

# Gender Action Plan

---

## E-Mobility and Low Carbon Transportation Sub-Program 2

– Panamá, Paraguay, Uruguay –

Version: 4

Date: 26.07.2022

## Gender Assessment and the E-Mobility Program

The E-Mobility and Low Carbon Transportation Program (E-Motion) aims to enable a large-scale regional transition towards electro-mobility in Latin America focusing on intensive use vehicles leading to reduced fossil fuel consumption, greenhouse gas emissions and air pollutions. E-Motion will be implemented through two Funding Proposals: one by AFD (Sub-Program 1) as an Accredited Entity to cover 8 countries in Latin America, and one by CAF (Sub-Program 2) to cover the following 3 countries: Panama, Paraguay and Uruguay. The Program and its Sub-Program 2 have a comprehensive approach to establish an e-mobility conducive ecosystem at the local, national and regional level, including activities such as targeted policy advice, business model development, stakeholder management and capacity building (all of which gender mainstreamed) to ensure a favorable e-mobility environment combined with financial instruments to ensure deployment of large-scale fleets thereby de-risking future investments into e-mobility of investors. The Program can significantly reduce investment risks through the investment interventions combined with the implementation of business models and a policy framework conducive to EV deployment.

To ensure that the E-Motion Program is mainstreaming a gender perspective into its investment decisions, a Gender Assessment Report has been conducted (Annex 8 of the GCF Funding Proposal). The Gender Assessment Report evaluates the situation of women in the respective Subprogram 2 countries and outlines the importance as well as the impact potential of the Program to enhance mobility, safety and access to jobs for women in urban transportation. Based on its findings, the report states specific recommendations on including a gender perspective for the Program implementation. These recommendations are the basis for the development of the following Gender Action Plan of the E-Motion Program.

For the E-Motion Program, the contribution to reducing the gender gap in e-mobility and low-carbon transportation and to preventing and minimizing the harm of lacking gender equality and women's rights is three-folded. **First, the transport sector is a catalyst to change social norms.** For instance, by raising awareness on sexual harassment and violence against women and girls, by providing visibility to women working in non-traditional roles in the EV (electric vehicle) markets, and by considering the mobility of care<sup>1</sup> when designing transport operations, a societal impact can be achieved. **Second, this new e-transport paradigm will lever women's access to green jobs in traditionally sex-segregated occupations or improve access to investment loans for female entrepreneurs.** **Third, the capacity building, training, and sharing of know-how to women and men designing the investment plans in the program will systematize gender mainstreaming in the transport sector.** This three-folded approach will be mainly addressed as part of the Component 1 and its associated activities which will provide technical assistance to enable effective financial assistance and to create a (gender-responsive) policy and business framework conducive for massive deployment of EVs. Activities will be coordinated and realized together with national authorities to ensure complementarity of different endeavors. In addition, through the implementation of some activities as part of the Components 2, 3 and 4 this three-folded approach will reach all phases of the sub-projects and a wide profile of stakeholders.

The activities outlined in the present Gender Action Plan result in the three following outputs which will be specified below, including activities, indicators and targets, timeline, responsibilities and costs:

1. Sector specific country-level gender assessments undertaken as part of the development of low-carbon electric vehicle roadmaps and policies (national level)
2. Successful knowledge exchange and collaboration on gender aspects in transportation (regional level)
3. Gender components integrated in the sub-projects financed by the Program.

---

<sup>1</sup> The mobility of care refers to travel implications of daily tasks performed by individuals with care responsibilities, which are mainly performed by women. For more information see (De Madariaga, 2021).

