carry out this monitoring, an additional section was incorporated in each of the consultancies that systematizes the process to incorporate the gender approach in the activities carried out, identifying good practices and lessons learned. To facilitate this process, UNDP Ecuador conducted **an awareness-raising workshop on this issue and the appropriate use of gender-sensitive language to build the capacities of the program consultants.**

**STEP 4**  
Implementation of actions

**The program incorporates actions that promote the participation of women in efforts to build capacities and develop skills, taking into account their needs and contexts.** For example, as part of the objectives of the program related to mining, it included an action to **formalize the work of a group of women miners** (called *Jancheras*<sup>16</sup> in Ecuador) aimed at gold extraction using cleaner processes, improving their working conditions and making their work more visible, which for years has received disdain, perpetuating violence and precarious conditions. To this end, a package of incentives was created, including: 1) support for formalization of groups of men and women miners; 2) training in sustainable mining

16. “Jancheras” is a term used in informal artisanal mining. It refers to women who practice the artisanal extraction of gold from the waste material of the mines, whether it comes from the mine, dumps or debris. The verb “janchar” refers to gold extraction by women miners.

practices; 3) adaptation of gender-sensitive finance products for the Artisanal and Small-scale Gold Mining sector; and 4) a mechanism to allocate gender-sensitive funds to finance environmentally and socially responsible businesses and technological innovations related to the handling of chemical substances. **On the issue of chemical container waste management, the goal is to support a group of women who collect plastic in dumps with competitive funds** to improve the management of these containers. **The project also supported the elaboration of the Organic Environmental Code (COA, in the Spanish acronym),** which includes articles for social and gender inclusion in its principles and in the criteria for granting economic incentives for ecosystem conservation.

#### CHALLENGES OR LIMITATIONS FACED BY THE PROJECT WHEN INCORPORATING A GENDER PERSPECTIVE

- The project observed that **the relationship between issues related to gender equality and chemical management is poorly understood and there is little data or literature on the topic.** Because of this, the project worked very carefully to collect data in the field and adapt the gender literature in other environmental sectors to the area of chemicals.
- Some program partners questioned why gender had to be incorporated in an initiative aimed at eliminating tons of obsolete COP pesticides.** In highly technical sectors, it is common to question the relevance of social issues.
- In the field, women showed some reluctance to participate in the program, since they often fail to recognize that empowerment can improve the management of their activities,** given that they have faced ongoing inequalities and barriers that have limited their participation since childhood.

	GEF project requirements	Good Practices implemented by this program
	<p> <b>The project identifies relevant gender priorities and considerations</b></p>	<p>From the beginning, the program identified, incorporated and invested in a gender strategy. In order to incorporate a gender approach in all the actions planned by the Program, the Ministry of Environment contracted an expert in monitoring and evaluation with a gender approach to monitor and update this area in conjunction with UNDP Ecuador.</p>
	<p> <b>The project document includes gender considerations</b></p>	<p><b>The document not only has a robust gender section, but also includes gender considerations in the results framework since a gender strategy was developed as part of the PRODOC before implementing the program.</b> The document highlights the activities focused on the identification and quantification of social benefits and costs differentiated by gender and the goals of the beneficiaries differentiated by sex.</p>
	<p> <b>The project team has capacities to mainstream gender</b></p>	<p><b>The team participated in a gender sensitization workshop</b> conducted by the UNDP Ecuador office gender expert, who also supports the program team by <b>providing information on relevant gender considerations and the importance of addressing them in the program.</b></p>
	<p> <b>The project conducts gender analysis</b></p>	<p>The consultant in charge of the development of the program's gender strategy made several <b>on-site visits to obtain the necessary data to perform a gender analysis of the different program components.</b> The gender analysis recognized that there are gender-differentiated roles and impacts related to mining and chemical container waste management.</p>
<p> <b>The project satisfied the requirements</b></p>	<p> <b>The project develops a gender action plan</b></p>	<p><b>An action plan with a gender focus was developed in accordance with the strategy</b> that was used in the planning, identifying <b>gender-specific targets that are aligned with the PRODOC indicators.</b></p>
<p> <b>The project did not satisfy the requirements</b></p>	<p> <b>The project has human and economic resources for incorporating gender actions</b></p>	<p><b>The program has a team committed to the promotion of gender equality and has an expert in monitoring and evaluation with a gender approach</b> as well as trained consultants. The program has allocated resources to promote gender equality (<b>approximately 2% of the general budget</b>).</p>
<p> <b>The project satisfied the requirements, but there are areas that could be improved.</b></p>	<p> <b>The project includes measures to address gender inequalities and risks and gender-differentiated impacts</b></p>	<p>The program is working directly with groups of women who are involved in mining and chemical container waste management. The program provides support so that they can formalize their activities and plans and receive training in sustainable mining practices.</p>
	<p> <b>The project includes measures to foster opportunities and the empowerment of women</b></p>	<p>The program supports different groups of mining women to formalize their work and improve opportunities to sell gold at better prices to private companies. The program is developing a mechanism of competitive funds that include criteria for women to compete, reducing inequalities in access to and control of economic resources. There is also a plan to grant a fund of USD 50,000, accompanied by a financial product to empower these women economically through activities related to chemical management.</p>
	<p> <b>The project assesses whether it properly addresses gender equality during the project life cycle</b></p>	<p>In each of the consultancies in the program, an additional gender section has been incorporated. The consultants must submit a report on how the gender approach is incorporated in their activities as well as good practices and lessons learned. Some reports should also include videos.</p>

## PROJECT IMPACT AREAS RELATED TO GENDER EQUALITY



✓  
The project had a positive impact on women.



✓  
The project had a positive impact on the reduction of gender inequality, gender gaps and social risks.



✓  
The project contributed to the design and/or implementation of local or national environmental policies or strategies with a gender approach.








**Project results contribute to achieving the SDGs.**

Thanks to the program management by UNDP and the project coordinator, in conjunction with the technical team, and the on-site research carried out by the gender expert, during the project design stage (PRODOC), **it was possible to change the program vision and establish concrete actions to promote gender equality in all program components, as a key element of its success.** This process allowed the team to appreciate that promoting the empowerment of women helps achieve the

program objectives. In the case of artisanal and small-scale mining, involving women has contributed to achieving the program objectives as it became clear during the workshops that they are more receptive to learning and implementing new practices, given that men have been working in a certain way and it is difficult to change their methods. In the case of the management of chemical containers, a similar situation was observed. This also allows women to become more actively involved in technical areas.

It is important to emphasize that, within the environment portfolio of UNDP Ecuador, this is the first program to incorporate the gender approach in all processes and document all progress in a planned manner. **This pioneering program has shared its good practices and experiences with the other environmental programs that are being designed or implemented in Ecuador and in other countries that are working on mining issues.**



## LESSONS LEARNED AND RECOMMENDATIONS

### Main benefits of incorporating a gender approach in the project:

Although pollution problems affect all people, a **gender analysis highlights how gender roles affect health in a differentiated manner and the importance of including a gender perspective in all the project activities.**

It helps to meet the program targets, since women have important roles in the value chains that use harmful chemicals and are affected by them.

