

# **GENDER ASSESSMENT AND ACTION PLAN**

**Peruvian Amazon Eco Bio Business Facility**

**Profonanpe**

## Content

I.	INTRODUCTION	3
II.	OBJECTIVES AND PRINCIPLES	4
II.1.	General purpose	4
II.2.	Specific objectives	4
II.3.	Principles	4
III.	SECTOR ANALYSIS	5
III.1.	Methodology	5
III.2.	Institutional framework	6
III.2.1.	International framework	6
III.2.2.	National framework	7
III.2.3.	Articulation with the Nationally Determined Contributions (NDC) and the Action Plan on Gender and Climate Change (PAGCC)	8
III.3.	Main trends in the sector	9
III.4.	Main trends in Peru	11
III.4.1.	Women in the agricultural sector	11
III.4.2.	Women heads of household	15
III.4.3.	Participation of women in the labor market	19
III.4.4.	Violence against women	22
III.4.5.	Empowerment	24
IV.	MITIGATION MEASURES	26
V.	GENDER ANALYSIS/ASSESSMENT AND GENDER AND SOCIAL INCLUSION ACTION PLAN	31
VI.	Social and gender specialist responsibilities	34
VII.	Annexes	34
	Annex 1 Proposed outline of a Gender evaluation and action plan	34

## I. INTRODUCTION

Profonanpe is in charge of attracting, managing and channeling financial resources for the execution of initiatives to conserve biodiversity, and mitigate and adapt to climate change. Profonanpe's Amazon Eco Bio Business Facility (the "Facility") aligns its instruments and activities with the National Policy on Gender Equality. Profonanpe's efforts are part of the Ministry of the Environment's Gender and Climate Change Plan, which that seeks to guide the actions of government entities to simultaneously achieve climate change adaptation and mitigation as well as to reduce gender inequality in the country. Profonanpe recognizes that climate change has the potential to exacerbate gender inequalities and increase women's vulnerabilities.

The EBBF fully adopts Profonanpe's Environmental, Social and Gender Policies (PAS) that aims to prevent and mitigate possible environmental and social risks that may arise during the operation of its Portfolio Companies. These are implemented in all the projects executed by the EBBF.

The Plan presented below is part of a commitment to the GCF, and offers a conceptual and methodological framework to integrate the gender approach in the EBBF. It is organized into two sections: in the first, the main gaps faced by women in the sector are identified, based on the analysis of the main variables associated with the project theme, while in the second, the main measures to mitigate its possible risks and impacts, and thus take advantage of the potential of the project to contribute to reducing gender gaps.

## **II. OBJECTIVES AND PRINCIPLES**

### **II.1. General purpose**

Provide the guidelines that allow addressing and mitigating the possible risks and impacts of the project in relations between men and women, contributing to mainstream the gender approach in the project activities and helping to reduce the gender gaps.

### **II.2. Specific objectives**

- i. Identify the main risks and impacts posed by the implementation of the EBBF for the inclusion of women in its spheres of influence.
- ii. Develop mitigation measures to reduce risks and impacts, and create the conditions to contribute to equality between women and men.
- iii. Incorporate the gender approach in the project activities.

### **II.3. Principles**

The principles on which the Action Plan is based are those of equality and non-discrimination, transparency and participation, a gender-sensitive approach, human rights, and respect for the diversity of indigenous peoples, in consistency with the United Nations Framework Convention on Climate Change and REDD+ Safeguards.

### III. SECTOR ANALYSIS

This section presents an analysis of the main problems faced by women in the sector associated with eco and bio businesses, as well as the status of the main gender indicators. With this, it seeks to identify the main risks and vulnerabilities associated with gender, as well as the possible impacts that the project could generate in relations between men and women and in gender relations.

Based on this, a set of measures are presented that aim to mitigate the possible risks and negative impacts identified, thereby generating the conditions to take advantage of the opportunities that the project offers in the search for equality between men and women.

#### III.1. Methodology

The present analysis was conducted on the basis of GCF “Gender Analysis/Assessment and Gender Social Inclusion Action Plan”<sup>1</sup>. The assessment draws from Profonanpe’s Environmental, Social and Gender Policy<sup>2</sup> and the Guide for Mainstreaming Gender in Biodiversity Conservation and Climate Change Programs and Projects developed in June 2020<sup>3</sup>. The analysis included the review of quantitative and qualitative studies, including:

- CIF (2017): Gender and sustainable forest management. Entry points for design and implementation<sup>4</sup>;
- CIFOR (2012): Forests, trees and agroforests. A strategy for gender-responsive research and action<sup>5</sup>;
- CIFOR (2012): Women, men and forest research. A review of approaches, resources and methods for addressing gender<sup>6</sup>;
- FAO Gender and Land Rights Database<sup>7</sup>;
- FAO (2011): Governing Land for Women and Men. Gender and Voluntary Guidelines on Responsible Governance of Tenure of Land and Other Natural Resources<sup>8</sup>;
- FAO (2013): Forests, food security and gender: linkages, disparities and priorities for action<sup>9</sup>;

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<sup>1</sup> <https://www.greenclimate.fund/document/gender-assessment-and-action-plan-annex-8-funding-proposals>

<sup>2</sup> [http://www.profonanpe.org.pe/sites/default/files/2017-11/PAS%20PROFONANPE%20BOCETO%20ESPANOL\\_FINAL.pdf](http://www.profonanpe.org.pe/sites/default/files/2017-11/PAS%20PROFONANPE%20BOCETO%20ESPANOL_FINAL.pdf)

<sup>3</sup> *Guía para transversalizar el enfoque de igualdad de género en programas y proyectos de conservación de la biodiversidad y cambio climático* (June 2020).

<sup>4</sup> [https://www.climateinvestmentfunds.org/sites/cif\\_enc/files/knowledge-documents/gender\\_and\\_sustainable\\_forest\\_management.pdf](https://www.climateinvestmentfunds.org/sites/cif_enc/files/knowledge-documents/gender_and_sustainable_forest_management.pdf)

<sup>5</sup> <http://www.cifor.org/fileadmin/subsites/crp/CRP6-Gender-strategy.pdf>

<sup>6</sup> <https://www.cifor.org/knowledge/publication/3893/>

<sup>7</sup> <http://www.fao.org/gender-landrights-database/en/>

<sup>8</sup> <http://www.fao.org/3/a-i3114e.pdf>

<sup>9</sup> <http://www.fao.org/docrep/018/mg488e/mg488e.pdf>

- FAO (2013): Governing Land for Women and Men. A Technical Guide to Support the Achievement of Responsible Gender-Equitable Governance Land Tenure<sup>10</sup>;
- FAO (2014): State of the World's Forests. Enhancing the socioeconomic benefits from forests<sup>11</sup>;
- FAO (2016): How to mainstream gender in forestry. A practical field guide<sup>12</sup>; and
- World Bank Development Indicators Database.
- Databases and indicators of the National Institute of Statistics and Informatics.
- Specialized studies on gender gaps and participation of women in the labor market.

## III.2. Institutional framework

Among the main regulatory institutions aimed at guaranteeing legal equality between men and women, as well as promoting the mainstreaming of the gender approach in the policies and administrative processes of the States, we have the following:

### III.2.1. International framework

- *Convention on the Elimination of All Forms of Discrimination Against Women – CEDAW (1979)*

The States that ratify this Convention must adopt legislative and administrative policies that seek to eliminate all forms of discrimination against women, incorporating the principle of legal equality between men and women.

- *United Nations Framework Convention on Climate Change - UNFCCC (1994)*

Although its objective is to stabilize the concentrations of greenhouse effect gases in the atmosphere, it has included among its initiatives different Decisions related to gender equality in the context of climate change, referring to the promotion of the participation of women in spaces deliberations of the States parties, and the Lima Work Program on Gender, installed in 2014 in order to carry out a review and develop capacities among the delegates in matters of gender.

- *Sustainable Development Goals - SDG (2015)*

It is one of the main agendas of the United Nations Organization to achieve ecological balance, overcome poverty and overcome different forms of discrimination and inequality. Among its objectives are gender equality and the empowerment of women and girls.

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<sup>10</sup> <http://www.fao.org/3/a-i3114e.pdf>

<sup>11</sup> <http://www.fao.org/3/a-i3710e.pdf>

<sup>12</sup> <http://www.fao.org/3/a-i6610e.pdf>

- *GCF Gender Policy (2018)*

It is the main guiding instrument for the incorporation of the gender approach in the projects promoted by the Green Climate Fund, and part of the principle that better results and positive impacts will be achieved if resilience is built in men and women to address change climate.

### **III.2.2. National framework**

- *Political Constitution of Peru (1993)*

It recognizes the right to equality and non-discrimination for reasons of sex, and in reforms subsequent to its enactment, representation quotas by gender have been included, thus guaranteeing the participation of women in decision-making bodies.

- *National Agreement (2002)*

It is a space for dialogue and agreement between the State and civil society, where policy guidelines are agreed that should guide public action, and among which is the objective of development with equity and social justice, from which The State assumes the fight against all forms of discrimination, promoting the active participation of women as social and political actors, and promoting equitable access to productive employment.

- *Law No. 28983, Law on equal opportunities between women and men (2007)*

It establishes the mainstreaming of the gender approach between the executive branch bodies and subnational governments, so that all sectors and levels of government adopt policies, plans and programs that promote equality between women and men.

- *Action Plan on Gender and Climate Change (2016)*

It is a policy instrument, which aims to incorporate the gender approach in management instruments that address the adverse effects of greenhouse gas emissions, and to take advantage of the opportunities presented by climate change.

- *National Strategy on Forests and Climate Change (2016)*

Its main objective is to reduce the loss and degradation of forests in Peru, through greenhouse gas emissions and the resilience of the forest landscape and the population linked to these ecosystems, from a gender perspective and intercultural, reducing vulnerability to climate change. Specifically, its sixth transversal action "Communication", related to participatory processes, the dissemination and information on the impacts of climate change, and the involvement of actors, has among its lines of implementation those of strengthening information spaces and improving decision-making from a gender perspective, that is, considering the participation of women and promoting their leadership in decision-making bodies.

- *National Gender Equality Policy (2019)*

It is one of the main guiding instruments that the State has in gender matters, whose objectives seek to promote from the State the reduction of violence against women, overcome institutional barriers that hinder equality between women, promote access to health services reproductive capacity of women, as well as guaranteeing their social and economic rights, their participation in decision-making spaces, and reducing discriminatory patterns among the population.

