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# Gender Action Plan

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## **FP182: Climate-smart initiatives for climate change adaptation and sustainability in prioritized agricultural production systems in Colombia (CSICAP)**

Colombia | CAF | B.31

April 11, 2022



	Social, Gender and Environmental study of the Project CSICAP* in Colombia	
	<b>Gender Action Plan</b> presented to: The Alliance of Bioversity International and CIAT	Date: 03/31/2021 Rev. 19/11/2021
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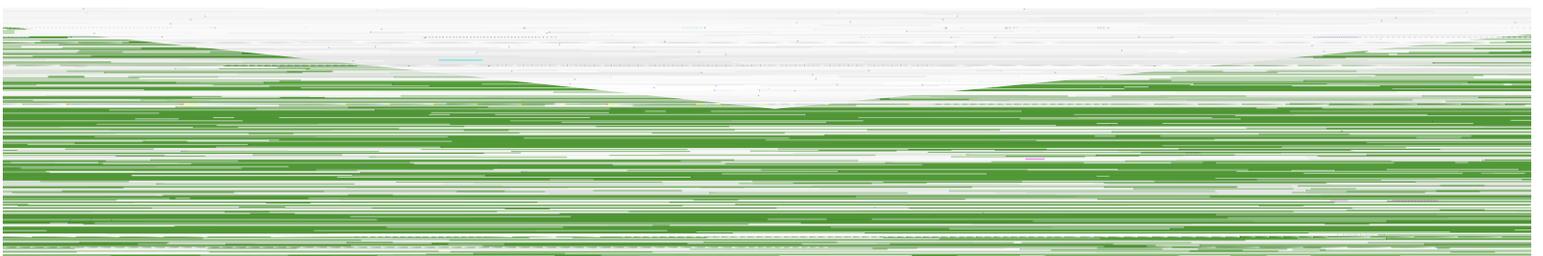
# GENDER ACTION PLAN

**CSICAP Climate-smart initiatives for climate change adaptation and sustainability in prioritized agricultural production systems in Colombia (CSICAP)\***

**Annex 8 – Part B**

Green Climate Fund Funding Proposal

**\* The initial title of the project was changed from Low-Emission and Climate Resilient Agriculture in Colombia (LECRA) to Climate-smart initiatives for climate change adaptation and sustainability in prioritized agricultural production systems in Colombia (CSICAP). All the references in this document have been changed to CSICAP. If there is any reference to LECRA should be understand as CSICAP**



Overall Objective: Help to close the gender gap in prioritized agricultural value chains and promote equitable access to the strategies, plans, programs, services, goods, and activities of the Project						
Activities	Indicators	Baseline	Target	M&E Timing	Responsible entities	Budget estimates (USD)
<b>Specific Objective related to CSICAP's first component: Reduce barriers to access to agroclimatic information faced by rural women</b>						
<b>Gender outcomes related to CSICAP's first component</b>						
<b>Men and women producers have equal access to information on seasonal climate forecasts in agriculture, as well as recommendations associated to the crops production cycle</b>	Percentage of agricultural holdings (farms) with female producers making decisions, with ICT connectivity and access	70.5%	71.1%	During and after operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	<b>\$275,014</b>
	Percentage of agricultural holdings (farms) with female producers making decisions, that utilize ICT to access climate forecast information	24.9%	28.0%			
	Percentage of agricultural holdings (farms) with female producers making decisions, that introduced changes related to climate monitoring	1.4%	3.6%			
<b>Gender outputs related to CSICAP's first component</b>						
1.1 Comprehensive information dissemination strategy designed and implemented on agricultural practices for agroclimatic risk management, considering ethnic and gender differences, using different communication channels	Comprehensive information dissemination strategy on agricultural practices for agroclimatic risk management, considering ethnic and gender differences, using different communication channels, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	<b>\$133,778</b>
	Number of agricultural holdings (farms) with female producers making decisions, that received technical assistance on agroclimatic risks	0	13,000			
	Percentage of agricultural holdings (farms) with female producers making decisions, that received technical assistance on agroclimatic risks	30.1%	38.9%			
	Number of agricultural holdings (farms) that implemented best agricultural adaptation practices to climate change	3,171	16,171			
	Percentage of agricultural holdings (farms) with female producers making decisions, that implemented best agricultural adaptation practices to climate change	0.52%	2.7%			
1.2. Strategy designed and implemented on women producers and rural women's empowerment and their participation in decision-making positions. This strategy can be developed with the support of the Rural Women's Unit of the Ministry of Agriculture and Rural Development and	Strategy on women producers and rural women's empowerment and their participation in decision-making positions, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of	<b>\$141,236</b>