The **inclusion of the gender approach is mandatory (a requirement of fund donors) and has opened doors to mobilize resources that reinforce all the technical issues that need to be worked on.** Including this approach also facilitated contact and involvement of other donors who are aware that it is impossible to promote sustainable development without the **direct involvement and efforts of women**, who make up half of the world's population.

### Contextual/external and internal factors (enabling conditions) that facilitated the incorporation of gender equality in the project:

The **support and political will of the Ministry of Environment**, as an implementing partner in the program, and an **institution such as UNDP**

The **establishment of a high-level work team with the capacity to propose actions to promote gender equality and the empowerment of women.**

The **hiring of a gender expert for the development of a gender strategy to facilitate the identification of concrete activities and indicators**, and assigning an expert on monitoring and evaluation with a gender approach allows for measuring progress.

**Resources allocated specifically for gender activities.**

**Groups of women miners who are organized in their communities.**

**Gender strategy that provides answers throughout the project**, making it a pioneering project that generates products that can be replicated in other initiatives.

### Recommendations to address the main causes of gender inequalities and promote the empowerment of women based on the actions carried out by the project:

**Make women's roles visible**, since, in most cases, their work is undervalued and considered "supporting" or "supplementary." As a result of this lack of visibility, the negative impacts associated with women's roles in technical sectors are not recognized or quantified.

**Recognizing paid and unpaid care work by rural women** is one of the drivers of community and national development, and an essential element to successfully implement environmental and social programs.

**Include actions in the project to reduce the inequalities that women face in accessing economic resources.** For example, it is necessary to include conditions that allow women to access resources in financing mechanisms,

formalize the activities they carry out and create opportunities to improve their incomes through partnerships with private companies.

Build the technical capacities of women's groups. **Equitable capacity building should be a priority, regardless of the area.**

Incorporate indicators and results that demonstrate the participation of women in the proposal from the planning stage.

**Incorporating a gender approach in a project requires monitoring and specialized people in charge.**

**Define a budget to incorporate the gender approach**, if the initial project budget does not already include it. **Any initiative requires a minimum investment of 20% of the budget** for gender issues (the program could only allocate 2% of its budget, but the team recognizes the importance of allocating a larger share of the budget).

#### Feedback:

"Before obtaining data from the field, looking for information and starting the work, it is important to convince myself of the importance of promoting equality. I honestly started off poorly, because I believed that the project was going to be able to contribute very little, just provide general training on gender violence and nothing to do with chemicals. This whole idea changed, because I learned new realities, generated empathy, but above all I understood that, thanks to the gender approach, it is possible to achieve the Program's objectives."

**Mario Rodas**  
Program coordinator.

#### More information about the project:



**Link:** <http://www.ambiente.gob.ec/ecuador-implementa-un-proyecto-para-la-gestion-adecuada-de-sustancias-quimicas/>

## CASE STUDY 6. PERU

### NATIONALLY APPROPRIATE MITIGATION ACTIONS (NAMAS) IN POWER GENERATION AND FINAL ENERGY CONSUMPTION SECTORS.



Implementing agency

**UNDP**

Implementation period

**2016**  
**2020**

Vertical fund

**GEF**



#### Implementing partners



Ministry of Energy and Mines



General Directorate of Energy Efficiency



#### Background

The energy sector is the second largest source of greenhouse gas (GHG) emissions in Peru (32% of emissions), and projections estimate that emissions from the energy sector could triple in the next 50 years.

Through its Nationally Determined Contributions (NDCs), the government of Peru is demonstrating an important commitment to the implementation of mitigation measures at the national level. In order to meet the targets in the power generation and final energy consumption sectors in Peru, the Nationally Appropriate Mitigation Actions (NAMAs) project seeks to support the Government of Peru in the development and implementation of four NAMAs for the energy sector, focused on: **1) the Energy Efficiency sub-sectors; 2) Non-Conventional Renewable Energy Resources (RERs) in interconnected systems; 3) Universal Access to Sustainable Energy; and 4) Electric Transport and Measurement, Reporting and Verification (MRV) systems implemented in the energy sector.**



#### Objectives

The objective of the project is to support the Government of Peru in the development and implementation of Nationally Appropriate Mitigation Actions (NAMAs) in the energy sector. The project will contribute to achieving the objectives established in the Nationally Determined Contributions (NDCs) that will be communicated to the United Nations Framework Convention on Climate Change.



## DEGREE OF COMPLIANCE WITH GEF GENDER POLICY REQUIREMENTS

Planning Implementation

Gender analysis identifies and describes gender differences.

Gender analysis identifies and describes gender-differentiated impacts, risks and opportunities.

Gender analysis informs the budget and human resources.

The project includes gender-responsive measures in the gender action plan.

The project includes gender-sensitive indicators and targets disaggregated by sex.

The project provides equal opportunities for men and women for participation and decision making.

The project provides equal benefit opportunities for men and women.



## KEY ELEMENTS FOR GENDER MAINSTREAMING IN THE PROJECT: GOOD PRACTICES

### HOW IS GENDER INTEGRATED IN THE PROJECT?

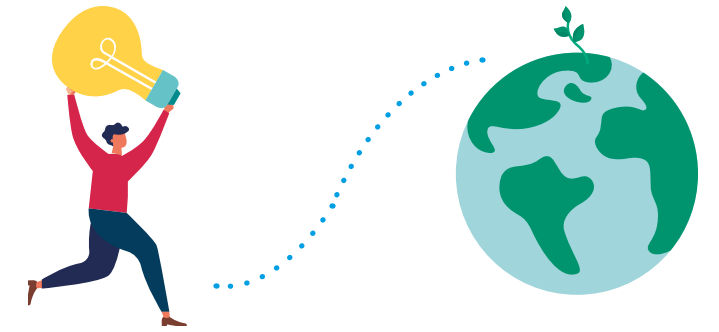


The initial Project Document did not demonstrate, in detail, the inclusion of a gender approach. Subsequently, after the proposal approval, a meeting was held to present the NAMA project and receive input from the actors involved in the financing and implementation of the project (including GEF and UNDP), where the importance of incorporating the gender approach was emphasized. This led to including actions to promote gender equality and the empowerment of women in the project. **As part of the analysis process to determine the four NAMAs, the consulting team identified the areas where the gender approach could be incorporated into the project.** Although gender considerations were included in all the NAMAs, **the recommendations focused on the NAMA for universal access to sustainable energy, since the activities and objectives directly involve women,** such as access to clean cooking fuel, access to solar electricity and home heating.



As part of this NAMA, the Energy School for Women, “eMujer,” was created with the objective of providing opportunities for women to develop capacities in the use, management and sustainability of sustainable energy technologies; gain access to employment opportunities through practical training and development of skills; transform their roles as end users into agents for promoting sustainable development, contributing to the reduction of local environmental pollution. eMujer is training women in rural areas on the use of sustainable energy to help eliminate various gender inequalities (access to clean energy, education, economic empowerment), provide greater opportunities for work in the sector, improve the quality of life at home with respect to saving time and money, improve health, reduce air pollution and ensure energy for lighting to make life easier.

