

# Gender Action Plan

---

## **FP189: E-Mobility Program for Sustainable Cities in Latin America and the Caribbean**

Barbados, Chile, Colombia, Costa Rica, Dominican Republic, Jamaica, Panama, Paraguay, Uruguay | IDB  
| B.33/02/ADD.03

September 13, 2022



**GREEN  
CLIMATE  
FUND**

# **Gender Action Plan**

## **E-Mobility Program for Sustainable Cities in Latin America and the Caribbean**

Data availability is a challenge shared by the nine countries. The Gender Assessments by country were built with available data. Some of the data currently missing include employment data, by position levels in the transport sector per country; mobility data; violence against women in the public transportation; sex-disaggregated data in electromobility. The opportunity identified is to fill the data gaps and produce new and gender-aware data as a new resource for policy and decision-makers.

All projects (concessional loans and grants for pilot projects) financed by the Program will conduct a detailed and context specific gender gap analysis. This gender analysis will be more detailed than the country assessment as it will include qualitative (interviews, focus groups) and quantitative elements (census data, demographics, income, etc.). Additionally, these analyses will be conducted in the project interest areas. The gender gaps might vary depending on the type of project and will expand on the preliminary information from the country assessments. Based on that analysis each project will define actions to close the gender gaps identified and project indicators to measure the progress.

The IDB has gender experts in the transportation, energy and climate change divisions (one expert per division, in total 3 experts) who will support the EE during the project design and implementation phases. Depending on the EE competency the IDB gender experts will have different roles during project design. Their role could be more supervisory (review documents and TORs) or it could be more hands on. However, no matter the EA competency, the IDB gender expert will be involved in the project to make sure that the project complies with the Bank's requirements for gender alignment.

### E-Mobility Program for Sustainable Cities in Latin America and the Caribbean

ACTIVITIES	INDICATORS AND TARGETS	BASELINE	TIMELINE	RESPONSABILITIES	COST
<p>1.1 Develop a training program for women that allow them to acquire the necessary technical skills to work in the electromobility sector.</p>	<ul style="list-style-type: none"> <li>• # Of technical training programs for women developed Target: 1</li> <li>• % Of women trained in the Regional Sectorial Council of Skills for Electromobility Target: 30%</li> <li>• # Of women trained that are employed in the sector after 6 months<sup>1</sup></li> </ul>	<ul style="list-style-type: none"> <li>• Baseline: 0</li> <li>• Baseline: 0</li> <li>• Baseline: TBD</li> </ul>	<p>Y1: A training program for women is developed Y2: 30% of women are trained Y3: At least 30% of women trained are employed in the sector after 6 months Y3: 30% of women are trained Y4: At least 30% of women trained are employed in</p>	<ul style="list-style-type: none"> <li>• IDB</li> <li>• Executing Agency</li> </ul>	<p>\$450,000 (Part of these activities will be financed within the Regional Sectorial Council of Skills for Electromobility)</p>

<sup>1</sup> It is recommended to track the job levels of trained women employed in the sector.

			the sector after 6 months.		
	•	•			
<p>1.2 Include gender specific procurement requirements in the project eligibility criteria:</p> <ul style="list-style-type: none"> <li>• Women-owned or led companies.</li> <li>• Companies that support gender equality and</li> </ul>	<ul style="list-style-type: none"> <li>• % Of project that access the program have a gender lens. Target: 100%</li> </ul>	<ul style="list-style-type: none"> <li>• Baseline: 0</li> </ul>	Y1-Y5: Gender specific procurement requirements included in the program	<ul style="list-style-type: none"> <li>• IDB</li> <li>• Executing Agency</li> </ul>	\$30,000

<p>diversity inclusion in the workplace and are gender certified</p> <p>The production of goods and services that respond to the needs of women and people with disabilities.</p>					
<p>2.1 Develop and implement a gender module to include in any capacity building activity in the Regional Sectorial Council of Skills for Electromobility or any activity training in the program</p>	<ul style="list-style-type: none"> <li>• % Of capacity building activities that include a gender training module Target: 100%</li> <li>• # Of gender training modules developed Target: 3 ( jtransport patterns, prevention and mitigation of GBV and gender biases sensibilizations.)</li> </ul>	<ul style="list-style-type: none"> <li>• Baseline: 0</li> <li>• Baseline: 0</li> </ul>	<p>Y1: Capacity building activity is developed</p> <p>Y1-Y5: Capacity building activity implemented</p>	<ul style="list-style-type: none"> <li>• IDB</li> <li>• Executing Agency</li> </ul>	<p>\$150,000</p>