the Presidential Council for Women's Equity, which already have training programs.	Number of women trained in women producers and rural women empowerment and their participation in decision-making positions	0	12,750		Agriculture (Rural Women Directorate)	
	Percentage of agricultural holdings (farms) with female producers making decisions	33.3%	36.2%			
<b>Gender activities related to CSICAP's first component</b>						
1.1.1 Design and implement plan for disseminating information on agroclimatic risk management that includes a language analysis differentiated by region, considering ethnic elements -if necessary-, transmission schedules (taking into account variables of the care economy and sexual division of labor). The analysis shall present the scope of the plan in terms of number of people disaggregated by gender, age, ethnicity. These plans will be supported by consultations with women and women's organizations contacted with the support of the Ministry of Agriculture and Rural Development.	Plan for disseminating information on agroclimatic risk management that includes a language analysis differentiated by region, considering ethnic elements -if necessary-, transmission schedules (taking into account variables of the care economy and sexual division of labor, since the call), designed and implemented	0	1	Pre and during operation	Producer Associations CIAT, Gender Team, Ministry of Agriculture (Rural Women Directorate, Agricultural Innovation Directorate)	\$0
1.1.2 Within the plan for disseminating information on agroclimatic risk management, define and implement actions through different communication channels, with the support of the local platforms of Vive Digital (National Plan to develop a digital ecosystem in the country) and other platforms of information dissemination (community radio stations, booklets with audio instructions).	Dissemination actions on agroclimatic risk management defined and implemented	0	1	Pre and during operation	CIAT, Gender Team, Producer Associations	\$0
1.1.3. Elaborate in a participatory way a document that articulates into project activities the local knowledge and practices of men and women related to the management of agroclimatic risk, both in the crop and in other aspects, such as the home, the agroecological calendar, irrigation strategies and practices and tools to manage drought. This information will also be disseminated within action 1.1.1 of component 1.	Document that articulates into project activities the local knowledge and practices of men and women related to the management of agroclimatic risk elaborated	0	9	During operation	Producer Associations CIAT, Gender Team, Ministry of Agriculture	\$36,000
1.1.4. Design and implement actions to train men and women producers in Information Literacy with an ethnic, age and gender focus	Actions to train men and women producers in Information Literacy with an ethnic, age and gender focus designed and implemented	0	1	Pre and during operation	Producer Associations CIAT, Gender Team	\$35,903
1.1.5 Design and implement a plan to cofinance electronic communication devices (smartphones) for (direct and indirect) women beneficiaries of the program. Women have lower levels of access to ICT, not only due to knowledge gaps, but also to access to resources. The co-financing plan includes an electronic device financing strategy for women to ensure access to program information.	Plan to cofinance electronic communication devices (smartphones) for (direct and indirect) women beneficiaries of the program, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team	\$61,875