## Gender Action Plan

Action	Indicators and Targets	Timeline	Responsibilities	Costs in USD
<b>Impact Statement:</b> Gender considerations are systemically mainstreamed into the whole E-Motion Subprogram2				
<b>Outcome Statement:</b> The targeted transportation sub-sectors are more gender-responsive and provide equal opportunities for men and women				
<b>Output 1:</b> Sector specific country-level gender assessments undertaken as part of the development of low-carbon electric vehicle roadmaps and policies (national level) <sup>2</sup>				
<b>Activity 1.1.</b> Adoption of a transformative gender perspective, with a focus on mobility, safety, and jobs, in the design and review of all three country-level/local roadmaps and electric mobility policies, strategies, and implementation plans: design an effective advocacy strategy and action plan for mainstreaming gender in such activities. <sup>3</sup>	Indicator: proportion of the policies and roadmaps supported that adopt a transformative gender perspective (gender neutral language, tariff integration with gender focus, women-targeted incentives, gender-related risks and impacts identified and mitigated, consideration of the care mobility, etc.) <sup>4</sup>  Target: 100% of policies and roadmaps supported by the Program use a gender perspective	During year 1-2, on a rolling basis	GIZ	46.500
<b>Activity 1.2.</b> Facilitate/Conduct multi-stakeholder consultation strategy that will take part during the implementation of the E-Motion Subprogram 2 (Component 1)	Indicator 1: Gender expert facilitates women's participation and enables them to make their voices heard  Baseline: 0 per consultation process  Target: Participation and input of at least one (local) gender expert per multi-stakeholder consultation process	During year 1-5	GIZ Gender Specialist	14.000
<b>Activity 1.3.</b> Develop a country specific Gender Action Plan that will emerge from the synthesis of each contextual gender assessment and the	Indicator: Country specific Gender Action Plan  Baseline: 0 Country specific Gender Action Plan	During year 2-5	GIZ Gender Specialist	14.500

<sup>2</sup> Sex-disaggregated data will be reported for all activities in the program.

<sup>3</sup> Multistakeholder consultations will be taking place during the implementation of the program. Based on those, information on contextualized gendered needs of different countries and diverse needs of the population in terms of e-mobility in the public transport sector will be provided.

<sup>4</sup> The program will support the design of new roadmaps and policies and will review current policies to recommend how to adapt them to create a e-mobility conducive ecosystem. This activity seeks to include a gender perspective in the process to provide recommendations to policies to be inclusive (Ex: gender neutral language, consideration of the care mobility, etc.)

support given to design/review of low-carbon electric vehicle national roadmaps and policies; to be reinforced by the consultation/participatory processes that will be undertaken to inform the project. In depth interviews with key social actor will also be included to strengthen the diagnosis in each country.	Target: 3 Gender Action Plan developed			
<b>Output 2:</b> Successful knowledge exchange and collaboration on gender aspects in transportation (regional level)				
<b>Activity 2.1.</b> Include a gender perspective approach in capacity building and training activities (workshops, etc.) targeted to key public and private stakeholders (government actors, operators) in order to increase awareness about gender equality gaps and opportunities in transport	<p>Indicator 1: proportion of capacity building and training activities developed during the E-Motion Subprogram 2 that include effective awareness building on gender equality and urban transport (mobility, safety, jobs)<sup>5</sup></p> <p>Baseline: 0%</p> <p>Target: 50%</p> <p>Indicator 2: proportion of women members (among the key public and private stakeholders) attending trainings (also to empower their perspective)</p> <p>Baseline: 0%</p> <p>Target: 30-50%<sup>6</sup></p> <p>Indicator 3: Regional active network on women in e-mobility to share and exchange experiences, promote mentorship, and produce knowledge on a regular basis</p> <p>Baseline: 0 networks are available</p> <p>Target: 1 network that is actively used</p>	Year 1-5	GIZ	100.000

<sup>5</sup> This activity guarantees that gender equality is learned and integrated into the capacity building. It is expected that in some capacity building activities it will not be feasible to integrate gender aspects. Besides, this activity will monitor women's participation on the capacity building activities.

<sup>6</sup> In reality in the program countries decision makers and people in powerful positions are mostly male. Although the optimal target would be 50% women and men (in line with the representation in society) it is suggested to keep the target more flexible to particularly train decision makers on gender perspective.

<p><b>Activity 2.2.</b> Conduct online capacity building and training (webinars, etc. to key public and private stakeholders (government actors, operators, sector companies, etc.) in order to increase knowledge in how to include gender perspective in urban transport projects.</p>	<p>Indicator: online module<sup>7</sup> of training on gender and urban transport</p> <p>Baseline 0 online modules</p> <p>Target: 1</p> <p>Indicator 2: attendees of the trainings</p> <p>Baseline: 0</p> <p>Target: 1 representative from the local public authority in each city where an investment of the program is foreseen</p>	<p>Year 2</p>	<p>GIZ</p>	<p>45.000</p>
<p><b>Activity 2.3.</b> Collection of locally adapted best practices (an example could be “Bajale al acoso” in Quito) on violence and harassment prevention and treatment in public transportation. Systematized regional best practices will inform the capacity building and training activities and contribute to define the adapted best practices to be implemented in all three countries.</p>	<p>Indicator 1: Systematic collection of regional practices and identification of best practices</p> <p>Baseline: 0</p> <p>Target: 1 map of regional best practices</p> <p>Indicator 2: number of best practices to the local cultures adapted</p> <p>Baseline: 0</p> <p>Target: 12 best practices locally adapted</p> <p>Indicator 3: Developed guidelines on how to mainstream gender into urban transport projects</p> <p>Baseline: 0</p> <p>Target: 1 guidelines developed</p>	<p>Year 1</p>	<p>GIZ</p>	<p>14.000</p>