- *Profonampe's environmental, social and gender policies*

They are a management tool that contains the set of guidelines that seek to avoid, mitigate and manage the possible environmental and social impacts and risks that may occur during the implementation of projects financed by the Fund, thereby optimizing the benefits and opportunities for local populations, involved, and generating equal opportunities and more equitable relationships between men and women.

### **III.2.3. Articulation with the Nationally Determined Contributions (NDC) and the Action Plan on Gender and Climate Change (PAGCC)**

To promote coordinated climate action, the Peruvian State created a temporary Multisector Working Group in charge of generating technical information to guide the implementation of Nationally Determined Contributions (GTM-NDC). The Nationally determined contributions presented in the final report of this working group incorporates cross-cutting gender, intercultural and intergenerational approaches.

More specifically, the Action Plan on Gender and Climate Change (PAGCC) develops Peru's main guidelines on climate change and gender inequalities, understanding that the former exacerbates the latter. Thus, from the analysis of different indicators such as illiteracy, health coverage, participation in the labor market, access to basic services, and dedication to domestic work, it is concluded that populations living in poverty have a lower capacity response to the effects of climate change, and that such a situation especially impacts women, since they are in a situation of greater economic vulnerability and institutional lack of protection.

Additionally, the PAGCC identifies women as one of the groups most closely linked to certain resources such as forestry, as occurs in the collection of firewood, fruits and medicinal plants for domestic use. According to the PAGCC, despite this link with forests, Amazonian areas, which are the ones with the greatest abundance of forest resources, present the greatest gender inequalities, less participation of women in decision-making spaces, a situation that is reinforced, among other reasons, because the female population speaks the least Spanish. Faced with this, the PAGCC proposes 5 specific objectives, which are detailed below:

Specific goals	Results
Information management	1. There is differentiated information on the participation of men and women in the access,



management and use of forest and wildlife resources in relation to the implications of climate change.	
	2. Ancestral and local knowledge and practices of forest and wildlife management of women and men, contribute to the mitigation and adaptation to climate change.
Capacity building	3. SINAFOR public entities with strengthened capacities to incorporate the gender perspective in policies and management instruments to face climate change.
	4. ANP management committees, forest management committees, Regional Environmental Committees and others with strengthened capacities in forest management, climate change and gender.
Management policies and instruments	5. The normative management instruments on access, management and use of forest and wildlife resources that contribute to the reduction of GHG emissions and adaptation to climate change, incorporate the gender perspective.
Adaptation and mitigation measures	6. Increase in forestry and wildlife management projects that contribute to the reduction of GHG emissions in which women participate.

This document is articulated with the main policies on gender and climate change, both in the search for a greater representation of women in decision-making spaces, as well as in the generation of information, capacity building, production of instruments that incorporate the gender approach, and mainly, that of promoting forest management projects in which women participate. As can be seen in section IV “Mitigation Measures”, the measures proposed to incorporate the gender approach maintain the same guidelines as the IND and the PAGCC, but adapting them to the specific characteristics and objectives of the EBBF.

### III.3. Main trends in the sector

The forest sector suffers from a significant lack of gender disaggregated data. FAO and CIFOR analysis shed some light on the main gender issues affecting the forestry sector. However, they assessment is mostly based on qualitative observations and, as reported by FAO (2016) “There is a major lack of sex-disaggregated and socioeconomic data in the forestry sector – only some employment data exist for the formal forestry sector. Moreover, women’s activities in the forestry sector are often concentrated in the informal sector, particularly those related to wood energy,

SMEs, and NWFP value chains (...) the gap in sex-disaggregated data has posed a significant challenge to policy planning”.

**Table 1: Identified Gender Issues in Forestry**

1	Informal economies and markets are the dominant source of livelihoods in rural areas; the engagement in forestry value chains is often crucial for rural women’s livelihoods and the well-being of their household
2	Women employed in the forestry sector tend to earn lower wages and to suffer from bad working conditions
3	Formal forestry management is dominated by men
4	Women tend to prefer flexible working conditions that do not clash with their day-to-day household responsibilities
5	Women’s time poverty and physical safety concerns limit their access to and use of forest resources and related activities
6	Women play a minor role in the formal forest sector and in informal activities that generate income; their role is confined to the collection of forest products for subsistence use; typically, rural women rely on forests for products such as firewood, fodder and non-timber items such as honey or medicinal herbs for household consumption, while men generally view forests as a source of timber for construction or trade
7	Changes in tree cover and loss of community access to forests can have a disproportionately adverse impact on women, with indirect impacts on households and consequently on the livelihoods of five to ten times as many people
8	Women’s access and property rights to forest, tree and land resources are insecure, e.g. by exclusion from decision making
9	(Customary) law and socio-cultural norms prevent women from accessing resources and land, having control and ownership rights and restrict their participation in decision-making processes; lack of tenure rights limits women’s access to financial resources and income-generating opportunities
10	Customary law represents a challenge to women’s land ownership, which is of particular concern in forest restoration and plantation settings, and agroforestry systems; men remain the principal landowners, limiting women’s land and tree ownership
11	In agroforestry systems, women only rarely share ownership of trees and have little authority over high-value tree products; processing, marketing and many high-value woody goods are considered male domains; men tend to control the use of income generated from tree sales
12	Women lack formal education, employment and personal networks
13	Sex-disaggregated employment statistics for the forestry sector are not always available
14	Non-participatory approaches might not address the specific local constraints of women effectively
15	Women often have highly specialized knowledge of trees and forests in terms of their species diversity, management and uses for various purposes, and conservation practices; women often have a strong body of knowledge and expertise that can be used in climate change mitigation, disaster reduction and adaptation
16	High illiteracy rates among women limit their participation in capacity programmes; technical or written communication or the use of non-native languages can hinder women’s understanding
17	Inappropriate gender advocacy, such as confrontations, will hamper the support of men for gender mainstreaming

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Source: FAO (2016)<sup>13</sup>, CIFOR (2012)<sup>14</sup>

Women rarely formally own land or trees. Women are generally underrepresented in forest user groups, such as village forest committees or community forest associations. Women's participation in stakeholder consultations is often nominal (see country analysis) and women tend to be enlisted for decision making only when resources are degraded. In rural areas women tend to mostly engage in subsistence activities such as cultivating food crops and collecting fuel wood and non-wood products from natural forests. Women tend to disproportionately bear the costs of subsistence tree and forest management – yet realize only a fraction of the benefits. Climate change, deforestation and loss of community access to forests can have a disproportionately adverse impact on women, with indirect impacts on female-headed households and their extended members. Women represent nearly 50% of the world's population, yet they account for only about 41% of the formal workforce. In forestry, this share is much lower; forestry is often perceived as a male sector. Formal female employment in the forestry sector is low and comparable to other land use sectors such as agriculture or mining, ranging from 9% to 27%, with the lowest values in Sub-Saharan Africa (9%) and Latin America (17%).

**Table 2: Female employment in the forestry sector as a proportion of total employment (%)<sup>15</sup>**

Africa	9	42
Asia	27	39
Europe	20	46
North America	20	47
LAC	17	40
World	24	41

Source: <http://www.fao.org/3/a-i3114e.pdf>

### III.4. Main trends in Peru

#### III.4.1. Women in the agricultural sector

Much of the food security of households and the management of the country's biodiversity are in charge of women who work in agriculture. It has even been found that when land and other assets are controlled by women, they are more likely to be used for food production. However, they carry out this activity with little technology and in small plots, participating to a lesser extent than men in the commercialization of agricultural products on a large scale, with their sales being more frequently destined for domestic consumption. Also, in a trend similar to that of other productive

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<sup>13</sup> <http://www.fao.org/3/a-i6610e.pdf>

<sup>14</sup> <http://www.cifor.org/fileadmin/subsites/crp/CRP6-Gender-strategy.pdf>

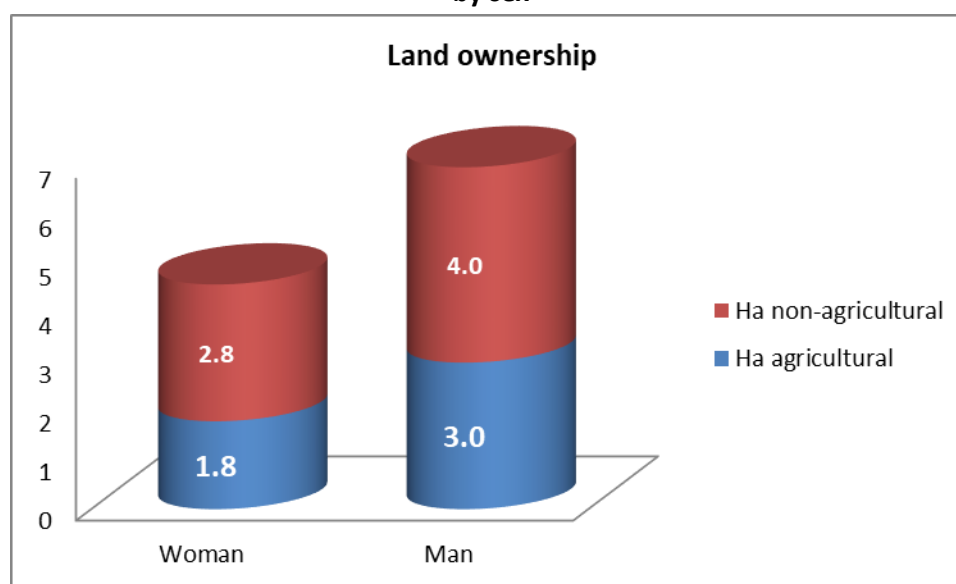
<sup>15</sup> <http://www.fao.org/3/a-i3114e.pdf>

sectors, women farmers are mostly taking care of their children and other people in the household, being in many cases, increasingly, heads of household<sup>16</sup>.

There is an increase in the presence of women in group activities, as observed in the IV National Agricultural Census of 2012, where they came to represent 30.8% (691,921 women), compared to the 20.3% that they represented in 1994, a increase that supposes the doubling of the population of women farmers due to the slower growth rate that men had in that same period<sup>17</sup>.

However, there is still little access to agricultural and productive land, and by 2012 agricultural producers owned an average of 1.8 ha of agricultural land, while men had 3 ha, a situation that is replicated in the case of land non-agricultural, whose average for women is 2.8 ha, while for men it reaches 4 ha.