<p>1.2.1 Design and implement a training and socialization plan on women's empowerment issues. The plan addresses at least the following topics:</p> <ul style="list-style-type: none"> <li>- Leadership, gender, and inequality</li> <li>- Gender-based violence</li> <li>- Local, regional, and national decision-making bodies and positions</li> <li>- Assertive communication</li> <li>- Associativity</li> <li>- Process of formalizing organizations, associations, or businesses</li> </ul> <p>Special emphasis will be placed on the participation of women in instances such as the Agroclimatic Technical Tables (Women-only activities)</p>	Training and socialization plan on women's empowerment issues designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team	\$133,681
<p>1.2.2. In addition, design and implement a plan to promote the participation of women in local and regional decision-making bodies of the agricultural sector, that liaise with local and regional authorities (mayor's offices, governorates). The plan includes activities to disseminate information on calls for applications to decision-making positions, work sessions with local authorities.</p> <p>Special emphasis will be placed on the participation of women in instances such as the Agroclimatic Technical Tables. (Women-only activities)</p> <p>It will be linked to the Rural Women Directorate of the Ministry of Agriculture and Rural Development so that through its Rural Women Information System (FOMUR) the registration of participating women is promoted and in this way, there is better communication about the plans, programs, and projects at the national level.</p>	Plan to promote the participation of women in local and regional decision-making bodies of the agricultural sector, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture (Rural Women Directorate)	\$3,333
<p>1.2.3 Include and implement a module within the training plan and participation plan for young rural women that includes the following elements:</p> <ul style="list-style-type: none"> <li>- Dissemination of information on decision-making bodies or positions exclusive for the rural youth (including, among others, the Municipal Youth Councils)</li> <li>- Training on the Statute of Youth Participation</li> <li>- Dissemination and training on institutional programs for young people.</li> </ul> <p>This, with the support of the Ministry of Agriculture and Rural Development and its consolidated offer for young people.</p>	Training and participation module for young rural women, included and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture (Rural Women Directorate)	\$4,222
<b>Specific Objective related to CSICAP's second component: Strengthen the capacities of rural women for sustainable, climate-resilient agriculture that guarantees food security for them and their households</b>						
<b>Gender outcomes related to CSICAP's second component</b>						
Men and women producers have equitable access to information to take advantage of and implement technologies and practices for the adoption of sustainable production systems that promote resilience to climate variability, efficient use of water and low-carbon agriculture	Percentage of agricultural holdings (farms) with female producers making decisions, that adopted good agricultural practices due to the extension service	1.0%	1.4%	During and after operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	\$460,333
	Percentage of agricultural holdings (farms) with female producers making decisions, that improved the management of ecosystem services and biodiversity conservation due to the extension service	0.2%	0.3%			

	Percentage of agricultural holdings (farms) with female producers making decisions, that introduced changes or improvement in the selection of seeds or genetic material	0.5%	0.6%			
	Percentage of agricultural holdings (farms), with female producers making decisions, that implemented soil management practices	59.4%	60.6%			
	Percentage of agricultural holdings (farms) with female producers making decisions, that implemented pest control practices	62.6%	62.7%			
<b>Gender outputs related to CSICAP's second component</b>						
2.1. Strategy designed and implemented for the productive inclusion of (direct and indirect) women beneficiaries based on new opportunities of sustainable production practices throughout the value chain links.	Strategy for the productive inclusion of (direct and indirect) women beneficiaries designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	<b>\$460,333</b>
	Number of women receiving agricultural extension service	0	2,310			
	Percentage of female-headed rural households that are not monetary poor	66.2%	67.7%			
<b>Gender activities related to CSICAP's second component</b>						
2.1.1 Engage women beneficiaries as leaders in the process of implementing CSICAP's plans and activities for the conservation, preservation and restoration of strategic areas and ecosystems. The banana sector has expressed interest in signing agreements on the conservation of natural resources. Similarly, the sugar cane sector will support the conservation of hydrographic basins.	Women-led plans for the conservation, preservation and restoration of strategic areas and ecosystems, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team	\$0
2.1.2 Design and implement a plan for the recovery and/or promotion of quality native seeds and species with commercial gains, managed by rural women (direct and indirect beneficiaries). This plan will be linked to the project's activities developing climate-resilient varieties, especially for the potato, corn, rice and sugar cane crops, as well as the National Seed Plan led by Agrosavia.	Women-led plan for the recovery and/or promotion of quality native seeds and species with commercial gains, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	\$90,611

