

Gender and Diversity Action Plan

The Gender and Diversity Action Plan articulates complementary activities with targets on gender and inclusion of indigenous peoples, Afro descendants, and peasant communities of the Amazon. Activities will focus in at least 14 areas, urban and rural, in the seven countries of the Amazon biome. To identify these areas, a two-stage process will be followed. First, the IBD will conduct an assessment study that ought to be ready for the beginning of the project implementation to understand: (a) the different local businesses inserted into bio-economy trends, including those owned by indigenous peoples, Afro descendants, and peasant communities, (b) the participation of women in value chains and their financial gaps (in particular for the countries where we do not have data, see Gender Assessment); (c) analysis of the main challenges these businesses face. In a second stage and informed by the results of these studies, the project team will focus its support to promising initiatives with potential for economic, social, and environmental sustainability (at least 1 rural area per country); d) a baseline study of the areas prioritized for the trainings and interventions of output 4 and 5.

For outputs 1, 4 and 5 we will work with two different approaches i) individuals who are willing to participate in the training strategies the project will create (mainly in urban areas) and ii) co-creation of capacity building programs with local communities and/or schools that are interested in including them in their own rural territories. For outputs 2 and 3 the project will work with the financial intermediaries included in components 1 and 2. The main budget is directed to training programs that promote the social capital needed both for environmental conservation and local governance and bio-economy. Depending on the local needs, those programs in the Gender and Diversity Plan although disaggregated here are conceived as articulated activities in order to make a better use of the available budget and to shape activities that may be replicable in other areas of the Amazon.

Gender Action Plan

ACTIVITIES	INDICATORS AND TARGETS	TIMELINE	RESPONSABILITIES	COST
Impact Statement: • Increase bio-businesses that contribute to climate change mitigation and adaptation in the Amazon, including those owned or led by women, indigenous peoples, afro descendants, and peasant communities.				
Outcome Statement: Improved necessary skills for bio-business to participate in value chains and financial services. 30% of financial instruments will finance women-led bio businesses.				
Output 0: Assessment study on gender and biodiversity on bio-business value chains				
0.1 The project will conduct an assessment study to understand better (a) the different local businesses inserted into bio-economy trends, including those	0.1 1 study on gender and diversity on bio-economics value chains to understand bio-business trends and the	0.1 By the end of 2021 a study is developed	- IDB	\$ 100,000 (this activity will be finance by

owned by women, indigenous peoples, Afro descendants, and peasant communities, (b) the participation of women in value chains and their financial gaps; (c) analysis of the main challenges these businesses face. This activity will be the same for the GAP and the DAP.	participation of women and indigenous peoples, Afro descendants, and peasant communities.			resources other than the GCF)
Output 1: Portfolio of services to promote the promote bio-business owned or led by women,				
<p>1.1 Develop a training program for women entrepreneurs in bio-businesses (productive skills, managerial skills, economic empowerment, socio-emotional skills, financial access, etc)</p> <p>1.2 Develop an online community for women entrepreneurs in bio-businesses that allows them to share experiences and resources.</p> <p>1.3 Support women-led bio-business with pre-feasibility studies, market studies and business plans, with their respective economic and financial viability projections.</p>	<p>1.1 Training program:</p> <ul style="list-style-type: none"> - 2 training programs developed per country for women entrepreneurs - Number of women trained disaggregated by rural and urban, indigenous and other communities' identification - Number of women that after the training access to credit. <p>1.2 Online community:</p> <ul style="list-style-type: none"> - 1 online community for women entrepreneurs developed that allow women to share experiences and resources - Number of women enrolled in the community disaggregated by rural, urban, indigenous and other communities' identification <p>1.3 - Number of prefeasibility studies developed, disaggregated by rural and urban, indigenous and other</p>	<p>1.1 - By the end of Y1: 6 training programs developed.</p> <ul style="list-style-type: none"> - By the end of Y2: 12 training programs developed <p>1.2 – By the end of Y1: 1 online community developed.</p> <p>1.3 - By the end of Y2: at least 30% of studies developed</p> <ul style="list-style-type: none"> - By the end of Y3: at least 60% of studies developed - By the end of Y4: at least 90% of studies developed - By the end of Y5: 100% of studies developed 	<ul style="list-style-type: none"> • IDB • Executing agencies • Financial intermediaries 	<p>Total \$1 400.000</p> <p>1.1 \$600.000</p> <p>1.2 \$100,000</p> <p>1.3 \$700,000</p>