**Graph N° 01: Average of agricultural and non-agricultural area owned by agricultural producers, by sex**



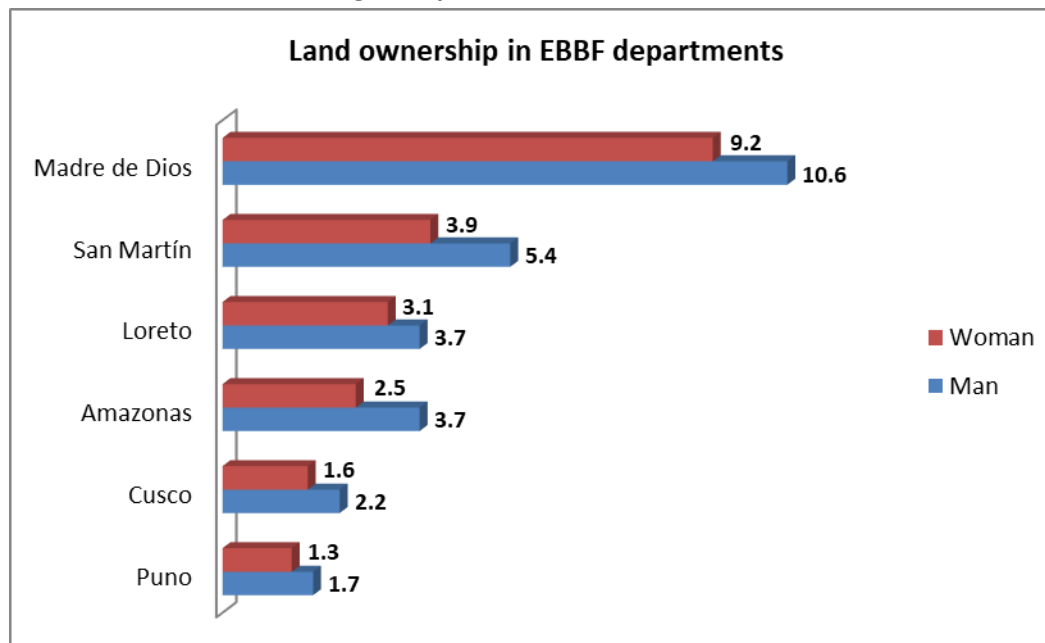
Source: INEI (2019). Perú: *Brechas de género 2019. Avances hacia la igualdad de mujeres y hombres*. Lima: INEI.

In the case of the EBBF departments, it is observed that in Madre de Dios women are above the average, with 9.2 ha, an amount greater even than the national average of land in men. In a similar situation, although in smaller quantities, are San Martín (3.9 ha) and Loreto (ha), with Cusco and Puno being the departments prioritized by the EBBF where the average land area is lower than the national one, with 1.6 ha and 1.3 ha, respectively.

<sup>16</sup> INEI (2019). Perú: *Brechas de género 2019. Avances hacia la igualdad de mujeres y hombres*. Lima: INEI, p.121.

<sup>17</sup> INEI (2019), p. 122.

**Graph N° 02: Average of agricultural and non-agricultural area owned by agricultural producers, according to departments within the EBBF area**



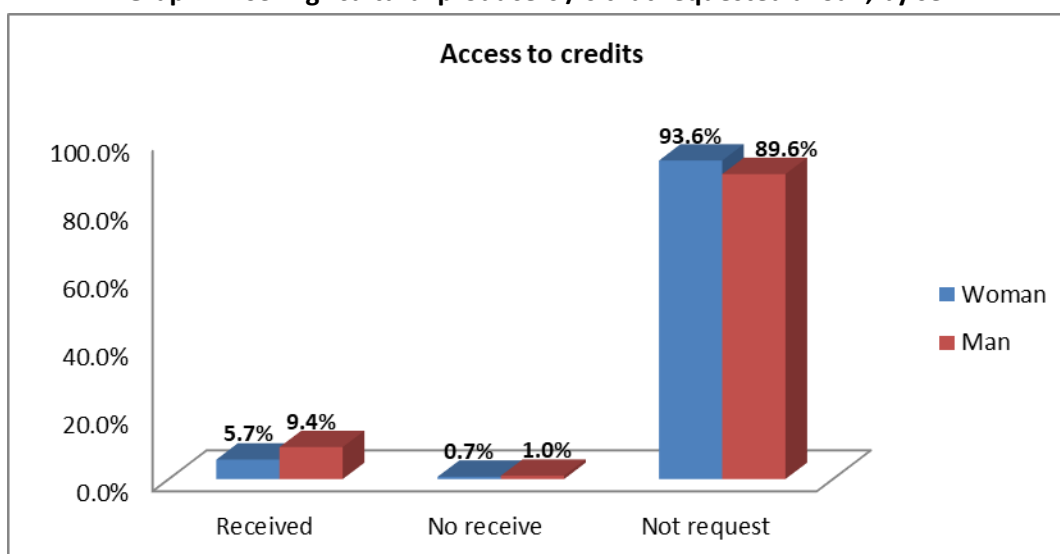
Source: INEI (2019). *Perú: Brechas de género 2019. Avances hacia la igualdad de mujeres y hombres*. Lima: INEI.

One of the factors associated with improving the productivity of the agricultural sector is related to access to financial resources, such as credit, which allows you to expand and diversify your production, improve quality, among other values that affect the quality of life of the producers. In this regard, similar situations were found in the case of men and women, with a certain advantage on the part of men in accessing credit collection (9.4% compared to 5.7% of women), although it is observed that both in women as well as men, a majority group does not apply for loans.

Among the main reasons why agricultural producers do not manage loans, it has to be considered that the interest is very high (30% of women and 28% of men), and 15% of women and 18.1% of men consider that it does not have sufficient guarantees to access a loan granted by a formal financial institution. Also, although in values that are below 10% in both sexes, there are those who think that they will not be able to access a loan, and those who affirm that the procedures are too cumbersome<sup>18</sup>.

<sup>18</sup> INEI (2019), p. 125.

**Graph N° 03: Agricultural producers / s that requested a loan, by sex**



Source: INEI (2019). Perú: Brechas de género 2019. Avances hacia la igualdad de mujeres y hombres. Lima: INEI.

Regarding the participation of women in eco and bio businesses, it was found that of the 84 registered in the catalog of the Ministry of the Environment, 50% are in charge of men and 50% have women as representatives, which shows an important presence of women in this sector. Similarly, it was observed that the main areas in which women work are sustainable fashion (16 EBB), food (12 EBB) and resource efficiency (9 EBB).

**Table N° 03: EBB according to sex of company representative and departments within the EBBF area**

Features	Man	Woman
<b>Company representative (National)</b>	<b>42</b>	<b>42</b>
<b>Heading</b>		
Fedding	16	12
Cosmetic/wellness	-	3
Ecotourism	3	2
Resource efficiency	15	9
Sustainable fashion	8	16
<b>Company representative (Departaments within the EBBF area)</b>		
Amazonas	-	-
Cusco	2	1
Loreto	-	-
Madre de Dios	1	1
Puno	-	-
San Martín	3	1

Source: MINAM. Lista de emprendimientos EBB.

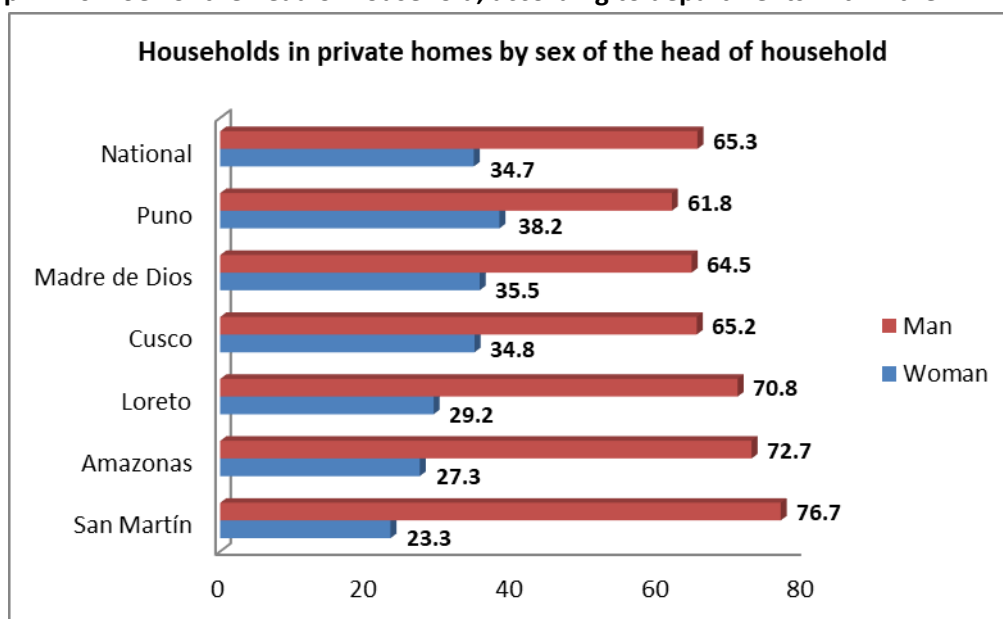
### III.4.2. Women heads of household

The head of the household refers to the recognition that the group of people who occupy all or part of the home, related or not, make one of the members of the household because they are the one who provides the greatest economic income to meet basic needs common<sup>19</sup>. Given that gender inequities occur in the home<sup>20</sup>, it is necessary to know the characteristics of households headed by women, since they can help to better understand the restrictions that domestic life poses to the participation of women in the labor market.

Thus, of the 8,252,284 households that exist in the country, 65.3% are led by men and 34.7% by women, although if an intercensal period is considered (2007-2017), households with female heads increased 49.1%, with an annual rate of 4.1% (94,472 households)<sup>21</sup>, and if the last two decades (from 2001 to 2018) are taken into account, the growth of households headed by women was 127%, while in the same period households headed by men only increased by 35%<sup>22</sup>.

On the other hand, among the departments considered in the scope of the EBBF, a trend similar to the national one was found, being Puno the one that more significantly exceeds the households headed by women (38.2%), while in a contrary situation it is San Martín, which has only 23.3% of households headed by women.

**Graph N° 04: Sex of the head of household, according to departments within the EBBF area**



Source: INEI (2018). Perú: Perfil sociodemográfico. Informe nacional Censos Nacionales 2017. Lima: INEI.

<sup>19</sup> JARAMILLO M. y ÑOPO H. (2020). *Impacto de la pandemia del coronavirus en el trabajo de las mujeres en el Perú*. Lima: GRADE, p.19.

<sup>20</sup> Ídem.