**The school is based on the model of other technology schools, but it differs in that it seeks to offer training to women in their own communities, close to their families, with smaller investments of time and money.** The school uses the “learning by doing” training methodology in **three modules:** 1) good practices for using clean technologies; 2) development of clean technology technical capacities; and 3) the creation of micro-enterprises that offer sustainable energy products and/or services. It is important to emphasize that the first module includes activities to discuss gender issues, highlight the role of women in the energy sector and the importance of their empowerment.



### CHALLENGES OR LIMITATIONS FACED BY THE PROJECT WHEN INCORPORATING A GENDER PERSPECTIVE

**It has been difficult to identify and incorporate gender considerations in some highly technical areas, such as the transportation sector and non-conventional renewable energies,** as well as in new business models.

**Initially, the project team did not have the capacities to integrate the gender approach** in the activities.

**The predominantly male energy sector** does not provide space or encourage the participation of women, and few requests were submitted by them. One could not imagine that women were working on energy issues and there were very few requests by women to participate, due to being a very male-dominated sector.

**At the beginning of the project, the meaning of gender equality was poorly understood,** so it was not clear that equality could be promoted in all the actions carried out by the project.



	GEF project requirements	Good Practices implemented by this program
	<p> <b>The project identifies relevant gender priorities and considerations</b></p>	<p>During the initial NAMA analysis, the consultants were asked to identify how gender mainstreaming could be incorporated in the four NAMAs. This process focused on the NAMA of universal access to sustainable energy, given the evident need. <b>Currently, there is a gender expert who has contributed to the identification and implementation of actions to promote gender equality with respect to the Energy School. In addition, the recommendations of the Ministry of Women and Vulnerable Populations were included in the project design process.</b></p>
	<p> <b>The project document includes gender considerations</b></p>	<p><b>The Project Document (PRODOC) includes a gender section that recognizes the importance of addressing gender in mitigation and adaptation and highlights the role of rural women in the provision and use of energy in households. It also recognizes the impacts the project could have on domestic responsibilities and health. However, it does not mention specific actions or indicators in the results framework.</b></p>
	<p> <b>The project team has gender mainstreaming capacity</b></p>	<p><b>The project has a gender expert</b> to support the implementation of some project activities, especially the Energy School for Women. <b>The project team also has the capacities, sensitivity and will to learn how to strengthen actions to promote gender equality</b> and the empowerment of Peruvian women.</p>
	<p> <b>The project conducts gender analysis</b></p>	<p><b>The consultants carried out a general gender analysis of the NAMAs during the project design stage, which was strengthened by having a gender expert. The NAMA for Universal Access to Energy received the most robust gender analysis. The team has faced some challenges in identifying gender considerations in the sectors of Non-Conventional Renewable Energy Resources (RER), Transport and New Business Models, and other experiences are still being investigated.</b></p>
	<p> <b>The project develops a gender action plan</b></p>	<p><b>The project did not develop a gender action plan, but identified that the greatest opportunity to promote equality would be to design and implement the Energy School for Women (eMujer).</b> The project has a specific roadmap to develop the School and some actions are being implemented.</p>
<p> <b>The project satisfied the requirements</b></p>	<p> <b>The project has human and economic resources for incorporating gender actions</b></p>	<p><b>Having an expert has had a very positive impact on the implementation of the project and the project team's knowledge,</b> since she is constantly training the team and clarifying issues. This person has been key to expanding the project's impacts. <b>The project does not have a specific budget for gender, but the team decided internally that resources could be used for actions.</b> The use of the budget has been strategic for financing gender actions. Some actions were not expensive and external assistance has been used. The design of the School did have a budget, and this has allowed for advances in gender equality, but a broader level of intervention is required to incorporate this approach in all the NAMAs.</p>
<p> <b>The project did not satisfy the requirements</b></p>	<p> <b>The project includes measures to address gender inequalities and risks and gender-differentiated impacts</b></p>	<p><b>The project created the Women's School as a way to reduce gender inequalities in access to energy and to strengthen women's capacities in predominantly male sectors.</b> Moreover, it is expected to encourage the creation of women's small and medium-sized businesses that provide technical services at the community or regional level in the near future. <b>The team has ensured that women and men are invited to all the workshops, training activities and meetings that it holds and that their contributions are valued.</b></p>
<p> <b>The project satisfied the requirements, but there are areas that could be improved.</b></p>	<p> <b>The project includes measures to foster opportunities and the empowerment of women</b></p>	<p><b>The Women's School focuses on empowering women and providing them with opportunities for economic growth.</b> At the end of the first two modules, participants can become promoters of technologies and are able to offer installation and maintenance services for sustainable technologies. <b>Completing all the modules, participants can become clean technology merchants and create a business plan for sales and after-sales service of this technology.</b></p>
	<p> <b>The project assesses whether it properly addresses gender equality during the project life cycle</b></p>	<p>The project has properly documented and evaluated the actions to implement the Energy School for Women. However, since <b>there was no action plan, many of the actions that have been carried out cannot be measured and were not reported; hence, it has not been possible to support the importance of the gender approach with evidence and measurable indicators.</b></p>

## PROJECT IMPACT AREAS RELATED TO GENDER EQUALITY



✓  
The project had a positive impact on women.



✓  
The project had a positive impact on the **reduction of gender inequality, gender gaps and social risks.**



✓  
The project had a positive impact on the resilience of women and men with respect to environmental and climate impacts and risks.







**Project results contribute to achieving the SDGs.**



**Closing gender gaps ensures the sustainability of the country’s energy solutions.** With respect to the different measures that the government is implementing, there is no guarantee of their ongoing sustainability, and this has been a challenge for meeting the 2030 goals. For example, if they are not maintained, efficient stoves only last five years (the country did not have a program to maintain them). Incorporating the gender approach helps to overcome this monitoring and maintenance problem and meet this sustainability target that ensures satisfying the NAMA goals, since women are the ones who can maintain the technology (as identified when developing the School). **The Energy School for Women and the training activities not only support the sustainability**

**of the state programs, but they also empower women in a technical area, allowing them to get involved in an activity that generates income.**

**The School has also contributed to people placing a greater value on solar energy systems and improved kitchens, expanding their impacts. The school offers women the opportunity to sell and install higher capacity solar energy systems and the necessary accessories and equipment, providing more benefits in communities (such as appliances to help reduce domestic workload and appliances like radios and televisions for leisure), and not just electric light.** The diverse benefits have made people value solar panels and the energy they provide, leading


them to invest in them and their maintenance. Women are emphasizing this added value, and thanks to the School, they will be able to maintain these systems that improve quality of life in their communities, while at the same time generating income. In the case of improved kitchens, many of the workshop participants were unaware of their benefits and so went back to using traditional stoves again. The workshops helped them make the transition to these better technologies.


It is important to mention that when the School was initially proposed, it met with resistance. This has changed over the last 3 years. **The pilot project has made clear the importance of including women and promoting gender equality.** According to Daniella Rough, the Coordinator of the Nationally


Appropriate Mitigation Actions (NAMAs) project in the energy generation and final energy consumption sectors in Peru, “When we proposed this on paper, very few people believed in it or could imagine it, but after seeing the pilot implemented, they realized that it was interesting, feasible and impressive.” **Having a pilot implemented in several parts of the country showed how it was possible to integrate the gender approach. This has had a positive impact on political will, and other environmental sectors want to replicate similar initiatives. In addition, this has opened up new financing opportunities, as other entities are interested in financing the School, but want to see results.**


## LESSONS LEARNED AND RECOMMENDATIONS

### Main benefits of incorporating a gender approach in the project:


 It provides sustainability in the project and government programs that promote the use of clean technologies.