2.2 Include a gender perspective during the design of sectoral roadmaps and the support of national enabling policies	<ul style="list-style-type: none"> <li>• % Of frameworks or policies that include a gender perspective</li> <li>• Target: 100%</li> </ul>	<ul style="list-style-type: none"> <li>• Baseline: 0</li> </ul>	On rolling basis as policies and frameworks are reviewed.	<ul style="list-style-type: none"> <li>• IDB</li> <li>• Executing Agency</li> </ul>	180,000
2.3 Develop a electromobility chapter within the Transport Gender Lab (TGL) that serves as a network of women in electromobility in LAC to educate, connect, empower and inspire women	<ul style="list-style-type: none"> <li>• # Of chapters created</li> <li>Target: 1 (EVs)</li> </ul>	<ul style="list-style-type: none"> <li>• Baseline: 0</li> </ul>	Y2: 1 women chapter within the TGL are created	<ul style="list-style-type: none"> <li>• IDB</li> <li>• Executing Agency</li> </ul>	\$100,000
2.4 Support countries or cities to join the TGL	<ul style="list-style-type: none"> <li>• # of cities or countries that joined the TGL</li> <li>Target: 2 cities or countries<sup>2</sup></li> </ul>	<ul style="list-style-type: none"> <li>• Baseline: 12</li> </ul>	Y2: 1 city or country joined the TGL Y3: 1 city or country joined the TGL	<ul style="list-style-type: none"> <li>• IDB</li> <li>• Executing Agency</li> </ul>	\$100,000

<sup>2</sup> Chile, Colombia, and Dominican Republic are already members of Transport Gender Lab. Ideally all the countries included in the proposal would become members by the end of the implementation of the Program, but it depends on the alignment of several institutions and their willingness to become members. A target of two new cities or countries respond to the TGL's experience on the time it takes for new members to join.

2.5 Organize a regional EV Online Summit for women in LAC	<ul style="list-style-type: none"> <li># Of summits organized Target: 1</li> </ul>	<ul style="list-style-type: none"> <li>Baseline: 0</li> </ul>	Y3: A gender summit is developed	<ul style="list-style-type: none"> <li>IDB</li> <li>Executing Agency</li> </ul>	\$70,000
2.6 Carry out a survey among the sector companies to identify women in the e-mobility and hydrogen sectors, gender gaps, skills required for women, female role models, etc. in the 9 program countries	<ul style="list-style-type: none"> <li># Of surveys carried out. Target: 1</li> <li>% Of companies that answer the survey Target: 30%</li> </ul>	<ul style="list-style-type: none"> <li>Baseline: 0</li> <li>Baseline: 0</li> </ul>	Year 1: A survey is carried out.	<ul style="list-style-type: none"> <li>IDB</li> <li>Executing entities</li> </ul>	\$120,000
3.1 Develop a toolkit to mainstream gender in electromobility projects that can be used by entities applying to the program. <sup>3</sup>	<ul style="list-style-type: none"> <li># Of toolkits to mainstream gender in electromobility projects Target: 1</li> <li>Target: 1 person per project.</li> </ul>	<ul style="list-style-type: none"> <li>Baseline: 0</li> <li>Baseline: 0</li> </ul>	Y1: One toolkit is created	IDB Executing Agency	\$40,000
3.2 Design and implement behavioral	<ul style="list-style-type: none"> <li># Of behavioral approaches to address violence</li> </ul>	<ul style="list-style-type: none"> <li>Baseline: 0</li> </ul>	Y2: 1 behavioral approach to	IDB Project owners	\$360,000

<sup>3</sup> The toolkit should have examples from different countries and should be prepared with information relevant for the 9 countries

<p>approaches to address violence against women in public transportation and develop gender case studies</p>	<p>against women in public transportation designed and implemented Target: 3</p> <p># Of gender case studies developed Target: 3</p>	<ul style="list-style-type: none"> <li>• Baseline: 0</li> <li>• Baseline: 0</li> </ul>	<p>address violence against women in public transportation designed and implemented Y3: 1 behavioral approach to address violence against women in public transportation designed and implemented Y4: 1 behavioral approach to address violence against women in public transportation designed and implemented Y4: 3 gender cases are developed</p>		
--	--	--	--	--	--



3.3 Promote gender equality through gender assessment and gender-specific activities in the projects financed by the program <sup>4</sup>	<ul style="list-style-type: none"> <li>% Of projects financed that include include the IDB's gender alignment requirements Target: 100%</li> </ul>	<ul style="list-style-type: none"> <li>Baseline: 0</li> </ul>	On rolling basis as projects are approved by the program.	Project owners with support from gender consultant finance by the Program's GAP	\$400,000
					\$2,000,000

---

<sup>4</sup> As stated in the Project Eligibility Criteria: All projects financed by the Program, including pilot projects, must include the IDB's gender alignment requirements, which are: (i) an analysis identifying relevant gender gaps, (ii) gender actions to narrow the gaps, (iii) at least one indicator to measure the progress of the gender actions (sex-disaggregated indicators do not qualify as gender related indicators), and (iv) allocated resources for the implementation of the actions.