<sup>21</sup> INEI (2018a). *Perú: Perfil sociodemográfico. Informe nacional Censos Nacionales 2017*. Lima: INEI, p.368.

<sup>22</sup> JARAMILLO M. y ÑOPO H. (2020), p.20.

The upward trend in households headed by women can also be observed in rural areas, where these showed a growth from 23.2% to 27.6% in an intercensal period (2007-2017), an increase that is mainly concentrated in the group of age 60 to over, which went from representing 34.5% to 35.7% of rural households headed by women<sup>23</sup>. Likewise, households headed by women tend to be single-parent, a trend that has been growing in the last decade, and to have fewer members in the household, finding that biparental households headed by men with five or more members have shown a decrease<sup>24</sup>.

If we consider the current situation generated by Covid 19, during which remote work was implemented in many cases, and with it the need to have specific assets and services such as a computer and the internet, we have that households with female heads have limited access to the internet (28%), cable television (35%) and mobile telephony (87%), in addition to showing lower values than households with male heads of household. Similarly, they have less ownership of important assets such as computers or laptop (30%), refrigerator or freezer (52%), radio set (46%), washing machine (28%), car or truck (6%)<sup>25</sup>.

Regarding the participation in the agriculture, livestock, forestry and fishing sectors, according to the heads of households, there is a greater participation of men both at the national level and in each of the regions prioritized by the program. Among the latter, it is the Andean regions that present a greater presence of women heads of households, with 28% of women heads of households in Puno working in the sector, followed by Cusco with 17%, while in the case Of the Amazonian regions, only Madre de Dios is close to the national average with 11.6%.

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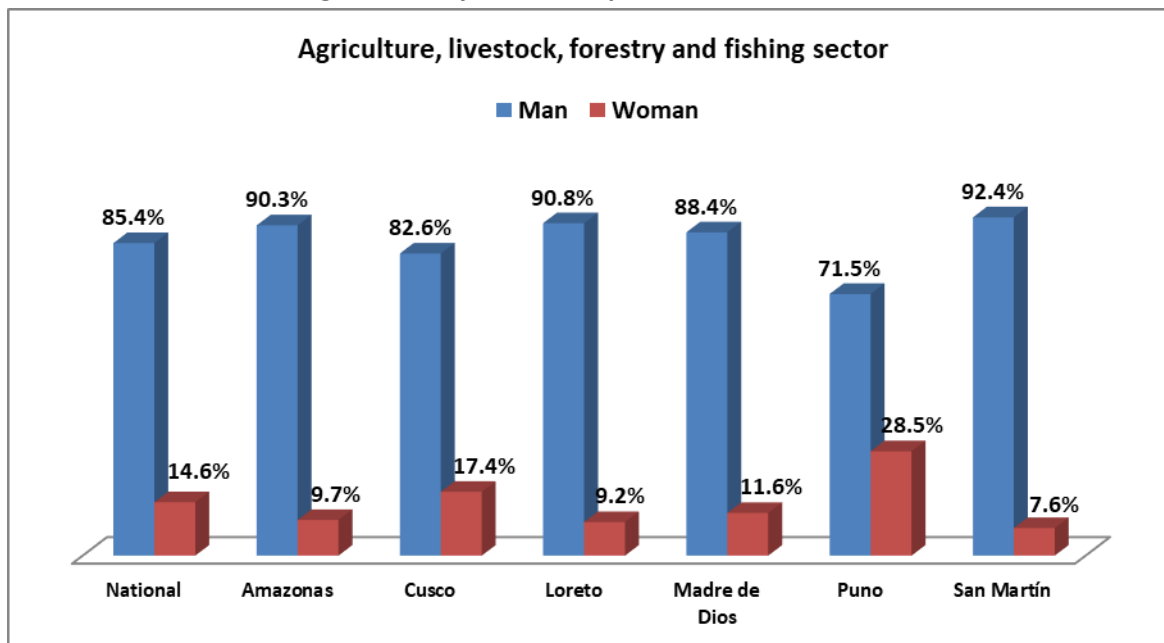
<sup>23</sup> INEI (2018a), p.371.

<sup>24</sup> JARAMILLO M. y ÑOPO H. (2020), p.21.

<sup>25</sup> JARAMILLO M. y ÑOPO H. (2020), pp.22-23.



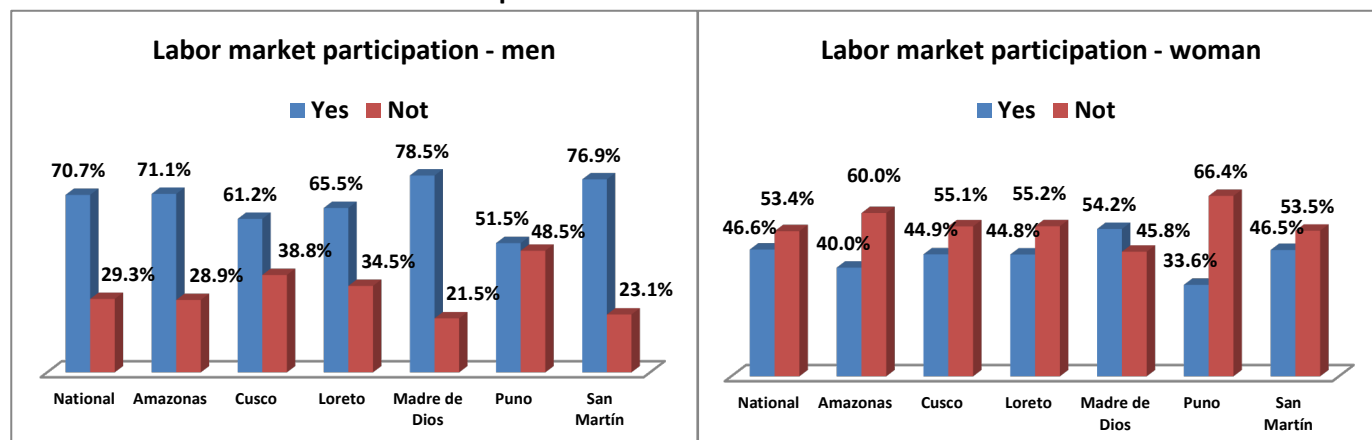
**Graph N ° 05: Participation of household heads in the "agriculture, livestock, forestry and fishing" sector, by sex and departments within the EBBF**



Source: INEI (2018). Perú Fuente: Censos Nacionales de Población y Vivienda 2017. Lima: INEI.

Also, it can be seen that women heads of household have a lower participation in the labor market. Thus, when consulting whether the previous week he carried out any remunerated activity, it was obtained that the national average of male heads of household who did work reached 70.7%, while that of women was 46.6%. A similar trend followed the regions prioritized by the program, with the exception of Madre de Dios, where the majority of female heads of household is more than half, reaching 54.2%, a percentage that is well below the male average. This could be an indicator that women heads of households, although they have the responsibility of supporting the family economy, are not completely free from the care of dependent people, mainly children, the elderly and the sick.

**Graph N ° 06: Participation in the labor market of heads of household, according to sex and departments within the EBBF area**



Source: INEI (2018). Perú Fuente: Censos Nacionales de Población y Vivienda 2017. Lima: INEI.

In this way, it can be seen that both at the national level and in the regions prioritized by the program, male heads of household work as employers or employers, in a more significant proportion than women (75.5% men and 24.5% women), and the same occurs with the other labor categories, with the exception of domestic workers, where the trend is dramatically reversed, finding that 96.4% of the national average of female heads of household is dedicated to the household, while only the 3.6% of male heads of household carry out the same activity.

In this sense, it is not surprising that female-headed households are the least prepared for the pandemic situation, both to financially support their families in a context of crisis, but to support the new demands of schooling and virtual employment, as seen at the beginning of this section. Also, it is likely that the family burden has increased as a result of this same dynamic, which may be leaving a more significant group of women without job opportunities.

**Table N ° 04: Work performed by heads of household, according to sex and departments within the EBBF area**

Departamentos	Employer		Self-employed or self-employed worker		Employee		Worker		Worker in a family member's business		Domestic worker	
	M	W	M	W	M	H	M	W	M	W	M	W
<b>National</b>	<b>75.5%</b>	<b>24.5%</b>	<b>75.8%</b>	<b>24.2%</b>	<b>64.1%</b>	<b>35.9%</b>	<b>87.4%</b>	<b>12.6%</b>	<b>58.9%</b>	<b>41.1%</b>	<b>3.6%</b>	<b>96.4%</b>
Amazonas	82.1%	17.9%	85.7%	14.3%	63.5%	36.5%	90.3%	9.7%	68.2%	31.8%	7.6%	92.4%
Cusco	71.8%	28.2%	74.6%	25.4%	61.6%	38.4%	87.9%	12.1%	57.9%	42.1%	7.4%	92.6%
Loreto	75.3%	24.7%	81.0%	19.0%	66.2%	33.8%	91.5%	8.5%	63.4%	36.6%	7.5%	92.5%
Madre de Dios	69.1%	30.9%	72.1%	27.9%	57.5%	42.5%	91.7%	8.3%	56.4%	43.6%	4.9%	95.1%
Puno	70.0%	30.0%	68.9%	31.1%	65.3%	34.7%	86.2%	13.8%	52.1%	47.9%	6.9%	93.1%
San Martín	84.3%	15.7%	87.1%	12.9%	68.6%	31.4%	92.4%	7.6%	69.9%	30.1%	3.8%	96.2%

Source: INEI (2018). Perú Fuente: Censos Nacionales de Población y Vivienda 2017. Lima: INEI.

Regarding the level of education achieved by heads of household, it is found that the majority of these populations without any level of education at the national level are women (61.6%), being also those with the least secondary education and complete university higher education they have (30.5% and 33.4%, respectively). Among the regions prioritized by the EBBF, it is observed that only in the cases of Loreto and San Martín do female heads of household have a lower representation in the group with no educational level (40.6% compared to 59.4%, and 45.8% compared to 54.2%, respectively), although in both regions the same trend is maintained in the other groups, even observing that even Loreto is the second region with the lowest proportion of female heads of household with completed university studies (29.4%).