 The gender approach demonstrated that it is possible to carry out gender-responsive mitigation initiatives.


 Other bodies in the Ministry of Environment and Mines have shown interest in replicating the pilot experience.


 The Women's School has expanded the benefits of solar energy systems and improved kitchen programs.


### Contextual/external and internal factors (enabling conditions) that facilitated the incorporation of gender equality in the project:


 **A gender expert with capacities to work on different issues in the energy sector** and who supports the implementation of the School and strengthens the team's capacities.


 **A team with an interest and willingness to study and adapt other energy initiatives** that successfully incorporate actions that promote gender equality.

 **Support from the Ministry of Environment and Mines** to ensure that the pilot project provides important results.


 **Collaboration of the Ministry of Women and Social Inclusion.**


 **Inclusion of the gender approach in all communication processes emphasizing cultural diversity and diversity of women in the country.** For example, it was key to produce a video demonstrating how everyone can contribute to greenhouse gas (GHG) emission reduction commitments and release a fact sheet describing the eMujer project.


 Previous experiences. **There were a number of documents addressing the issue of gender and climate change in Peru and in the region.** Among the references, there were specific documents for the energy sector, such as the OLADE publication and the experience of Barefoot College in India that served as the basis for developing the proposal of the Women's School.


 **Design adapted to needs.** The Energy School modules employ a combination of methodologies, but, **above all, practices that are not based on reading, which allow for their replicability in different contexts and regions.**


### Recommendations to address the main causes of gender inequalities and promote the empowerment of women based on the actions carried out by the project:


 **Develop an initial workshop to start to understand the different needs and priorities of women and men.**


 **Carry out an analysis of gender and energy** to determine gender inequalities in the energy sector.

 **Implement a pilot initiative that demonstrates how it is possible to incorporate the gender approach, empower women and generate economic opportunities for them.**

 **Understand the different roles of men and women in the energy sectors** to recognize, value and potentialize activities that can benefit women economically and contribute to the sustainability of the project.

 **Encourage men to be partners and share household responsibilities** when women have to work outside the home, thus reducing the workload of women. Without the participation of men, achieving a more equitable distribution of household chores is impossible.

 **Invest in finding the most appropriate way to provide women with information,** as initiatives have to be accessible to women. In addition, it should be recognized that women can train other women, since it helps change negative stereotypes in predominantly male sectors.

 **Promote the involvement of women in companies selling green services,** in both sales of solar energy systems (and after-sales maintenance and repair), as well as improved kitchens.

#### Feedback:

"The project team has evolved in its understanding of gender issues. Due to lack of knowledge, we thought it would be difficult, but having an expert has helped us to learn and then apply it in the project design and implementation. We are changing, and men have also discovered things they did not previously know. Thanks to this process, the perspective and the way the project addresses the gender issue is different. This change was first extended to the General Directorate of Energy Efficiency and then to the Ministry of Energy and Mines. We can see the change."

#### Daniella Rough

Coordinator of the Nationally Appropriate Mitigation Actions (NAMAs) project in the power generation and final energy consumption sectors in Peru.

#### More information about the project:



[http://www.minem.gob.pe/\\_detallenoticia.php?idSector=12&idTitular=8963](http://www.minem.gob.pe/_detallenoticia.php?idSector=12&idTitular=8963)



<https://youtu.be/Qt-vF14sj-ZA>

## CASE STUDY 7. URUGUAY

STRENGTHENING THE EFFECTIVENESS OF THE NATIONAL PROTECTED AREA SYSTEM BY INCLUDING A LANDSCAPE APPROACH TO MANAGEMENT.



Implementing agency

UNDP

Implementation period

2014  
2019

Vertical fund

GEF



### Implementing partners

Ministry of Housing, Land Planning and Environment (MVOTMA) through the National Environment Directorate



### Background

In Uruguay, biodiversity faces diverse and growing pressures from intensified production. As a result, **natural ecosystems have been affected on an ongoing basis since the nineteenth century by fragmentation and degradation from activities such as livestock production and agriculture.** Most of the biodiversity is found in rural areas, where more than 90% of the land is privately owned and part of livestock, agricultural or forestry production units. **The size of the enterprises is markedly unequal,** characterized by a small number of very large farms, though most producers are small family operations. Traditional farming systems rotate between livestock and

agriculture, which has contributed to their productive and ecological sustainability. However, **the growing influence of foreign capital in the agricultural and livestock sectors has resulted in more intensive production.**

Given this situation, the objective of the project is to change the way protected areas (PAs) are planned and managed in Uruguay. For the most part, these PAs are poorly integrated in a highly modified landscape. The project seeks to progressively integrate these protected areas into the surrounding landscape under a comprehensive and coordinated management system



### Objectives

Incorporate the landscape approach in the management of the National Protected Area System (SNAP), strengthening the effectiveness of protected areas as nuclei for biodiversity conservation.



### Targets

1

Encourage regulatory and policy frameworks for land use planning at national and subnational levels to apply tools for the identification and protection of important biodiversity areas

2

Incorporate the landscape approach in management tools and financial plans of the National System of Protected Areas (SNAP)

3

Modify MVOTMA's decision making support system to improve the integration of protected area management with surrounding areas

4

Strengthen land planning and governance frameworks to increase the integration of protected areas with the surrounding areas.

5

Strengthen the central functions of the protected areas in target areas to improve their integration with the surrounding areas

6

Improve conservation efficiency in private and corporate landholdings in the target areas.

## DEGREE OF COMPLIANCE WITH GEF GENDER POLICY REQUIREMENTS

Planning Implementation

Gender analysis identifies and describes gender differences.

Gender analysis identifies and describes gender-differentiated impacts, risks and opportunities.

Gender analysis informs the budget and human resources.

The project includes gender-responsive measures in the gender action plan.

The project includes gender-sensitive indicators and targets disaggregated by sex.

The project provides equal opportunities for men and women for participation and decision making.

The project provides equal benefit opportunities for men and women.



## KEY ELEMENTS FOR GENDER MAINSTREAMING IN THE PROJECT: GOOD PRACTICES

### HOW IS GENDER INTEGRATED IN THE PROJECT?

**STEP 1**  
Business opportunities for women

The project has integrated the gender perspective in a number of ways. For example, it has supported the establishment of two businesses (a textile business and a restaurant) run by women and based on the sustainable use of PA natural resources. Additionally, the project facilitated the formal training of women as park rangers and promoted infrastructure changes within the PAs to meet the needs of women park rangers.