---

<sup>7</sup> The online module will have verification means of attendance. The training will be practical with initiatives on the region (no theoretical), 3 hours max by day. 1 Module on mobility (1 day), 1 Module on Jobs (2 days), 1 module on Safety (3 days), 1 Module on how to prepare a gender assessment in a real project and preparing a gender action plan (1 day).

<b>Activity 2.4</b> Design of national communication campaigns about sexual harassment and protocols of attention in public transport	Indicator 1: Public communication campaigns about sexual harassment and protocols of attention in public transportation <sup>8</sup>  Baseline: 0  Target: 1	Year 3	GIZ	7.000
<b>Output 3:</b> Locally adapted best practices on gender in public transportation are integrated in the projects financed by the Program				
<b>Activity 3.1.</b> Mobility infrastructure design and management financed by the Program is planned to be gender-sensitive and gender responsive, e.g. planning for care facilities, schedules changes, special fares, analysis and modification of routes, interior design of buses accommodate for people travelling with infants, bags, strollers, elders, etc.	Indicator 1: proportion of mobility infrastructure projects that include a Gender Equality Strategy  Baseline: 0%  Target:100%  Indicator 2: proportion of projects that established a GAP, which contains specific and measurable activities and a respective budget <sup>9</sup>  Baseline: 0  Target: 100%  Indicator 3: proportion of projects that include in the TOR a specific requirement for including a GAP, a gender specialist as a responsible and a gender sensitive GRM.  Baseline: 0  Target: 100%	Year 1-5	Project owners (public / private companies) with support of gender consultant	29.000

<sup>8</sup> The public communication campaigns will be designed with consultations addressing specific perceptions and risks those different gender identities face, with significant attention to mitigate indigenous peoples and afro descendants' potential risks. The protocols of attention will develop/enhance safe, confidential, and ethical grievance reporting mechanisms for survivors and monitoring mechanisms to identify, respond and address risks of sexual harassment. This technical assistance will guide the adopters to develop protocols of attention that are inclusive and safe for different gender identities present in each country/city of the new e-transport system.

<sup>9</sup> The project owners will learn and be helped on how to draft a gender assessment and GAP in the online module, in this activity they will get support from consultants to implement gender in their own investment plans.

<p><b>Activity 3.2</b> Participatory and inclusive Designing of each project financed by the Program will include a gender-sensitive and gender-responsive approach, including the following measures: hiring female trainers and/or trainers with experiences in participatory processes and women's engagement, adapt the sessions schedule to women's practical needs (women's work and domestic responsibilities), incl. a brief survey to find the most suitable times, engage participants organizations and hold training sessions during worktime, chose a venue where women feel comfortable (not a male-dominated site), provide childcare arrangements, etc.</p>	<p>Indicator 1: proportion of Participatory Design activities (workshops, community meetings, etc.) that are gender-sensitive.</p> <p>Baseline: 0%</p> <p>Target: 100% of the Participatory Designing activities</p>	<p>Year 1-5</p>	<p>GIZ / CAF</p>	<p>10.000<sup>10</sup></p>
<p><b>Activity 3.3.</b> Integrating measures into urban passenger transport projects financed by the Program oriented to generate and improve gender disaggregated data collection on urban transport</p>	<p>Indicator 1: proportion of urban passenger transport projects collecting and presenting gender disaggregated data</p> <p>Baseline: 0%</p> <p>Target:100% of the urban passenger transport projects financed by the Program</p> <p>Indicator 2: proportion of projects that include in the TOR a specific requirement for including a GAP with their particular measurable activities and a respective budget</p> <p>Baseline: 0</p> <p>Target: 100%</p>	<p>Year 1-5</p>	<p>Public transport authority with support of gender consultants</p>	<p>7.000</p>
<p><b>Activity 3.4.</b> Integrating measures into projects that improve women's access to jobs, such as - training targeted at women to improve their skills</p>	<p>Indicator 1: proportion of projects (with direct finance by the Program) that reserve by requesting it in the TOR a share of at least 35%</p>	<p>Year 5</p>	<p>Project owners (public / private companies)</p>	<p>81.000</p>