<p>2.1.3. Design and implement a training and support plan for the production and commercialization of organic fertilizers and bioproducts for the management of pests and diseases, led by women farmers' groups and/or organizations (direct and indirect beneficiaries of the project). The training module, to be carried out with all the crops/chains involved in the project, includes at least the following topics: - Agricultural production, marketing and distribution - Associativity (It is articulated with action 1.2.1 of component 1 and with Action 3.2.2 of component 3 of this action plan). - Phytosanitary risks - Consequences of the use of agrochemicals. - Design of business plans - Financial literacy Additionally, co-financing of the projects will be sought.</p>	<p>Training and support plan for the production and commercialization of organic fertilizers and bioproducts for the management of pests and diseases, led by women farmers' groups and/or organizations, designed and implemented</p>	<p>0</p>	<p>1</p>	<p>Pre and during operation</p>	<p>Producer Associations, CIAT, Gender Team, Ministry of Agriculture</p>	<p>\$225,000</p>
<p>2.1.4. Design and implement a training and dissemination module for young rural women on primary processing, management, marketing, among other topics.</p>	<p>Training and dissemination module for young rural women on primary processing, management, marketing, designed and implemented</p>	<p>0</p>	<p>1</p>	<p>Pre and during operation</p>	<p>Producer Associations, CIAT, Gender Team, Ministry of Agriculture</p>	<p>\$47,500</p>
<p>2.1.5. Design and implement a training plan exclusively for women on issues of climate resilient agriculture that focuses on the tasks performed by women within each crop/chain, such as: seed selection, diversification of crops, subsistence farming, pre and post-harvest. Given that women in the banana, potato and panela cane sectors are especially excluded from productive activities, this plan will be specially formulated for them (direct and indirect women beneficiaries). (Women-only training plan).</p>	<p>Training plan exclusively for women on issues of climate resilient agriculture that focuses on the tasks performed by women within each crop/chain, designed and implemented</p>	<p>0</p>	<p>1</p>	<p>Pre and during operation</p>	<p>CIAT, Gender Team, Producer Associations</p>	<p>\$97,222</p>
<p><b>Specific Objective related to CSICAP's third component: Reduce structural barriers that hinder the entry and full participation of rural women in agricultural value chains</b></p>						
<p><b>Gender outcomes related to CSICAP's third component</b></p>						
<p>The agricultural innovation processes respond to the ethnic, regional, age and gender characteristics of the producers engaged in the project, in order to guarantee an equal participation.</p>	<p>Percentage of agricultural holdings (farms) with female producers making decisions</p>	<p>33.30%</p>	<p>36.9%</p>	<p>During and after operation</p>	<p>Producer Associations, CIAT (Gender Team), Ministry of Agriculture</p>	<p><b>\$845,967</b></p>
	<p>Percentage of female-headed rural households</p>	<p>29.5%</p>	<p>34.8%</p>			
	<p>Average time spent by rural women in unpaid care work</p>	<p>7:52</p>	<p>7:20</p>			
	<p>Rural female employment rate</p>	<p>37.5%</p>	<p>38.4%</p>			
	<p>Percentage of agricultural holdings (farms) with female producers making decisions, with access to credit or funding</p>	<p>17.9%</p>	<p>18.0%</p>			
	<p>Percentage of agricultural holdings (farms) with female producers making decisions, participating in farmers' groups or organizations</p>	<p>20.7%</p>	<p>22.5%</p>			

	Percentage of agricultural holdings (farms) with female producers making decisions, with access to agricultural extension service	30.10%	50.4%			
	Percentage of women on the Board of Directors of the Producer Associations	FNC: 0%; Fedepanela: 7%; Fedearroz: 5%; Fedepapa: 5%; Fenalce: 6%; Fedegan: 9%; Asbama:11%; Asocaña: 0%	30%			
<b>Gender outputs related to CSICAP's third component</b>						
3.1. Strategy designed and implemented for training in gender equality and gender mainstreaming within the technical assistance process developed by the project. This strategy can be developed with the support of the Directorate for Rural Women of the Ministry of Agriculture and Rural Development and the Presidential Council for Equity for Women.	Strategy for training in gender equality and gender mainstreaming within the technical assistance process developed by the project, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	<b>\$281,133</b>
	Number of men and women producers trained in gender equality and gender mainstreaming	0	16,000			
	Number of extension workers trained in gender equality, gender mainstreaming and gender-based violence.	0	200			
	Number of women trained and certified as agricultural extension workers	0	100			
3.2. Strategy designed and implemented for the creation of community networks for knowledge management and sharing, by engaging women's groups and associations as agents of knowledge transmission, construction, and adoption.	Strategy for the creation of community networks for knowledge management and sharing, by engaging women's groups and associations as agents of knowledge transmission, construction and adoption, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	<b>\$107,333</b>
	Number of agricultural holdings (farms) with female producers making decisions, participating in farmers' groups or organizations	0	540			
	Percentage of agricultural holdings (farms) with female producers making decisions, participating in farmers' groups or organizations	20.7%	22.5%			
3.3 Strategy designed and implemented to liaise with government officials and engage women beneficiaries into public programs aimed to improve women's access to factors of production. This strategy can be developed with the support of the Directorate for Rural Women of the Ministry of Agriculture and Rural Development.	Strategy to liaise with government officials and engage women beneficiaries into public programs aimed to improve women's access to factors of production, designed and implemented	0	1	Pre and during operation	Gender Team, Ministry of Agriculture	<b>\$10,000</b>