To maximize its scope and results, the project has worked effectively with a number of partners to broaden its scope and impact. These partners include several NGOs, a forestry company, the Small Grants Program, departmental governments and the Ministry of Livestock, Agriculture and Fisheries, among others. As part of these efforts, SNAP and the Government of Rivera, with the support of UNDP and other institutions, implemented a project to support more than 30 women in the Valle de Lunarejo and nearby areas to develop their own production

enterprises. One of the companies promoted by the project was “Flordelana,” a rural weavers’ company located in the target area of Quebradas del Norte. The weavers started a sustainable business that transforms local wool into unique articles of clothing and formed a community that has allowed them to sell their products beyond the Valle de Lunarejo Protected Area. As a result of this initiative, **Flordelana has become a reference in the area and a leading company in its field. The other company supported by the project is La Cocina de la Barra, a restaurant created and managed by women from the artisanal fishing community in the Protected Area of Laguna de Rocha (Lagunas Costeras target area).**

**STEP 2**  
Address and overcome gender inequalities

SNAP has also been working to address and overcome gender inequalities that limit women’s opportunities to becoming park rangers by promoting women’s participation in formal education to gain access to this profession (through courses and professional careers at the Universidad Técnica de Uruguay), providing equal opportunities and promoting a cultural change in men’s perceptions of this profession, as well as implementing the required changes in local infrastructure to address the needs of women park rangers.

## CHALLENGES OR LIMITATIONS FACED BY THE PROJECT WHEN INCORPORATING A GENDER PERSPECTIVE

**Gender roles.** In many cases, women faced barriers to participating in meetings, as their husbands did not let them go alone. In many cases, daughters had to accompany them for men to let them attend.

**Mobility and security.** The communities where the project is implemented are isolated and transportation is difficult. This represents a significant barrier for women, as they do not own vehicles or drive and it is dangerous to walk long distances on lonely roads without public lighting due to the risk of violence.

**Social resistance.** The project has encountered some resistance from multiple national and local counterparts when requesting and allocating financial and human resources for specific actions to improve equality of opportunities for women and their participation in the project.

The project also had to implement actions to actively involve those who would benefit from the activities. **Women, especially, had to be convinced to participate in the initiative.**

**Working with the gender approach has been difficult with some relevant stakeholders,** as these people have to reflect on the negative social constructions that affect or determine their own social actions and relations.

	GEF project requirements	Actions implemented in this project
	<p> <b>The project identifies relevant gender priorities and considerations</b></p>	<p><b>When designing the project, gender equality was not identified as a priority issue, but the consultant who was hired to support the project in the field identified a number of actions to promote the empowerment of women in strategic conservation areas.</b></p>
	<p> <b>The project document includes gender considerations</b></p>	<p><b>The project document does not include gender considerations. However, once actions to promote equality and the empowerment women were identified, and their implementation initiated, they were reported in the annual reports (PIRs) on project implementation.</b></p>
	<p> <b>The project team has gender mainstreaming capacity</b></p>	<p><b>Initially, the team did not have capacities, but the project coordinator and technicians were sensitive to the issue and agreed to develop specific activities to promote the empowerment of women. Implementing gender actions improved the team's capacities and their perceptions of work were transformed and the gender approach was included.</b></p>
	<p> <b>The project conducts gender analysis</b></p>	<p><b>The project did not carry out a gender analysis, but, before starting the implementation stage, the consultant hired to work on the project documented a number of social characteristics and priority actions to promote equality as part of the actions in the Valle del Lunarejo Protected Area.</b></p>
	<p> <b>The project develops a gender action plan</b></p>	<p><b>A gender action plan was not developed. Only three areas of action were identified to promote the participation and contribution of women as park rangers or business owners to conserve protected areas.</b></p>
<p> <b>The project satisfied the requirements</b></p>	<p> <b>The project has human and economic resources for incorporating gender actions</b></p>	<p><b>By identifying actions to promote the empowerment of women, the team had the flexibility to allocate financial resources to support these activities. However, human resources are inadequate because the gender approach had not been included in the formulation or planning stages of the project.</b></p>
<p> <b>The project did not satisfy the requirements</b></p>	<p> <b>The project includes measures to address gender inequalities and risks and gender-differentiated impacts</b></p>	<p><b>Actions were implemented to help women overcome barriers related to isolation, lack of platforms for women (such as women's groups), lack of skills to process the products they have on their farms (such as wool and other agricultural products) and the lack of participation in decision making, among others. In the case of women weavers, they were able to start a business and create a company.</b></p>
	<p> <b>The project includes measures to foster opportunities and the empowerment of women</b></p>	<p><b>One of the project's most important measures was ensuring that communities, and especially women, recognize themselves as agents of change that contribute to conservation, and as entrepreneurs who can make decisions about their environment, improvements in production processes and the adoption of new technologies. The empowerment of women through access to their own economic income has given them a different social status, becoming role models for their daughters and granddaughters.</b></p>
<p> <b>The project satisfied the requirements, but there are areas that could be improved.</b></p>	<p> <b>The project assesses whether it properly addresses gender equality during the project life cycle</b></p>	<p><b>The project results framework does not include gender actions or indicators, but the project has reported the actions it is carrying out to promote gender equality and the empowerment of women in its annual project implementation reports (PIRs). The Women's business activities have also been widely disseminated through various local, regional and global websites, such as the UNDP RBLAC Sustainable Development and Resilience Bulletin, and it was disseminated on March 8th on the UNDP exhibition platform to commemorate International Women's Day.</b></p>

## PROJECT IMPACT AREAS RELATED TO GENDER EQUALITY



The project had a positive impact on women.

The project had a positive impact on the **reduction of gender inequality, gender gaps and social risks.**

**1 NO POVERTY**

**5 GENDER EQUALITY**

**8 DECENT WORK AND ECONOMIC GROWTH**

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

**13 CLIMATE ACTION**

**15 LIFE ON LAND**

**Project results contribute to achieving the SDGs.**

The Flordelana project was created under the framework of a project promoted by the National Environment Directorate (DINAMA) through SNAP, and the Administration of Rocha. Flordelana was born from a group of 30 artisans who started building their capacities in different techniques, such as weaving, spinning rustic wool, clothing design and business development. They were provided with the working tools to start their business. Currently, Flordelana is a reference company in this sector and not only participates in several national and regional craft fairs, but also satisfies the needs of various companies and sells their products at the workshop they have built next to the La Palma rural school.

**The artisans have managed to become conservation agents with the harmonious interaction between their production activities and the conservation of the ecosystem.** In this sense, artisans work through different practices while taking care of the environment in which they live. **Their products are made of natural wool, and even the dyes they use are extracted from local plants. The women have also begun to value their local area, as they recognize the importance of the Valle del Lunarejo as an area that attracts national and international tourists, providing visibility for their**



**products.** In addition, the project had an impact on reducing gender inequalities as women can now move freely and have the support and acceptance of their communities and families to develop activities that strengthen protected areas.

**The project has also been able to increase the number of women park rangers. Currently, nine of the 35 park rangers in the Uruguayan Rangers Association are women (26%), six of whom started last year.** Among SNAP personnel involved in control and surveillance tasks, nine are women (16%), with five being hired in the 2015-2016 period.





## LESSONS LEARNED AND RECOMMENDATIONS







### Main benefits of incorporating a gender approach in the project:

-  Protected areas were strengthened thanks to the involvement of men and women in conservation actions.
-  The gender approach represents an opportunity to achieve conservation targets, as it allowed women to become involved in the conservation of protected areas and propose sustainable economic activities






around the parks, reducing pressures on these areas while economically empowering women.