**Table N ° 05: Level of education attained by heads of household, according to sex and departments within the EBBF area**

Region	No level		Initial		Primary		High School		Incomplete non-university superior		Complete non-university superior		Incomplete university superior		Complete university superior	
	H	M	H	M	H	M	H	M	H	M	H	M	H	M	H	M
National	38.4%	61.6%	54.2%	45.8%	64.9%	35.1%	69.5%	30.5%	63.6%	36.4%	63.2%	36.8%	65.7%	34.3%	66.6%	33.4%
Amazonas	46.0%	54.0%	64.7%	35.3%	75.7%	24.3%	78.6%	21.4%	67.4%	32.6%	66.5%	33.5%	54.2%	45.8%	68.8%	31.2%
Cusco	37.3%	62.7%	58.0%	42.0%	69.2%	30.8%	72.0%	28.0%	61.1%	38.9%	62.5%	37.5%	57.8%	42.2%	66.2%	33.8%
Loreto	59.4%	40.6%	62.0%	38.0%	71.7%	28.3%	71.7%	28.3%	70.6%	29.4%	69.0%	31.0%	67.3%	32.7%	70.6%	29.4%
Madre de Dios	40.4%	59.6%	49.6%	50.4%	59.5%	40.5%	68.2%	31.8%	63.9%	36.1%	63.1%	36.9%	60.0%	40.0%	65.3%	34.7%
Puno	29.7%	70.3%	41.9%	58.1%	58.9%	41.1%	70.2%	29.8%	66.8%	33.2%	67.7%	32.3%	56.2%	43.8%	69.6%	30.4%
San Martín	54.2%	45.8%	73.6%	26.4%	79.2%	20.8%	79.4%	20.6%	69.7%	30.3%	70.8%	29.2%	59.3%	40.7%	74.9%	25.1%

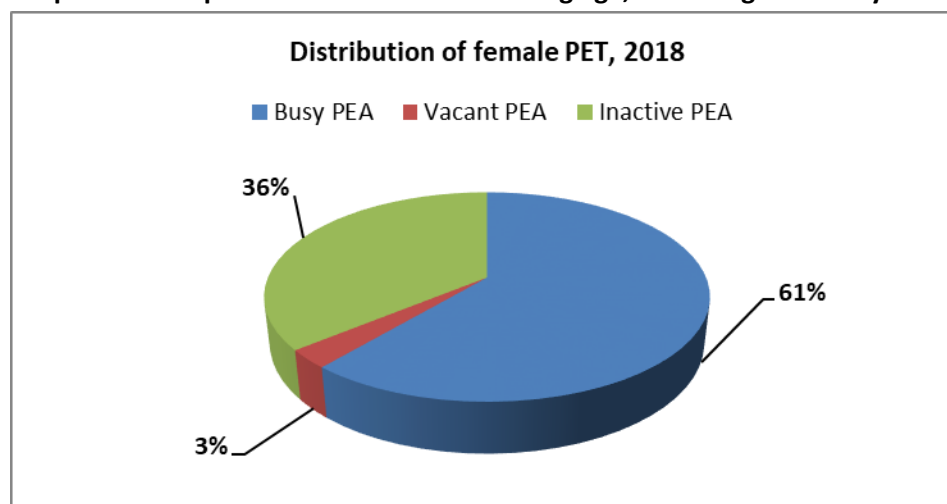
Source: INEI (2018). Perú Fuente: Censos Nacionales de Población y Vivienda 2017. Lima: INEI.

### III.4.3. Participation of women in the labor market

One of the fundamental aspects for economic autonomy is to achieve the participation of women in the labor market, as wage earners or leading broad sectors of the economy. In this regard, the female working age population (WAP) amounted to 12,126,950 people, among which 7,766,929 (64%) women make up the economically active population (EAP), and 4,360,021 (36%) women the economically inactive population (PEI), that is, they do not have a job or are actively looking for one (fully inactive), or wanting to look for one, they consider that they have a deficit that prevents them from entering the labor market, so they stop actively seeking employment (hidden unemployment).

Within the EAP, we have a group that is developing some economic activity (EAP employed) and those who do not have a job but aspire to rejoin the labor market (EAP unemployed). In the first group, it was found that 7,421,616 (61%) women are employed, while 345,313 (3%) were terminated or still cannot find work. In this sense, it is observed that although full employment is not achieved, one of the main problems of women's participation in the labor market would be their inactivity, which is related to the development of domestic activities.

**Graph N° 07: Population of women of working age, according to activity status**



Source: MTPE (2019). *Informe anual de la mujer en el mercado laboral 2018*. Lima: MTPE.

If we consider the EAP according to age groups, the most vulnerable group is that of young women between 15 and 29 years old, who have an occupation of 26.2%, compared to the group of adult women between 30 and 59 years old, whose occupancy reaches 62%<sup>26</sup>. Within the first group of young women, there are also other factors that also influence wages, such as indigenous or Afro-Peruvian self-identification<sup>27</sup>.

Regarding the working conditions of female employment, only 39.6% of employed women have a salaried job, a rate lower than that of men, which reaches 51.7%. Also, a higher rate of vulnerable employment was observed, that is, one that is developed as independent work or as an unpaid family worker<sup>28</sup>, which reaches 53%, a percentage significantly higher than that of men, which reaches 43%.

In the same sense, the Ministry of Labor and Employment Promotion has been implementing the Employment Quality Index (ICE), developed on the basis of the ILO proposal that considers dimensions such as income, contracting modality, affiliation to the social security and working hours.

From this measurement, it was found that 73.9% of female workers have jobs of poor or very poor quality, that is, with low remuneration levels, without job stability or recognition of social protection benefits, and with excessive working hours. At the other extreme, only 14.9% and 11.2% of women

<sup>26</sup>Ministerio de Trabajo y Promoción del Empleo (2019). *Informe anual de la mujer en el mercado laboral 2018*. Lima: Ministerio de Trabajo y Promoción del Empleo, p.11.

<sup>27</sup>Ídem.

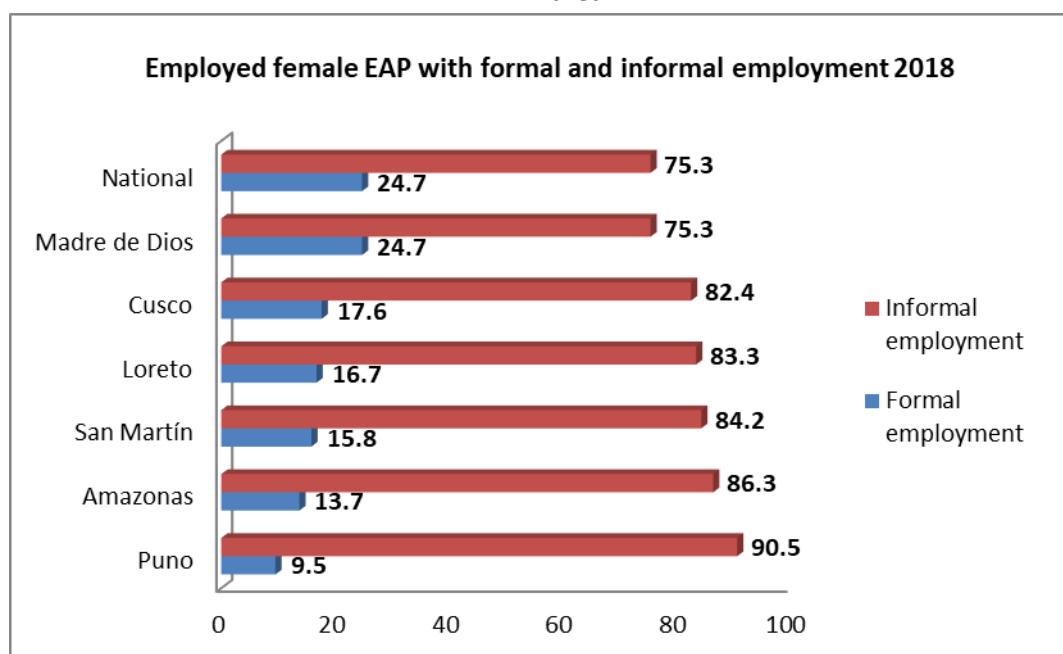
<sup>28</sup>OFICINA INTERNACIONAL DEL TRABAJO (2009). *Guía sobre los nuevos indicadores de empleo de los Objetivos de Desarrollo del Milenio, incluido el conjunto completo de indicadores de trabajo decente*. OIT: Ginebra, p.27. These groups are considered within the category of vulnerable employment, because in comparison with other occupational categories, they tend to receive low incomes, they have difficulty in accessing social protection programs, and there is a greater probability that they carry out their activities in informal conditions.

were in very good or good quality jobs, respectively. In the case of the departments that are within the scope of the EBBF (Amazonas, Cusco, Loreto, Madre de Dios, Puno and San Martín), it was observed that in all cases female employment is located in the low quality range of job<sup>29</sup>.

Regarding the informal employment rate of women, in the period from 2008 to 2018, it consistently exceeded 70% in each of the years, reaching 2018 with an informal employment rate of 75.3%, for above the 70.1% that was found in men's employment<sup>30</sup>. Among the occupational groups that presented the greatest informality in employment are that of women farmers, ranchers and fisherwomen (97.8%), followed by that of domestic workers (92.8%). In addition, it should be considered that for 2018, 37.6% of women worked as unskilled independent workers, and 15.4% as unpaid family workers, and when they obtained jobs as private sector workers, they did so mainly in small companies from 2 to 10 workers<sup>31</sup>.

Regarding the informal employment rate in the departments within the EBBF area (Amazonas, Cusco, Loreto, Madre de Dios, Puno and San Martín), in which a similar trend is seen at the national level, having that in all cases except In Madre de Dios, informal employment levels are exceeded, reaching 90.5% in the case of Puno<sup>32</sup>.

**Graph N° 08: Informal employment rate among women, according to departments within the EBBF area**



Source: MTPE (2019). *Informe anual de la mujer en el mercado laboral 2018*. Lima: MTPE.

<sup>29</sup> Ministerio de Trabajo y Promoción del Empleo (2019), p.15.

<sup>30</sup> Ministerio de Trabajo y Promoción del Empleo (2019), p.36.

<sup>31</sup> Ministerio de Trabajo y Promoción del Empleo (2019), p.16.

<sup>32</sup> Ministerio de Trabajo y Promoción del Empleo (2019), pp.25-28.

Regarding the average monthly income gaps of women and men, it was found that these were greater in the branches of activity such as industry (S/878 soles) and commerce (S/767 soles), being lower in the industry sectors (S/908 soles) extractive (S/428 soles), the latter includes agriculture, livestock and fishing. For its part, it was identified that the average monthly salary is higher in the construction (S/2,315 soles) and services (S/1,414 soles) branches, and lower in the industrial (S/908 soles) and extractive (S/542 soles).