	Number of women beneficiaries engaged into public programs aimed to improve women's access to factors of production	0	1,500			
3.4 Pilot projects systematized and implemented to approach the care economy at the local level for (direct and indirect) women beneficiaries.	Number of pilot projects providing local care services designed and implemented	0	9	Pre operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	\$297,500
	Number of women beneficiaries with care services	0	450			
	Number of male and female children, seniors, and people with disabilities receiving care services	0	180			
3.5 Plans designed and implemented for mainstreaming gender in Producers Associations' policies and practices	Number of plans for mainstreaming gender in Producers Associations' policies and practices designed and implemented	0	9	Pre and during operation	Gender Team, Producer Associations	\$150,000
	Number of Producer Associations that mainstreamed gender into their policies and practices	0	9			
<b>Gender activities related to CSICAP's third component</b>						
3.1.1 Develop and deliver training modules with men and women producers participating in the project on gender equality and gender mainstreaming that include, at least, the following topics: - The care economy - Sexual division of labor - Gender violence (Hotlines, public services, among others) - Women rights - Masculinities - Economic and financial literacy (household and farm financial management. It should include awareness about the recognition and payment of activities carried out by women: preparing food for day laborers, among others). -A specific module for young rural women about sexual and reproductive rights. This strategy will be supported by the workshops already being developed by the Ministry of Agriculture and Rural Development on rights, gender, and the care economy for rural producers, and the economic and financial education workshops "My finances count" for rural women and youth.	Training modules with men and women producers participating in the project on gender equality and gender mainstreaming, developed and delivered	0	1	Pre and during operation	Producer Associations CIAT, Gender Team, Ministry of Agriculture (Rural Women Directorate)	\$133,333
3.1.2. Develop and deliver a training module for women producers (women-only activities), using various methodologies (e.g. female farmer-to-female farmer extension), for the implementation of new technologies provided by the Project	Training module for women producers (women-only activities) for the implementation of new technologies provided by the Project, developed and delivered	0	1	Pre and during operation	Gender Team, Producer Associations	\$20,833

<p>3.1.3. Design and implement a gender-sensitive plan specifying the strategy for the inclusion of women in training activities and women's access to technology -which will be part of the project's agricultural extension strategy-. The plan includes:</p> <ul style="list-style-type: none"> <li>- Consensus regarding the schedule of activities (considering care work).</li> <li>- Adequate and pertinent communication methods for the elderly population.</li> <li>- Follow-up actions on women's assistance to project activities to ensure that their training process is completed</li> <li>- Provision of care services for children (those who take care of them during project activities must receive payment for this work)</li> </ul>	Gender-sensitive plan specifying the strategy for the inclusion of women in training activities and women's access to technology, designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture (Rural Women Directorate)	\$36,133
<p>3.1.4. Design and implement a gender awareness training plan with agricultural extension workers for the subsequent implementation of the gender equality training module with producers (Action 3.1.1 Component 3). This plan will include awareness-raising on Gender-Based Violence and will be supported by the workshops that the Ministry of Agriculture and Rural Development is already developing on rights, gender and the economy of care for rural producers.</p>	Gender awareness training plan with agricultural extension workers designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	\$78,333
<p>3.1.5 Design and implement a training and certification plan for women extension workers, with the support of SENA and in response to the demand for agricultural extension workers from the Producer Associations, in order to facilitate their subsequent engagement. The plan will emphasize support strategies for the promotion of young rural women as extension workers.</p>	Training and certification plan for women extension workers designed and implemented	0	1	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	\$12,500
<p>3.2.1. Develop participatory work sessions with women to discuss the barriers in accessing agricultural and productive services: time constraints, difficulties in accessing technical assistance and recommendations to provide a extension service tailored to their needs (availability of time and resources), which serves as input for action 3.1.3 component 3. The work sessions must guarantee the participation of different groups of women based on their ethnicity and age.</p>	Participatory work sessions with women to discuss the barriers in accessing agricultural and productive services, developed	0	18	During operation	Producer Associations, CIAT, Gender Team	\$7,333
<p>3.2.2. Design and implement local work plans to promote the participation of women in (women) farmers' groups or organizations that promote mutual trust, collaboration and training in agricultural and productive issues among them, as a tool to share knowledge and information regarding climate-resilient agriculture and build economic and social processes that allow the sustainability of the implemented strategies. This strategy can be developed with the support of the Rural Development Agency.</p>	Local work plans to promote the participation of women in (women) farmers' groups or organizations designed and implemented	0	9	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture (Rural Women Directorate)	\$100,000
<p>3.3.1 Implement sessions to share information regarding and engage women beneficiaries into public programs (led by the Ministry of Agriculture and Finagro such as the Special Credit Line (LEC) for rural women and youth and other LEC) aimed at improving women's access to credit, financial inclusion and literacy. The activities shall include specific sessions for young rural women sharing programs that target their population group as well as the courses in Economic and Financial Education available to the Ministry of Agriculture</p>	Sessions to share information regarding and engage women beneficiaries into public programs aimed at improving women's access to credit, financial inclusion and literacy, implemented	0	15	During operation	Gender Team, Ministry of Agriculture	\$5,000