-  The interest and commitment of women to improve their productive practices increased and they adopted new sustainable technologies as they came to see themselves as entrepreneurs, generating stable economic income.
-  Involving a greater number of women changes the way in which decision making is carried out. In order to ensure their effective participation in decision making processes, it is necessary to challenge and overcome stereotypes of women as weak and that denigrate the way women relate to nature and make decisions.

### Contextual/external and internal factors (enabling conditions) that facilitated the incorporation of gender equality in the project:

-  There is commitment, flexibility and legitimacy on the part of the project's coordinating and technical team to develop activities that promote the economic empowerment of women through the "Flordelana" company.
-  The consultant who was hired to support the project carried out local analysis that included actions to promote women's groups and proposed innovative ideas to involve people, especially women, in the conservation of Protected Areas.
-  The local government had supported the women artisan group before the project began, and continues to do so.
-  The team's awareness of gender equality allowed it to work with a different perspective, involving both women and men in conservation actions.
-  An inclusive participatory process was carried out that allowed for the identification of concrete actions to involve and empower women.
-  The local government created a policy to strengthen the capacities of women.

### Recommendations to address the main causes of gender inequalities and promote the empowerment of women based on the actions carried out by the project:

-  Conduct a mapping process that appropriately addresses the diversity of actors in the target areas where the project is implemented.
-  Include basic questions in the initial analysis about the inequalities, relationships and gender-differentiated contributions that are relevant to the project and investigate the social characteristics of the area where the project will be implemented. Tools should be used to analyze social characteristics and collect data with the same rigor as those used to investigate environmental characteristics.
-  Demonstrate the link between environmental and social issues in order to have the appropriate arguments to convince counterparts.
-  Find creative ways, within the project team, to work on how to involve the greatest diversity of people in actions to strengthen protected areas.
-  Create a specific group of women to receive training and technical support and establish a friendly, safe and democratic platform for women to express their ideas, generate their own learning environment and make their own decisions.

#### Feedback:

"Flordelana changed my life. I had never left the area of Lunarejo and, today, I travel to different places to sell our products. In addition, I can count on my income to help with my household expenses and I don't depend so much on my husband. Today, I'm a businesswoman."

**Raquel**  
Integrante de Flordelana.

#### More information about the project:

-  <https://stories.undp.org/tejedoras-del-cambio>
-  <https://stories.undp.org/a-tight-knit>
-  <https://www.facebook.com/telediari-otv10/videos/vb.211751335657596/413281249281631/?type=2&theater>



# 3

## SECTION 3.

# LESSONS LEARNED AND RECOMMENDATIONS



The case studies discussed in the previous section demonstrate the social, environmental and economic co-benefits of incorporating a gender approach in environmental projects. These initiatives clearly highlight women as agents of change who contribute to the protection of the environment and to ensuring their communities and families are more resilient and enjoy a healthier environment. At the same time, they show that it is possible to design gender-responsive environmental and climate projects where women benefit from being actively involved in environmental, economic, social and political activities.

These transformational changes are the result, in part, of the gender policies adopted by the implementing agencies (such as UNDP, UN Women and UNEP) and environmental financing mechanisms (such as GEF and GCF) that ensure that the funded initiatives include a social and inclusion dimension, and particularly include specific gender actions in the project life cycle. The impact of these policies is evident in different parts of the Latin American and Caribbean region, where this “gender-sensitive” environmental funding has encouraged a great number of environmental projects that effectively promote gender equality in an innovative manner.

Based on the data from the case studies, the analysis presented in this chapter allows us to identify and analyze common patterns across the projects in relation to: **a) the benefits** of incorporating a gender approach; **b) the enabling conditions that facilitated the mainstreaming of gender**; **c) the challenges** that projects commonly face when mainstreaming gender; and **d) the integration of gender** in the case studies and general recommendations to mainstream gender in the project’s life cycle.

The lessons learned below serve as inputs and experiences to provide professionals, public policy implementers, project managers, international organization advisors, governments and local actors with more effective tools for designing and implementing gender-responsive environmental projects.

In addition, **in Appendix 1, we have included a checklist to mainstream gender in the life cycle of an Environmental or Sustainable Development Project with some complementary recommendations that may be useful in the formulation and implementation of future projects.**

## BENEFITS OF INCORPORATING A GENDER APPROACH

### Co-Benefits

1

**Encourages analysis of the social dynamics of the specific contexts where the project is implemented**

2

**A comprehensive vision of environmental challenges**

3

**More comprehensive and multidimensional intervention strategies**

4

**More inclusive decision-making**

5

**Compliance with environmental goals and their sustainability over time**

### Actions to mainstream gender

Collect sex-disaggregated data relevant to the environmental issues addressed by the project, and conduct gender analysis to enable the **development of actions that are evidence-based and appropriate for the different needs and preferences of the people and communities** involved in the project.

A gender perspective allows us to **understand, in a differentiated manner, the relationship that men and women have with their environment and understand the problems and challenges they face from a socio-environmental perspective** that recognizes the interaction between people and their environment.

Incorporating a gender approach is a requirement for projects that include the three dimensions of sustainable development (social, economic and environmental). **This type of environmental project usually has a multiplier impact, as they include a number of social, environmental and economic goals and targets.**

**Implementing actions that significantly increase the participation of women in workshops, meetings and capacity building** enables women to have a greater impact on decision making processes in their communities. In addition, it creates platforms where they can share their interests and needs and transform gender roles.

**Recognizing and valuing women as agents of change with different knowledge and contributions for conservation and sustainable development.** Ensuring that these women have access to and control over natural resources, information, capacity building processes, decision making and income-generating opportunities is a requirement for meeting and maintaining a project's environmental targets.

### Impacts on project results and environmental targets

**More effective actions**, as it involves and promotes the contributions of all members of the community.

**More equitable actions**, since it allows for a more complete vision and to identify the most vulnerable populations in relation to the environmental issues in question.

**More sustainable actions**, since it encourages people and communities to take over the project and continue implementing its actions, even after the project has ended.

**More diverse and innovative actions**, since it facilitates the sharing of ideas and experiences, which is a key element for proposing real solutions to complex environmental and social problems.

**Actions with greater impacts**, since it creates a win-win situation where prevalent gender inequalities are addressed and women's empowerment in economic and social spheres is increased, while improving environmental conditions and reducing climate change and disaster risks.

## ENABLING CONDITIONS THAT FACILITATED THE MAINSTREAMING OF GENDER



**National frameworks with mandates to promote gender equality.** Having national institutional and regulatory frameworks with mechanisms and policies that promote gender equality, environmental protection and ensure human rights encourages the design of projects that promote gender and the empowerment of women. Moreover, the requirements of the main international environmental conventions and agreements, and the Vertical Environmental Funds, also support this process.

**Willingness of the actors involved in the design and implementation of projects.** The will of governments and technical teams has been a key factor to support gender mainstreaming, even in projects with no specific budget or actions at the outset. There is a greater awareness by ministries of environment of the close relation between social and environmental dimensions and the roles of women in environmental conservation and natural resource management.



**Resources and financing.** Having a gender budget from the beginning of the project, or ensuring that it is allocated later, facilitates the implementation of activities to address gender inequalities and/or promote the empowerment of women.



**Involve gender experts.** Almost all projects reported hiring a person or organization specialized in gender equality at the beginning of the project. This was a key factor for developing concrete proposals and a framework of indicators to measure progress, which helped the gender component to be seen as an intrinsic part of the project vision.