	<p>communities' identification to help women to start or improve their business</p> <ul style="list-style-type: none"> - Number of women-led business supported to transition from the informal to the formal sector, disaggregated by rural and urban, indigenous and non-indigenous - At least 50% of women-led business supported to transition from the informal to the formal sector, make the transition. 			
Output 2: Financial intermediaries incorporate a gender-lens in their portfolio				
<p>2.1 Financial intermediaries receive gender awareness training</p> <p>2.2 Identify bottlenecks and define changes for the integration of a gender perspective within the relevant financial- services providers.</p> <p>2.3 Propose a road map for the financial intermediaries to include a gender-lens and propose changes to solve the bottlenecks detected in the analysis 2.2.</p> <p>2.4 Design a credit program for women entrepreneurs which adapts to specific needs of urban, rural, indigenous, afro descendant and peasant women. The credit program should be tailored to be used in each of the 7 countries.</p>	<p>2.1 90% of financial intermediary institutions trained on gender awareness</p> <p>2.2 1 study of bottlenecks developed that include specific bottlenecks per countries.</p> <p>2.3 1 regional roadmap for financial intermediaries is developed with specific recommendations for each country</p> <p>2.4 - 1 credit program for women developed that adapt to women needs</p> <ul style="list-style-type: none"> - Number of women that use the credit program disaggregated by rural, urban, 	<p>2.1 - By the end of Y1: 10% of financial intermediaries trained</p> <ul style="list-style-type: none"> - By the end of Y2: 30% of financial intermediaries trained - By the end of Y4: 90% of financial intermediaries trained <p>2.2 By the end of the Y1: 1 studied is completed</p> <p>2.3 By the end of the Y2: 1 roadmap for financial intermediaries developed</p> <p>2.4 By the end of the Y2: 1 credit program for women developed</p>	<ul style="list-style-type: none"> • IDB • Executing agencies • Financial intermediaries 	<p>Total: \$220.000</p> <p>2.1. \$70,000</p> <p>2.2 \$70,000</p> <p>2.3 \$50,000</p> <p>2.4 \$30,000</p>

	indigenous and other communities' identification			
Output 3: Create an evaluation system to promote access to credit with a gender-lens in bio-business				
3.1 Develop an evaluation to promote access to credit for: <ol style="list-style-type: none"> 1. Women-owned or led companies 2. Companies that support gender equality and diversity inclusion in the workplace and are gender certified 3. The production of goods and services that respond to the needs of women, indigenous peoples, afro descendants and peasants. 	3.1 Evaluation system developed <ul style="list-style-type: none"> - 40% of businesses that access credit include a gender lens 	3.1 - By the end of Y1: 1 gender criterion to access credit developed <ul style="list-style-type: none"> - By the end of Y1: 10% of businesses that access credit include a gender lens - By the end of Y2: 20% of businesses that access credit include a gender lens - By the end of Y3: 30% of businesses that access credit include a gender lens - By the end of Y4: 40% of businesses that access credit include a gender lens 	<ul style="list-style-type: none"> • IDB • Executing agencies • Financial intermediaries 	Total: \$30.000

Diversity Action Plan

ACTIVITIES	INDICATORS AND TARGETS	TIMELINE	RESPONSABILITIES	COST
Impact Statement: Increase the bio-business capacities of indigenous peoples, afro descendent and peasants that contribute to climate change mitigation and adaptation in the Amazon, including a gender perspective.				
Outcome Statement: Improved trainings directed to the needs of indigenous, afro descendants, peasant communities and women within such communities. Given the budget, this is conceived as a pilot directed to at least one area of each of the Amazonian countries.				
Output 0.1: Assessment study on gender and biodiversity on bio-business value chains				
0.1 The project will conduct an assessment study to understand better (a) the different local businesses inserted into bio-economy trends, including those owned by women, indigenous peoples, Afro descendants, and peasant communities, (b) the participation of women in value chains and their financial gaps; (c) analysis of the main challenges these businesses face. This activity will be the same for the GAP and the DAP.	0.1 1 study on gender and diversity on bio-economics value chains to understand bio-business trends and the participation of women and indigenous peoples, Afro descendants, and peasant communities.	0.1 By the end of 2021 a study is developed	- IDB	\$ 100,000 (this activity will be financed by resources other than the GCF)
Output 4: Strengthening capacity building in indigenous and other local communities of environmental governance				
4.1 Develop formal and informal training strategies in local universities, technical and professional programs, or schools directed to the 7 rural areas prioritized at least one in each country (environmental	4.1 At least 6 programs implemented in the different Amazonian countries, including a gender perspective to enroll and visibilize local women	4.1 By the end of Y1: at least 3 programs co-created By the end of Y2: 100% of all programs started implementation and 30% of women enrolled	<ul style="list-style-type: none"> IDB Executing agencies 	Total: \$1.500.000 Disaggregated by activity:

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conservation, sustainable agriculture, bio-economy and tourism- articulated with cultural territorial management). It also includes the design and implementation of a conflict resolution and risk protocol with a gender perspective.	cultural role in conservation and bio-economy in order to strengthen indigenous and other local capacities' to better articulate their livelihoods and economies with environmental conservation practices.			4.1 \$800.000 4.2 \$500.000 4.3 \$200.000
4.2 Create or strengthen local environmental plans articulated both: to indigenous, afro descendants or other forms of cultural territorial management and local governments. This activity includes a focus on nature's contribution to local communities and women.	4.2 At least 10 plans created or strengthened to ensure the promotion of social and cultural ways of territorial management, including those of women	4.2 By the end of Y 2 at least 5 plans in formulation including a chapter with a gender perspective (active recognition of women participation and governance structure including women management) By the end of Y4 all the plans designed and implemented including a chapter with a gender perspective (at least 1 plan per country and 2 for Brazil, Peru and Colombia).		
4.3 Define and implement strategies to promote conservation in indigenous, afro descendant and/or peasant territories	4.3 At least 6 area strategies designed and implemented (1 per country) in order to foster intercultural community forms of governance and conservation	4.3 Articulation strategies designed by the end Y2 Articulation strategies implemented by the end Y4		
Output 5: Promoting the local capacities of indigenous, afro descendants and peasant bio-business				
5.1 Develop a training program for indigenous, afro descendent or peasant entrepreneurs in bio-businesses	5.1 Training programs (6):	5.1 -By the end of Y2: 100% of local business started training at least 30% of women	<ul style="list-style-type: none"> IDB Executing agencies 	Total: \$1.850.000 5.1 \$700.000

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<p>(productive skills, managerial skills, economic empowerment, socio-emotional skills, financial access, etc) that include the design and implementation of a conflict resolution and risk protocol with a gender perspective. This activity will be directed to the rural areas prioritize as pilots of the project (at least 1 in each country).</p> <p>5.2 Prioritization of a sample of sustainable entrepreneurship in each country (this process ought to take into account: indigenous and women participation, projects that focus on profitable business, those that may provide more employment generation etc)</p> <p>5.3 Develop pre-feasibility studies, including market studies and business plans, economic and financial viability projections understanding the cultural and social contexts</p>	<ul style="list-style-type: none"> - Number of training programs for local entrepreneurs developed. -Number of indigenous, afrodescendant and campesinos trained (disaggregated) -Number and percentage of women trained within each and communities -Conflict and risk protocols designed in every area of implementation of the program <p>These training intend to strengthen the active participation of indigenous and other local communities in bio-business.</p> <p>5.2 Sample of entrepreneurship defined with local communities in each of the areas of intervention to promote those that have more viability (socially and economically).</p> <p>5.3 Number of prefeasibility studies developed (we are targeting at least 1 rural area in each country to work)</p>	<p>-Implementation of protocols by the end of year 1 and throughout Y2 and Y3 .</p> <p>5.2 Priorization that includes at least 30% of projects that actively involve women both in production and business management.</p> <p>5.3 By the end of Y: 100% of studies developed for local business taking into account value chain analysis for women</p>		<p>5.2 \$ 50.000 5.3 \$ 700.000 5.4 \$ 200.000 5.5 \$ 200.000</p>
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<p>5.4 Training of local entrepreneurs to facilitate their incorporation in the different stages of the value chain given the specific bottlenecks identified in 5.1 and 5.3 (including finance components)</p> <p>5.5 Design of a sociocultural protocol that guarantees the social, environmental and cultural viability and sustainability of the projects for indigenous and other local community business</p>	<p>5.4 Training programs: -Number of training programs for local entrepreneurs developed. -Number of indigenous, afro descendant and/or campesinos trained -Number of women trained</p> <p>These trainings intend to facilitate the incorporation of local owned business to the market</p> <p>5.5 Sociocultural protocols developed including a gender mainstreaming throughout the protocol in order to comply with social, cultural, environmental, and economic viability respecting the protocols of local governance</p>	<p>5.4 By the end of Y2: 100% specific trainings needed defined 30% of such trainings directed to the participation of women in the bio-economy projects strengthen</p> <p>5.5 By the end of Y3 all the necessary socio-cultural protocols created (at least 1 per country and all of them including a gender perspective)</p>		
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