and Rural Development and the Special Lines of Credit (LEC) that benefit women.						
3.3.2 Implement sessions to share information regarding and engage women beneficiaries into public programs (led by the Ministry of Agriculture and the National Land Agency) aimed at improving women's access to land. The National Land Agency has awareness plans about the different processes of access and formalization of rural property for natural persons or persons belonging to ethnic groups. (Women-only activities).	Sessions to share information regarding and engage women beneficiaries into public programs aimed at improving women's access to land, implemented	0	15	During operation	Gender Team, Ministry of Agriculture	\$5,000
3.4.1 Create a document prioritizing the areas (municipalities, townships, rural counties) where to install the care services/facilities of the local pilot projects. The document must include at least: - Selection criteria - Budget. The convergence of different sources of public, private and international cooperation funding will be sought	Document prioritizing the areas (municipalities, townships, rural counties) where to install the care services/facilities of the local pilot projects, created	0	9	Pre and during operation	Producer Associations, CIAT, Gender Team, Ministry of Agriculture	\$0
3.4.2 Implement a care needs assessment and design an action plan with (direct and indirect) women beneficiaries in the prioritized areas (it must be ensured that not only women belonging to organizations or formal groups participate) in order to design and implement a pilot project that offers several care services/facilities aimed to reduce the time allocated to unpaid care work. It is expected to have the participation not only of the actors of the CSICAP project but also of public agencies of the social inclusion sector of the national government (Prosperidad Social, ICBF, Ministry of Health) and the Ministry of the Environment, as well as local governments, among others. The strategy includes, at a minimum: - Inclusive call for participants - care needs assessment document - Pilots' action plan based on the needs and characteristics of the territory - Liaison strategy with local and national actors	Care needs assessment and action plan of a local care services pilot project designed and implemented with (direct and indirect) women beneficiaries	0	1	Pre operation	Producer Associations, CIAT, Gender Team Ministry of Agriculture	\$14,444
3.4.3 Design, validate, and implement with a participatory methodology, a pool of care services bases on what was identified in the previous activity. Among the possible services, the pilot will provide one service per Producer Association from among those that follow, and three nurseries will also be implemented (or care centers that operate year-round or during harvest seasons): - Transportation service for children to public care facilities (Madres Comunitarias and other ICBF services) and those provided by the Producer Association - Community laundry facilities (It must be guaranteed that the spaces where this service is provided have the conditions to guarantee that the service is effectively provided). - Community dining rooms for children, people with disabilities and the elderly.	Local care services pilot project implemented	0	9	Pre and during operation	Producer Associations, CIAT, Gender Team Ministry of Agriculture	\$90,556