**UN system technical and coordination capacity.** Agencies such as UN Women, UNDP and UNEP have become legitimate actors in different countries for the implementation of projects related to sustainable development, environmental management and climate change with a gender perspective. The mandates of these agencies require that each organization include gender in all the development areas they work in, which is largely achieved thanks to the internal capacities of these agencies.



## CHALLENGES THAT PROJECTS COMMONLY FACE WHEN MAINSTREAMING GENDER

1

**Social Norms.** The environmental sector, like most of society, is characterized by a patriarchal culture that reproduces sexist attitudes and undervalues women's work. As a result, integrating a gender approach can require a lot of time and effort to change traditional gender roles.

2

**National Policies.** Countries are just now making progress in proposing framework policies to rethink the environmental sector from a multidimensional perspective that considers social, environmental and economic processes, as well as how gender and interculturality relate to these from an inter-sectional perspective.

3

**Gender Action Plans.** Lack of gender action plans, gender baselines and gender budgets in the planning phase. In several cases, it was observed that projects in the planning phase did not have a budget to implement specific actions to integrate gender or empower women, nor did they have an action plan with a gender component. This made it difficult to incorporate gender in the project's work plan, and resources had to be redistributed to implement gender actions and obtain the expected results.

4

**Data.** Difficulties in obtaining sex-disaggregated data with life cycle and ethnic relevance. Obtaining updated information and literature has been a challenge for the formulation of gender action plans, the development of indicators and incorporating the gender approach in very technical environmental sectors.

5

**Capacities.** Although the communities have all the capacities and awareness of problems, and women systemically make their voices heard, sometimes the program and project technical teams lack knowledge about gender equality and how to integrate gender. The sensitization of local actors and civil servants in an active and systematic way is fundamental to ensuring the sustainability of programs and the promotion of gender equality. Changing attitudes and culture is one of the biggest challenges.

6


**Tools and practices.** Systemic lack of tools, guidelines and capacity building processes (or access to these processes) to incorporate and identify gender considerations in some highly technical areas. A challenging issue for many of the teams in the projects analyzed has been "how" to incorporate the gender approach in technical areas where the correlations between environmental and social issues are not so clear. Many of the teams were able to understand these links when they began implementing actions locally, where gender considerations became evident.

7

**Sustainability and Appropriation.** Ensuring the ongoing sustainability of the project once the international financing ends: To the extent that the projects are financed almost entirely with resources from the global environmental funds, one of the main challenges has been to achieve sustainability once the financing ends. It is essential that projects generate and leave behind a legacy of capacities among national and local authorities and stakeholders so that future initiatives are based on these achievements, thus ensuring that gender and gender-responsive projects are incorporated in the institutional and public policy frameworks of countries.




## THE INTEGRATION OF GENDER IN THE CASE STUDIES AND GENERAL RECOMMENDATIONS TO MAINSTREAM GENDER IN THE PROJECT'S LIFE CYCLE.



**During the planning phase, few projects manage to meet gender requirements.** When comparing the planning phases, the initiatives in Costa Rica and Ecuador (PROAmazonia) are the only projects that satisfy the greatest number of requirements in the planning phase, with gender analysis, strategies and indicators. In almost all cases (with the exception of Mexico and El Salvador), the initiatives had, from the beginning, some kind of substantive approach to gender during the project's formulation stage.

**The inclusion of gender occurs in the implementation phase: Virtually all projects were able to meet all the requirements during the implementation phase.** The actors involved in the implementation indicated that addressing gender equality is necessary to ensure the expected environmental results and that the project is more inclusive, sustainable and in accordance with the socioeconomic and environmental models that are to be achieved. This has been achieved thanks to the political will and coordinated actions between the national and local authorities responsible for the implementation of the project, the initiative of key actors, such as civil society and community organizations, and the support of United Nations agencies. Furthermore, having gender action plans provides the ability to monitor and obtain positive results in terms of gender equality and the empowerment of women.



The analysis of the case studies identifies different key aspects that are fundamental to consider when implementing gender-responsive environmental projects. The following are some of the main recommendations:

- 1 Alliances.** Establish stronger alliances with national women's mechanisms at the beginning of the project.
- 2 Institutional frameworks.** Incorporate projects in institutional and public policy frameworks for transformative results and positive long-term gender impacts.
- 3 Financing sources.** Harmonize different financing sources to formulate projects with greater scope and impact on gender equality.
- 4 Results-based.** Document results and lessons learned by incorporating the gender approach.
- 5 Implementation.** Carry out gender pilot projects to highlight the value of integrating a gender approach and document lessons learned that may be used to scale up the gender approach in the entire project.





APPENDICES.

# CHECKLIST TO MAINSTREAM GENDER IN THE LIFE CYCLE OF A SUSTAINABLE DEVELOPMENT PROJECT

## HOW TO ADDRESS GENDER EQUALITY IN SUSTAINABLE DEVELOPMENT PROJECTS

**Environmental initiatives that intend to incorporate a gender perspective should employ a process with actions to** **a)** recognize both women and men as key agents of change for the effectiveness, efficiency and sustainability of the project, **b)** ensure that the voices, ideas, concerns and different experiences of women and men are considered as integral aspects of the project design, implementation, monitoring and evaluation, **c)** evaluate the gender-differentiated impacts on women and men of any action or intervention associated with the project, **d)** ensure that gender inequalities are not perpetuated or increased, and **e)** ensure that the

project benefits, responsibilities and costs are shared equally by men and women.

**Gender mainstreaming implies incorporating the gender perspective across the entire project life cycle.** In many cases, it has been observed that environmental project teams are aware of the importance of gender issues and are willing to address them, but one of the main challenges they encounter is the lack of practical guidelines for incorporating gender effectively and sustainably in environmental projects. The following is a checklist with recommendations that teams can incorporate in the project life cycle to promote gender equality and the empowerment of women.

### 1 Project Identification Phase

	-	+/-	+
1. Recognize national gender and environment mandates and national institutional capacities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Recognize international gender and environment mandates and gender policies of international implementing agencies and environmental financing mechanisms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Provide capacity building on gender mainstreaming for environmental teams of international implementing agencies (people who prepare the project proposal).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Identify gender equality priorities and relevant gender considerations for the project during general consultation processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Conduct a preliminary study of the different roles of men and women in the sectors relevant to the project.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Carry out specific consultations on gender issues and the empowerment of women, including women's organizations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Consult with the women's mechanisms (ministry, office or institute) and the gender focal points of the relevant sectoral ministries or local authorities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Carry out a preliminary social impact assessment disaggregated by sex (consider negative and positive impacts) and incorporate the gender approach in the pre-selection of social and environmental safeguards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 2 Project Design Phase