<sup>10</sup> It is estimated that per training/workshop USD400 times 20 trainings/workshops are needed extra to established respective measures as mentioned.

or advocacy aimed at labor unions (it is very usual that masculinized unions obstruct the incorporation of women to the field)	<p>of non-skilled jobs, that are related directly to the project, for women<sup>11</sup></p> <p>Baseline: 0</p> <p>Target: 80%</p> <p>Indicator 2: proportion of projects (with direct finance by the Program) that reserve by requesting it in the TOR a share of at least 35% of skilled jobs, that are related directly to the project, for women</p> <p>Baseline: 0</p> <p>Target: 80%</p> <p>Indicator 3: 1 educational programme targeted at women to improve their skills for the mobility sector</p> <p>Baseline: 0</p> <p>Target: 1</p> <p>Indicator 4: advocacy sessions, campaigns and events conducted aimed to eradicate the sector's labor unions gender biases</p> <p>Baseline: 0</p> <p>Target: at least 5 events</p>			
<b>Activity 3.5.</b> Establishing interventions to address and prevent GBV and SEAH in public transport, including training of staff, information campaigns and awareness raising, required infrastructure,	<p>Indicator 1: 70% of the projects include a sexual harassment protocol</p> <p>Baseline: 0</p> <p>Target: 100%</p> <p>Indicator 2: 100% of the projects that include a harassment protocol implement them through</p>	Year 1-5	CAF	93.000

<sup>11</sup> This is monitoring that the GAP of the investment's plans are reserving a minimum of jobs to women. The target is set to 80% because is expected that some investments plans might not generate jobs.



and feedback and grievance mechanisms, among others.	<p>a surveillance system that considers both technological and human resources.</p> <p>Baseline: 0%</p> <p>Target: 100%</p> <p>Indicator 3: 100% of the above develop a coordination strategy with the police and the local Mechanism for Women's Advancement</p> <p>Baseline: 0%</p> <p>Target: 100%</p>			
<p><b>Activity 3.6.</b> Promotion of gender equality at the workplace, such as advertising that job vacancies are open for women, adapt working schedules to women's care needs at home, building dressing rooms, provide childcare, etc.</p>	<p>Indicator 1: Training for the staff of public transport projects (workers, managerial and administrative staff, etc.) on gender equality and work-life balance issues via workshops<sup>12</sup></p> <p>Baseline: 0 Workshops conducted</p> <p>Target: one workshop for each public transport project</p> <p>Indicator 2: proportion of projects/companies including annual surveys on work-life balance to their staff and sharing the results</p> <p>Baseline: 0</p> <p>Target: 100%</p> <p>Indicator 3: proportion of projects/companies with one focal point in charge of gender equality</p> <p>Baseline: 0</p> <p>Target: 100%</p>	Year 1-5	Project owners (public / private companies) with support of gender consultant	124.000

<sup>12</sup> Target learners are workers of the system (drivers, cashiers, etc) as well as managerial and administrative staff. A model of survey will be shared in the workshop to be used by the agency/company adopter of the technology

<p><b>GAP Implementation Team:</b> a four-specialists team will be appointed to effectively implement the GAP. The team will belong to the PMU.</p>	<p>Indicator 1: Employment of 3 Country-Based Gender specialist, including time spent on various activities outlined in Gender Action Plan</p> <p>Baseline: 0 Country-Based Gender specialist hired</p> <p>Target: 3 Country-Based Gender specialist effectively hired</p> <p>Indicator 2: Employment of 1 Coordinator Gender Specialist, including time spent on various activities outlined in Gender Action Plan</p> <p>Baseline: 0 Coordinator Gender Specialist hired</p> <p>Target: 1 Coordinator Gender Specialist effectively hired</p>	<p>Year 1-5</p>	<p>Program Management Unit (PMU)</p>	<p>70.000</p>
---	---	-----------------	--------------------------------------	---------------

## Budget

Item	Quantity	Unit cost (USD)/month or unit	Total cost (USD)
International Consultants	10	15,000	150,000
National consultants	17	7,000	119,000
Trainings and workshops average 30 participants (Venue, buses, and caregiver)	36	1,500	54,000
International Trainers/Speaker	2	15,000	30,000
International travel	6	4,000	24,000
Per diems international	15	300	4,500
Communication Material	3	60,000	180,000
Scholarships	90	550	49,500
Various measures to make workshops gender-sensitive	1	10,000	10,000
<b>Total</b>			<b>621,000</b>