<p>- Efficient cookstoves for cooking with firewood, with support from the Ministry of the Environment Other specific interventions such as lactation rooms and brochures with a summary of the municipality's care offer will also be considered.</p>						
<p>3.4.4 Create a network of daycare and childcare facilities for (direct and indirect) women beneficiaries of the project. The facilities will be located at the Producer Associations' offices to promote the reduction of time allocated by women to unpaid care work. The service provided will be totally free.</p>	<p>Network of daycare and childcare facilities at the Producer Associations' offices for (direct and indirect) women beneficiaries of the project created</p>	<p>0</p>	<p>9</p>	<p>During operation</p>	<p>Producer Associations, CIAT, Gender Team</p>	<p>\$192,500</p>
<p>3.5.1. Develop a training module on gender equality with all the employees of each of the Producer Associations, which includes specific sessions according to the roles and positions of the employees (customer service, managerial roles, etc.).</p>	<p>Training module on gender equality with all the employees of each of the Producer Associations developed</p>	<p>0</p>	<p>1</p>	<p>Pre and during operation</p>	<p>Producer Associations, CIAT, Gender Team</p>	<p>\$0</p>
<b>Gender activities specific to each Producer Association</b>						
<p><b>3.5.2 Asbama, Fedepanela: Strengthen the (existing) Gender Action Plan that includes:</b> - Regulations on quotas for the participation of women in boards of directors - Strategy to promote the inclusion of women extension workers within the Producer Association - Gender-sensitive Budgeting to identify funded activities and/or projects aimed at improving the conditions of women producers</p>	<p>Producer Association's Gender Action Plan strengthened</p>	<p>0</p>	<p>1</p>	<p>Pre and during operation</p>	<p>Producer Associations, CIAT, Gender Team</p>	<p>\$33,333</p>

<p><b>3.5.3 Fedegan, Fenalce: Design the Gender Action Plan that mainstreams gender within the Association's policies and practices. The Plan must include:</b></p> <ul style="list-style-type: none"> <li>- Gender monitoring strategy</li> <li>- Affirmative actions to improve the access of women producers to agricultural extension services</li> <li>- Guidelines for the dissemination of information to women producers (Mainstreaming gender on dissemination activities)</li> <li>- Regulations on quotas for the participation of women in boards of directors</li> <li>- Strategy to promote the inclusion of women extension workers within the Producer Association</li> <li>- Gender-sensitive Budgeting to identify funded activities and/or projects aimed at improving the conditions of women producers</li> <li>- Protocol for the prevention and eradication of workplace and sexual harassment and any form of discrimination</li> <li>- Engagement strategy with public and non-governmental institutions to develop initiatives that benefit women producers</li> </ul>	<p>Producer Association's Gender Action Plan designed</p>	<p>0</p>	<p>1</p>	<p>Pre and during operation</p>	<p>Producer Associations, CIAT, Gender Team</p>	<p>\$33,333</p>
<p><b>3.5.4 Fedepapa, Fedearroz, Augura, Asocaña Design the Gender Action Plan that mainstreams gender within the Association's policies and practices. The Plan must include:</b></p> <ul style="list-style-type: none"> <li>- Gender monitoring strategy</li> <li>- Affirmative actions to improve the access of women producers to agricultural extension services</li> <li>- Guidelines for the dissemination of information to women producers (Mainstreaming gender on dissemination activities)</li> <li>- Regulations on quotas for the participation of women in boards of directors</li> <li>- Strategy to promote the inclusion of women extension workers within the Producer Association</li> <li>- Gender-sensitive Budgeting to identify funded activities and/or projects aimed at improving the conditions of women producers</li> <li>- Protocol for the prevention and eradication of workplace and sexual harassment and any form of discrimination</li> </ul>	<p>Producer Association's Gender Action Plan designed</p>	<p>0</p>	<p>1</p>	<p>Pre and during operation</p>	<p>Producer Associations, CIAT, Gender Team</p>	<p>\$66,666</p>
<p><b>3.5.5 FNC: Strengthen the (existing) Gender Action Plan that includes:</b></p> <ul style="list-style-type: none"> <li>- Protocol for the prevention and eradication of workplace and sexual harassment and any form of discrimination</li> </ul>	<p>Producer Association's Gender Action Plan strengthened</p>	<p>0</p>	<p>1</p>	<p>Pre and during operation</p>	<p>Producer Associations, CIAT, Gender Team</p>	<p>\$16,666</p>
<p><b>TOTAL GAP BUDGET</b></p>						<p><b>\$1,581,314</b></p>
<p><b>GCF Funding</b></p>						<p><b>\$1,215,314</b></p>
<p><b>Other sources of funding (Production Associations, CIAT, Agrosavia, Ministry of Agriculture)</b></p>						<p><b>\$366,000</b></p>

Source: Prepared by the authors.