One aspect to take into account regarding the amounts of wages received by women, as well as their inequality with respect to the wages received by men, is the impact of the number of children. Thus, while the labor income of a woman without children is S / 1,368 soles, that of a woman with a child is reduced to S / 1,185 soles, and so on according to the increase in the number of children<sup>33</sup>. A similar situation is observed in access to formal employment, where 70.2% of women between 18 and 45 years of age have an informal job, a rate that increases to 86.3% for those who have three children or more, and on the contrary, is reduced to 64.7% (lower rate than the average for the period 2008-2018) when female workers do not have children<sup>34</sup>.

The female PEI, meanwhile, is made up of 96.8% of fully inactive women, that is, they had no interest in looking for a job or were unable to do one. Within this group, it was found that the main dedication of inactive women was housework (57.7%), a figure significantly higher than the 17.8% of men dedicated to the same activity. As for young women, the rate that neither studies nor looks for work (NEET) is higher among women from the poorest quintiles (36.1%) and who have at least one child (36.9%)<sup>35</sup>.

#### **III.4.4. Violence against women**

This section presents some forms of gender-based violence against women, produced by an infringement of their human rights in the public or private spheres, based on behaviors that seek to produce physical, psychological, sexual (including Sexual Exploitation, Sexual Abuse and Sexual Harassment), labor, patrimonial, family abuse or of another nature, being the sex and gender roles of the victim factors that increase their vulnerability. In this sense, variables of feminicide and physical violence against women are presented.

In the first case, feminicide is considered as the final episode of a series of violent and discriminatory acts against women, which may be intimate, when the alleged perpetrator is a partner, ex-partner or relative of the victim, or non-intimate feminicide, when the alleged perpetrator is a stranger, frequently the neighbor, friend, client, or a perpetrator of sexual violence seeking to cover up the crime<sup>36</sup>.

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<sup>33</sup> Ídem.

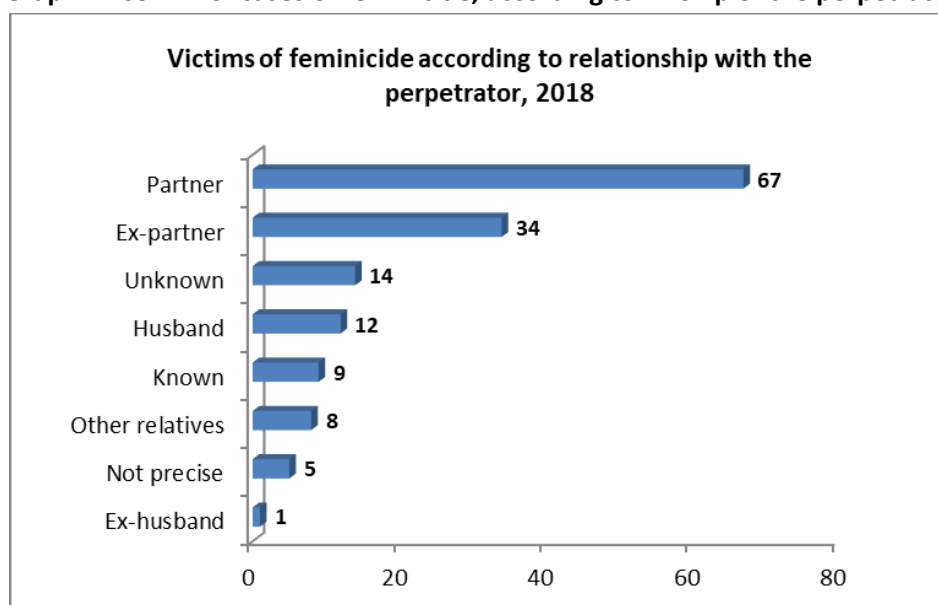
<sup>34</sup> Ministerio de Trabajo y Promoción del Empleo (2019), p.36.

<sup>35</sup> Ministerio de Trabajo y Promoción del Empleo (2019), p.36.

<sup>36</sup> INEI (2019), p.24.

In this sense, for 2018 a total of 150 cases of femicide were reported, the most frequent modality being intimate femicide, which also shows couples or partners as the most likely to be perpetrators (45%), followed by former partners or former partners (23%), while in the non-intimate femicide modality, unknown perpetrators are more frequent (9%). Among the victims, it stands out that 84.7% were in the age group of 15 to 44 years at the time of being murdered, a range that coincides with their insertion and subsequent consolidation in the labor market<sup>37</sup>.

**Graph N° 09: N ° of cases of femicide, according to kinship of the perpetrator**



Source: INEI (2019). *Perú: Brechas de género 2019. Avances hacia la igualdad de mujeres y hombres*. Lima: INEI.

For its part, we will understand by physical violence the intentional use of physical force through the use of one's own body, firearms, sharp objects, or the throwing of objects, and whose consequences may be to cause damage, disability, or even death<sup>38</sup>.

By 2018, 30.7% of women of childbearing age have suffered physical violence from their partners, with this rate rising to 31.1% of women in urban areas, while in rural areas it reaches 29.4%. Among the group of women who suffered violence, it is found that those women with higher education have a lower risk of suffering episodes of violence (25.3%), compared to those who do not have any level of education (37.8%). Similarly, the low and middle quintiles are the socioeconomic groups that show the most cases of violence (34.6% and 33.9% respectively), while the highest quintile is the one with the fewest cases of physical violence (22.4%)<sup>39</sup>.

Regarding the departments included in the EBBF, it is observed that in three of them the national average of women who have suffered physical violence is exceeded, including Cusco (45.7%) and Puno (42.3%), both as those that more cases present and exceed 40% of female victims, and San

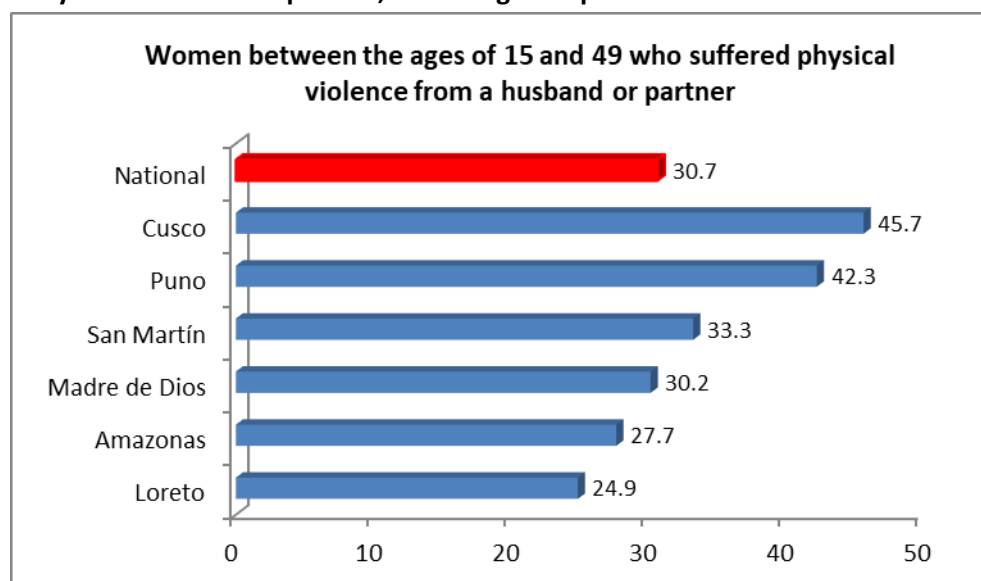
<sup>37</sup> INEI (2019), p.24-25.

<sup>38</sup> INEI (2019), p.116.

<sup>39</sup> Ídem.

Martin with 33.3%. On the other hand, Loreto is among the departments with fewer women who have suffered physical violence with 24.9%, a rate lower than the national average, and only above Cajamarca and Lambayeque<sup>40</sup>.

**Graph N° 10: Women between the ages of 15 and 49 who have ever suffered physical violence by their husband or partner, according to departments within the EBBF area**



Source: INEI (2019). *Perú: Brechas de género 2019. Avances hacia la igualdad de mujeres y hombres*. Lima: INEI.

### III.4.5. Empowerment

Empowerment has been approached from the conditions that make women's autonomy possible, as well as the possibility that they can be part of the highest level deliberative spaces, and from there establish new rules of the game that put institutions in question that reproduce inequity and inequality of opportunities between men and women<sup>41</sup>. In this sense, the level of education attained by women will be considered as variables, with special emphasis on secondary and higher education, since they are the levels that are most related to the possibility of obtaining employment and economic autonomy, as well as the participation of women in decision and deliberation instances.

Regarding the educational level achieved by women, it is found that those 15 years of age or older managed to study an average of 10.1 years, that is, a time equivalent to the beginning of the fifth year of secondary school, while men from the same age group age they managed to study an average of 10.4 years of study, which corresponds to the course of the fifth year. In the case of the

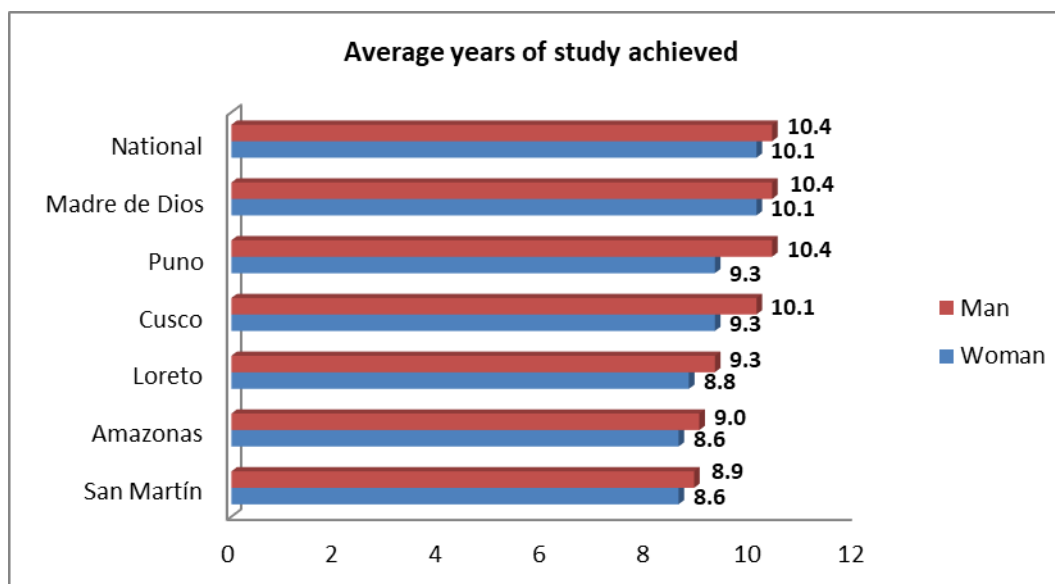
<sup>40</sup> INEI (2019), p.117.