	-	+/-	+
1. Allocate the necessary human resources to incorporate the gender approach and seek a balanced number of women and men for the project team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Hire a person or organization specialized in gender equality and human rights to be part of the project design team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Develop a methodology for gathering sex-disaggregated data and conduct a gender analysis with this data.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Conduct consultations with a wide range of stakeholders/actors to identify women stakeholders and their rights and define their rights and interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Carry out a gender analysis to identify gender considerations relevant to the project through a review of existing sources of information, plans and studies or focus group discussions or interviews with women and men from diverse backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The analysis should: <ul style="list-style-type: none"> <li>Conduct a gender-differentiated analysis of the natural resources and ecosystem services on which the communities depend and the benefits derived from these resources and services.</li> <li>Identify the different roles, knowledge, needs and contributions of women and men.</li> <li>Identify the main gender inequalities.</li> <li>Identify the strategic interests of women and men.</li> <li>Identify the main barriers (cultural, institutional, and social) that prevent stakeholders, particularly women, from participating fully and effectively in all phases of the project.</li> <li>Identify the different project risks, costs, impacts and opportunities for women and men.</li> <li>Identify women's needs and preferences with regard to their participation and distribution of benefits and costs.</li> <li>Include sex-disaggregated data baselines that are relevant to the project.</li> </ul>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Define the expected results for promoting gender equality and the empowerment of women and propose a theory of change that identifies the enabling conditions to achieve them. This theory of change should be developed in consultation with key counterparts, including women's organizations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Develop a gender action plan with expected results, actions and indicators for all project areas and include a budget for its implementation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Incorporate key points of the gender action plan in the Project Document (for example, the results framework, the section describing the project strategy and the budget) to ensure that it includes measures to address gender inequalities, risks and impacts throughout the project.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Include an annual gender budget in the Project Document to support activities that address gender inequalities and support opportunities to promote equality and empower women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Design terms of reference for the project team that include requirements such as the inclusion of a gender approach, expertise in gender issues and the promotion of a balanced number of men and women on the project team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Establish a gender group with team members and gender experts, including from academia and civil society, to meet periodically during the implementation and receive feedback on how to overcome barriers to achieve targets that measure progress in gender equality. The group can be independent or part of the Project Steering Committee or the Project Advisory Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 3 Implementation Phase

	-	+/-	+	
<b>Data Collection</b>	Establish a project team with both women and men, and include both women and men consultants, researchers and facilitators and provide them with comprehensive training on gender equality and women's rights.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Involve gender experts and government representatives from women's mechanism to review and support the implementation of activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Participation Relevant stakeholders</b>	Implement a methodology to collect sex-disaggregated data and carry out a gender analysis with this data.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Implement concrete actions to address the barriers that prevent women from fully and effectively participating. For example, provide child or elderly care during consultations, workshops and meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Implement gender parity measures and quotas to ensure that women participate in all phases of implementation and decision making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Take into account women's mobility, workload, schedules and cultural restrictions, especially when planning census, interviews, consultations and workshops. Ensure that women can attend and that event schedules take into account women's schedules and offer options where women can be consulted in their homes or meeting places.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Capacity building</b>	Implement the recognition of women's knowledge and skills with respect to project activities to identify gaps, strengths and needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Develop a capacity building methodology and manuals that use various techniques and that can be tailored to the needs of different actors, including women (even those with informal education).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Incorporate special measures in the capacity building sessions that take into account the roles of women in the care economy (for example, child and elderly care facilities, direct visits and encouraging men to more equally share responsibilities related to the care economy).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Provide resources for women to participate in exchanges to meet and visit other women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Decision making processes</b>	Train women in leadership skills and decision making processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Identify and include one or more individuals from the community who promote gender equality and women's rights, and who are respected and trusted and part of the decision making structures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Identify potential conflicts, for example, between the enforcement of women's rights and other rights, and the interests of women or other groups that could marginalize women's needs and preferences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Use participatory methodologies to improve relations between women and men, particularly with respect to the division of labor, full and effective participation, consultation, sharing information, benefit sharing, access to and control of resources and decision making in communities and government institutions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Create a secure and democratic voting process for project decisions to ensure that women's perspectives and voices have the same value as those of men. The process should be adapted from traditional structures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Design a structure that allows women to request help or independent advice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>Communication</b>	Communicate how the Gender Action Plan or gender measures are being implemented to stakeholders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Develop communication products that use gender-sensitive language and images. Include messages that represent both men and women as important actors in conservation, and ensure that they do not reaffirm gender inequalities (roles, stereotypes, cultural practices) in any communication strategy or product.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Design a gender-sensitive system to disseminate information that involves women on equal terms with men.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Address inequalities that affect women's access to and control of the resources or benefits associated with the project.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Sharing of Benefits and Costs</b>	Address inequalities that affect women's access to and control of the resources or benefits associated with the project.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Assess the type of benefit (for example, cash, non-monetary, services) that women will be able to access and which they will be able to control.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Require that the project's benefit-sharing process includes a wide range of benefits (for example, cash, financial, services, non-monetary) to minimize control over these resources by only one group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Establish an external mediation plan for situations where women's needs and preferences are excluded or dominated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 4 Project Monitoring and Evaluation Phase

- +	
1. Ensure that the project indicators are gender-sensitive; that is, they monitor changes in gender equality. It is important to ensure that these indicators are incorporated in the different results of the project, and not just the results directly linked to gender equality and the empowerment of women.	<input type="radio"/> <input type="radio"/>
2. Use quantitative and qualitative data collection methods to contribute to the calculation of results and capture changes that can be difficult to measure with only quantitative methods. For example, use interview protocols that consider separate interviews for men and women, depending on the context.	<input type="radio"/> <input type="radio"/>
3. Allocate sufficient financial resources to monitor the degree and effectiveness of gender mainstreaming.	<input type="radio"/> <input type="radio"/>
4. Include a section on gender in the annual monitoring report describing how gender-responsive actions were designed, implemented and monitored.	<input type="radio"/> <input type="radio"/>
5. Document the main benefits and added value, as well as the challenges and barriers, to incorporating a gender approach in the project and include it in the project reports.	<input type="radio"/> <input type="radio"/>
6. Perform a periodic review (at least every 3 months) of how effective the gender strategy/action plan was in the different phases of the project (design, implementation and M&E).	<input type="radio"/> <input type="radio"/>
7. Ensure that the evaluation team is gender sensitive and has the mandate and capacity to assess how effective gender mainstreaming has been, and that the team is made up of both women and men, if possible.	<input type="radio"/> <input type="radio"/>
8. Request that all consultants hired by the project report on gender results.	<input type="radio"/> <input type="radio"/>
9. EAssess whether the project appropriately addressed gender equality in the project life cycle, including: <ul style="list-style-type: none"> <li>• Document whether the project achieved transformative gender results.</li> <li>• Document whether the project had any impact on women in relation to their livelihoods, access to natural resources, sustainable livelihood opportunities, health and well-being and leadership capabilities.</li> <li>• Document whether the project had any impact on reducing gender gaps and minimizing social risks.</li> <li>• Document whether the project had an impact on the resilience of women and men with respect to environmental and climate impacts and risks</li> <li>• Document whether the results of the project contribute to achieving the SDGs and gender mandates in the MEAs, and if it contributed to the design and/or implementation of local or national environmental policies or strategies that incorporate a gender approach.</li> </ul>	<input type="radio"/> <input type="radio"/>
10. Disseminate lessons learned, good practices and project evaluations through different means and actors, ensuring that they reach the beneficiaries of the project.	<input type="radio"/> <input type="radio"/>





*Empowered lives.  
Resilient nations.*