<sup>41</sup> RUIZ-BRAVO P., VARGAS S. Y CLAUSEN J. (2018). *Empoderar para incluir: Análisis de las múltiples dimensiones y factores asociados al empoderamiento de las mujeres en el Perú a partir del uso de una aproximación de metodologías mixtas*. Lima: INEI, p.19.



departments included in the EBBF, both Madre de Dios and Puno are close to the national average, with 10.1 and 9.3 years of studies, respectively.

**Graph N ° 11: Average years of study achieved by women and men, according to departments within the EBBF area**



Source: INEI (2019). *Perú: Brechas de género 2019. Avances hacia la igualdad de mujeres y hombres*. Lima: INEI.

At the national level, a performance of the average number of years achieved is important in the path towards equality between men and women in access to basic education, with the growth in female schooling being the one with the highest growth in recent years, although leaving gaps in access to higher education, mainly university, are still pending<sup>42</sup>. In this regard, it was found that 14.4% of women accessed non-university higher education, a rate higher than the 13.4% of men who obtained this degree of instruction, while in the higher university level it shows a different trend, having the 17.9% of men achieved this level of education, a figure that drops to 14.5% in the case of women<sup>43</sup>.

Regarding illiteracy, a rate of 8.3% was identified among Peruvian women aged 15 and over who could not read or write, a figure higher than 2.9% of men in this situation, the same rate that is worse in the groups of age 50 to 59 years and 60 and over, where illiterate women represent 12.4% and 25.9%, respectively, compared to 3.6% and 7.2% of men in the same age ranges<sup>44</sup>.

There are discriminatory factors that affect the illiteracy rate of women, and that pose greater adversity to those who possess certain sociocultural characteristics. This is what happens with women who have a mother tongue other than Spanish, who triple the illiteracy rate of the national average, reaching 24.6%, a figure that decreases in urban areas to 18.6%, but increases significantly

<sup>42</sup> INEI (2019), p.76.

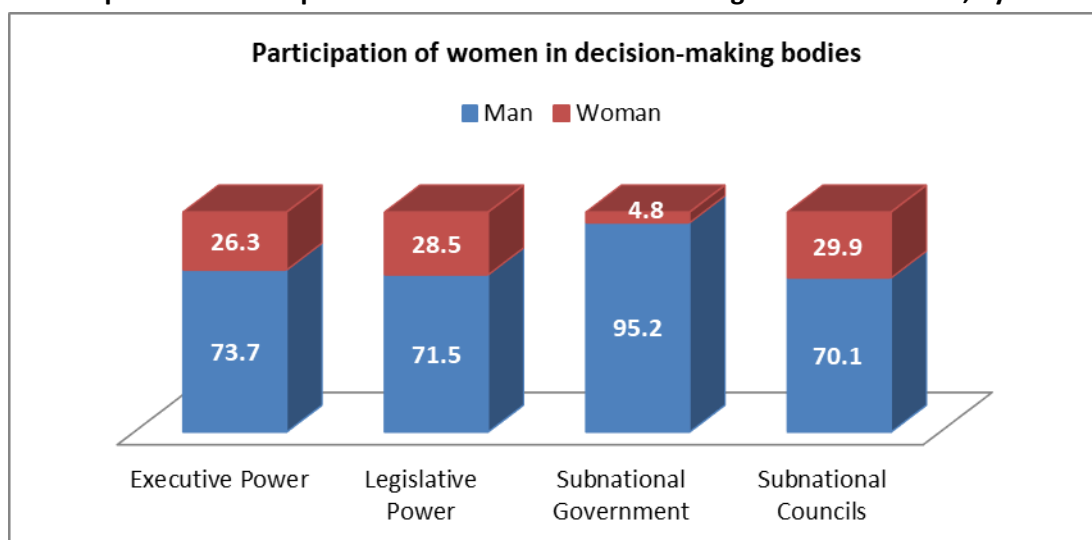
<sup>43</sup> INEI (2018b). *Perú: Indicadores de educación por departamentos, 2007-2017*. Lima: INEI, p.21.

<sup>44</sup> INEI (2019), pp.78-80.

in rural areas, where they constitute 33.0% of women, a figure well above the highest rate of illiterate men<sup>45</sup>.

The participation of women in deliberative instances is still far below the male representation in the main decision-making levels, observing that the main gap is found in the sub-national levels of government, with local authorities still being in a overwhelming majority men (95.2%), a situation that contrasts with the municipal councils, curiously another local instance, where the participation of women is the most important in decision-making spaces, reaching 29.9%.

**Graph N° 12: Participation of women in decision-making bodies as of 2019, by sex**



Source: INEI (2019). *Perú: Brechas de género 2019. Avances hacia la igualdad de mujeres y hombres*. Lima: INEI.

## IV. MITIGATION MEASURES

This section presents the mitigation measures that arise from the diagnosis of the sector presented in the previous section, from which some of the risks and impacts that could be generated in the situation of women in the sector were identified. Thus, among the main risks and impacts identified are the following:

- Little information on the situation of women in the forestry sector and in the EBBs, which makes it difficult to make decisions and design differentiated actions.
- Concentration of power and representation functions in decision-making bodies by men, which discourages the participation of women and the identification of their needs.
- Difficulties for women to integrate into the labor market under adequate and equal conditions, which will generate an unequal use of the benefits of the project.

<sup>45</sup> INEI (2019), p.81.

- d. Problems in identifying the concerns of the project's beneficiaries and the actors within their sphere of influence, as well as the possibility of neglecting cases of violence against women, which can generate difficulties in relations with local actors.
- e. The gender approach will not be incorporated due to insufficient capacities developed in the project management units.
- f. The goals of the plan will not be achieved due to a delayed and disjointed reaction to the problems posed by the implementation of the GAP, which causes higher costs and loss of reputation with investors.

Based on this, the mitigation measures are presented, which will serve as guidelines to face the potential effects of the project, having the following:

***Mitigation Measure 1: Prepare a gender assessment and gender-specific action plans***

The companies in the portfolio must prepare a specific evaluation of the situation and main needs of women associated with the local project, understanding the gaps they have in access to resources, the activities they carry out and the limitations they face. This evaluation will make it possible to identify the main gaps, and on that basis, define and schedule the activities to be carried out so that the project contributes to equal opportunities between men and women.

For this, the EBBF Management Unit must prepare an operational document that indicates the specific methodology that each portfolio company must follow to prepare gender plans, and will provide the necessary technical assistance to the companies that are selected during the diligence phase due<sup>46</sup>. If the company already has a gender management instrument, it must be adequate to the requirements of the project's operational document.

The gender action plans at the project level are part of the legal documentation that the participating companies must present. These must include clear deadlines and responsibilities, as well as solutions in case of non-compliance, and will be incorporated into the action plan and gender evaluation, so progress in this regard will be reported as part of the EBBF impact report that is sent to the GCF and other investors.

This measure will be addressed with the following indicators:

- Number of gender evaluations.
- Number of gender action plans.

***Mitigation Measure 2: Strengthen the participation of women in decision-making***

The participation of women should be included in the local information and information gathering spaces for the plans that are prepared as part of the EBBF, showing the advantages that the intervention will have for women, among other relevant aspects that promote their active presence

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<sup>46</sup> A proposed outline of a Gender evaluation and action plan is presented in Annex 1.

in the project. For this, a record of the participation of the presence of women in said spaces must be kept. In case the information event is held to communities belonging to an indigenous people, the relationship protocols established by the EBBF Management Unit must be followed, which must be relevant to the socio-cultural characteristics of the community.

Likewise, the leadership of women in eco and bio businesses should be promoted, through quotas for the eligibility of enterprises led by women, and through the presence and active representation of women in the spaces for dialogue and coordination that are established. with local stakeholders during the implementation of the EBBF.

On the other hand, according to stakeholder engagement plan it is planned to hold consultations with women, indigenous peoples and other vulnerable groups that are directly or indirectly affected by the EBB. These consultations, have the purpose of incorporating the perspectives of the populations that are involved in the execution of the EBB, improving their design, execution and control of the risks as well as setting collaboration between parts. The consultations will be developed once the EBB is selected and before the sign of the grant agreement.

The consultations that will be carried out, will have as main characteristics, the following:

- Flexible processes that adapt and respond to context and local conditions.
- The information must be presented in an understandable and culturally appropriate way.
- Both parties should be able to listen, exchange views and their concerns addressed.
- Women and members of indigenous people must be taken into account in decision-making processes.
- Free from coercion and manipulation.
- Meetings, in person or virtual, must be documented, so that it is possible to follow up on agreements, commitments.
- The consultation processes with indigenous population in which the free, prior and informed consent must be ensured.

Among the challenges faced in carrying out the consultation processes with the participation of women, indigenous peoples and other vulnerable groups, are, for example, gender roles, as well as the social norms of the communities, in which participation of women is not common or even not part of social and cultural norms. In these cases, a prior dialogue will be held with the community authorities to explain the nature of the project and its stakes regarding the equitable participation of men and women in the project and its benefits, as one of the conditions for the implementation of the EBB. Once the presence of women in the consultation meetings is ensured, they will be carried out respecting the uses and customs of the communities and under equal conditions.

In relation to the measures that will be taken into account to prevent the spread of COVID 19, bio-security protocols will be implemented such as social distancing, the use of masks, holding meetings outdoors or in ventilated places. Likewise, in the cases in which it is possible to guarantee adequate

consultation processes through virtual means, these will be implemented as long as the participation of all the groups involved will be ensured.

The mitigation measure 2 will be addressed with the following indicators:

- Number of women participating in informative workshops.
- Number of women participating in spaces for dialogue and/or coordination with local actors including the consultations process.

***Mitigation Measure 3: Facilitate equitable access to project benefits***

Project management must ensure that women can access, on equal terms with men, the benefits of the EBBF, both at the level of enterprises developed by women, as in their hiring as workers and their participation in programs to strengthen their capabilities that are realized as part of the project implementation. Also, considering the risk factors identified for the project such as external natural shocks that affects in different way to women.

A strategy that must be adopted in the case of eco and bio businesses is the continuous monitoring of enterprises that are run by women or women's associations, in order to guarantee that the decisions taken are made by the companies. Women members, guaranteeing their autonomy with respect to possible interferences that may exist on the part of couples or authorities or community leaders. In this sense, it is essential that, in cases where associations of women producers participate, procedures are drawn up in the internal regulations that guarantee that women will make the decisions.

Similarly, women's access to jobs generated by the EBBF must be guaranteed, under the same salary conditions as men when it comes to the same job, as well as to capacity development programs, technical assistance and tools that develop the project's eco and bio business incubator. In the case of training programs, the particular needs of the women participating in the project will be met, as well as their availability of schedules, learning modes, considering the need for interpreters and / or translators, for which they must develop relevant methodologies according to each case.

This measure will be addressed with the following indicators:

- Number of eco and bio businesses benefited, disaggregated by gender of the person in charge.
- Number of people employed by eco and bio businesses, disaggregated by gender.
- Number of direct and indirect beneficiaries (households of beneficiaries), disaggregated by gender.
- Number of eco and bio businesses run by women who were benefited by the innovation partner.

***Mitigation measure 4: Implement a system to address complaints, claims, suggestions and complaints from a gender perspective***

The companies in the portfolio must develop and implement a system to deal with complaints, claims, suggestions and complaints, which will include a gender component, through which it will activate a timely service channel, depending on the facts that are reported. For its preparation during the due diligence phase, the Project Management Unit will provide an operational document that guides the design of said mechanism, as well as the protocols for internal attention, and for articulation with specialized entities, when appropriate require, ensuring the protection of the identity and integrity of the victim. This protocol will include specific procedures for Sexual Exploitation, Sexual Abuse and Sexual Harassment – SEAH.

The operational document must specify the protocol that must be activated, when the reported complaint or claim is related to an event that involves violence against women or sexual violence (including Sexual Exploitation, Sexual Abuse and Sexual Harassment), establishing a procedure for referral and follow-up to the joint action mechanisms promoted by the Ministry of Women and Vulnerable Populations from the Women's Emergency Centers. In all cases in which this protocol is activated, care must be recorded as a case of violence against women or sexual violence, as appropriate.

To this end, the Facility Management Unit will provide, through its gender specialist, the necessary technical assistance and the required awareness and prevention actions, with special emphasis on the procedures and protocols that apply to cases of violence against women and sexual violence (including Sexual Exploitation, Sexual Abuse and Sexual Harassment). Also, the dissemination of the mechanism should be included in the information meetings, in the dissemination actions of the project, and in the spaces for dialogue and / or coordination with local actors. The mechanism will include confidential reporting with safe and ethical documenting of such cases, that indicate when and where to report incidents, and what follow-up actions will be undertaken.

This measure will be addressed with the following indicators:

- Number of complaints, claims and suggestions mechanisms developed and implemented.
- % of requests attended in a timely manner.

***Mitigation measure 5: Strengthen the gender approach in the project management unit***

Both the Project Management Unit, as well as the management units involved with its implementation and the representatives of the companies in the portfolio, should strengthen their capacities in the gender perspective, through the holding of training workshops and the generation of information that makes visible the impact that EBBF has on women.

This measure will be addressed with the following indicators:

- Number of training actions on the gender perspective or approach aimed at the project management units.
- Number of indicators and variables of the reports, which present data disaggregated by gender.

### **Mitigation Measure 6: Track and monitor the GAP**

The Project Management Unit must develop a follow-up and monitoring system in order to timely manage incidents that arise in the implementation of the project, and efficiently direct the resources to achieve the goals of this plan.

For such purposes, the Management Unit, through its social and / or gender specialist, must periodically report on the situation status of the project indicators, identifying the main problems that arise in their achievement, and providing recommendations for the achievement of results. Likewise, the Management Unit will provide those responsible for information in portfolio companies with the training and technical assistance necessary for the preparation of reports and the exchange of information related to the plan indicators.

This measure will be addressed with the following indicators:

- Tracking and monitoring system designed.
- Follow-up and monitoring system implemented.
- Number of reports prepared.

## **V. GENDER ANALYSIS/ASSESSMENT AND GENDER AND SOCIAL INCLUSION ACTION PLAN**

	<b>Impact statement:</b> Reduced emissions from land use, reduced deforestation and sustainable forest management and conservation and enhancement of forest carbon stocks (M4.0):  1. Improved management of land or forest areas contributing to emissions reductions in local communities, including women through provision of formal employment opportunities in eco bio businesses and related value chains and decreased dependence on climate sensitive subsistence practices.  <b>Outcome statement:</b> <ul style="list-style-type: none"><li>● In the EBBF's Portfolio Companies, female members enjoy effective participation in decision making.</li><li>● The EBBF contributes to 550 beneficiaries, of which at least 40% are women.</li></ul>				
	Output statement 1: Gender evaluations and plans prepared for each area of influence of the portfolio companies.				
Activities	Indicators and targets	Baseline	Timeline	Responsibilities	Costs
i. Provide technical assistance and monitor the development of	<b>Indicators:</b> <ul style="list-style-type: none"><li>● Number of gender evaluations developed</li></ul>	0	Since the selection of EBBs in the first call for proposals (second year) to the end of	Social and gender specialist and Portfolio Companies	US\$278,800 <sup>(1)</sup>

gender evaluations in the selected EBBs. ii. Provide technical assistance and monitor the development of gender plans in the selected EBBs	<ul style="list-style-type: none"> <li>Number of gender action plans developed.</li> </ul> <b>Target:</b> <ul style="list-style-type: none"> <li>55 gender evaluations and action plans developed for each company in the portfolio.</li> </ul>		the implementation period		
Output statement 2: Monitoring of access to project benefits by women.					
Activities	Indicators and targets	Baseline	Timeline	Responsibilities	Costs
i. Monitoring the access to project benefits by women, through requests for information and/or on-site visits ii. Elaboration of the revised gender action plan including information of portfolio companies.	<b>Indicator:</b> <ul style="list-style-type: none"> <li>Number of eco and bio businesses benefited by the grant and the innovation partner, disaggregated by gender of the person in charge.</li> <li>Number of people employed by eco and bio businesses, disaggregated by gender.</li> </ul> <b>Target:</b> <ul style="list-style-type: none"> <li>At least 40% of the EBBs selected are led by women, including women from indigenous people.</li> <li>Number of women employed by the EBB including women of indigenous peoples.</li> </ul>	0	Across the project implementation period	Social and gender specialist	US\$358,588.20
Output statement 3: System to prevent GBV, address complaints, claims and suggestions from a gender perspective implemented.					
Activities	Indicators and targets	Baseline	Timeline	Responsibilities	Costs
i. Provide accessible information on gender-based violence prevention. ii. Design the operating document of the complaint mechanism.	<b>Indicators:</b> <ul style="list-style-type: none"> <li>Information on prevention of gender violence disseminated.</li> <li>Number of mechanisms complaints implemented.</li> <li>% of requests attended in a timely manner.</li> </ul> <b>Targets:</b>	0	Across the project implementation period (year 10)	Social and gender specialist	Considered in the costs of the PIU team



iii. Monitoring and supervision the resolution of cases.	<ul style="list-style-type: none"> <li>• A complaint mechanism implemented with gender perspective.</li> <li>• 100% of registration and closing cases.</li> <li>• At least one transfer of information on prevention of gender violence to each EBB once a year.</li> </ul>				
<b>Output statement 4: Strengthened capacities of the Management Unit in the gender approach.</b>					
<b>Activities</b>	<b>Indicators and targets</b>	<b>Baseline</b>	<b>Timeline</b>	<b>Responsibilities</b>	<b>Costs</b>
i. Trainings on gender approach for the specialists of the Project Management Unit and other management units involved in the EBBF, including actions to prevent and attend SEAH.	<b>Indicators:</b> <ul style="list-style-type: none"> <li>• Number of members of the PMU trained.</li> <li>• Number of training on gender perspective at the project management units.</li> </ul> <b>Targets:</b> <ul style="list-style-type: none"> <li>• At least 10 members of the project management units have strengthened their gender capacities.</li> <li>• 01 training per year</li> </ul>		Across the project implementation period	Social and gender specialist	US\$10,420
<b>Output statement 5: Design, follow-up and monitoring system implemented.</b>					
<b>Activities</b>	<b>Indicators and targets</b>	<b>Baseline</b>	<b>Timeline</b>	<b>Responsibilities</b>	<b>Costs</b>
i. Design of the monitoring system. ii. Elaboration of the monitoring reports of the GAP.	<b>Indicators:</b> <ul style="list-style-type: none"> <li>• Number of monitoring system implemented</li> <li>• Number of reports prepared annually.</li> </ul> <b>Targets:</b> <ul style="list-style-type: none"> <li>• One monitoring system implemented.</li> <li>• Monitoring reports prepared annually.</li> <li>•</li> </ul>		Across the project implementation period	Social and gender specialist	US\$2,500.00 The monitoring reports is included in the cost of the PIU Team

(1) Includes consultations with stakeholders of each EBBs and budget for technical capacities to ensure EBBs adherence with relevant REDD+ and EBB safeguards. See Annex 11 of Annex 6 ESMS.

## **VI. Social and gender specialist responsibilities**

The social and gender specialist will be in charge of the following responsibilities:

- Implementation of the Social Management System (ESMS).
- Implementation of the ESG eligibility, screening and due diligence processes.
- Provide technical assistance to the FMU and the portfolio projects regarding gender and indigenous people policies.  
Provide training and technical assistance to EBBF's Portfolio Companies to conduct the gender assessment, the gender action plan and in the areas where indigenous people are involving, the Indigenous peoples plan.  
Provide training and technical assistance to EBBF's Portfolio Companies to compliance the activities of gender action plan and in the areas where indigenous people are involving, the Indigenous peoples plan.
- Monitoring, reporting, review and evaluation processes of the safeguard policies including gender and indigenous people policies.
- Elaborating the annual report regarding status of fulfillment safeguard policies gender and indigenous people policies, including actions against SEAH.

## **VII. Annexes**

### **Annex 1 Proposed outline of a Gender evaluation and action plan**

1. Introduction
2. Key concepts
3. Legal and regulatory framework on gender
4. Sphere of action
5. Social relations and codes of conduct in the sphere of action
6. Gender relations in the sphere of action
7. Gender characteristics
  - 7.1 Sexual division of labor

7.2 Power and decision

7.3 Effects of climate change on the lives of women

8. Gender plan in a context of climate change

8.1 Vision

8.2 Objectives of the Plan

8.3 Logic framework

8.4 Monitoring and evaluation

8.5 Budget

9. Conclusions

10. Recommendations