



Investing in rural people

Mexico

Basin Approach for Livelihood Sustainability through Adaptation Strategies (BALSAS)

Annex 8. Gender Assessment and Action Plan

GCF Additional Financing

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Executive summary

The Gender Assessment takes into account GCF key questions for the development of a gender analysis/assessment and, at this stage, is based on information from databases and national documents, mostly produced by the Mexican Government, and studies carried out by international research agencies and institutes.

The Government of Mexico has adopted international instruments on the human rights of women and together with its Member States has legislated extensively and developed institutional programs and initiatives in favor of rural women.

In the Mexican countryside, and specifically in the project area, women are more affected by poverty than men, (55.9% and 54.7% respectively)¹. The situation is even more adverse for indigenous women living in rural areas where 8 out of 10 live in poverty and 4 out of 10 in extreme poverty².

For centuries, stereotypes have been constructed in Mexican culture (as in other contexts) that characterize men as providers of the household, heads of the family and, to a certain extent, decision-makers. When productive work is considered a man's own responsibility, he is in a position to control and manage the economic and technological resources to which the exercise of power, both public and private, is strictly linked. In contrast, women's work within the household is for immediate consumption and is therefore invisible and not valued economically or socially³. Gender stereotypes and *machismo* are determining factors in women's living conditions and their possibilities for economic and social empowerment.

Gender violence, less access to education and information, as well as long working hours, lack of recognition of their role in agriculture, little representation in decision-making positions, limited access to land and services for production in the context of climate change, are gaps that women face. 34.7% of rural women over 15 years of age suffered gender violence in the last 12 months according to the National Survey on the Dynamics of Relationships in Households (ENDIREH 2021)⁴. General illiteracy in Mexico is 3.8% for men and 6.1% for women, but in the state of Guerrero women illiteracy is 13.6% and in Oaxaca 13.3% followed by Michoacán and Puebla is 8.3% in both cases⁵. In Mexico women are connected to the internet 2 hours per week less than men, but in the State of Oaxaca, the difference raises to 4 hours a week⁶.

On average, women work 6.2 hours more than men because of unpaid household work. In the project area the biggest differences are in the states of Guerrero and Oaxaca, where the gap is -9.6 and -9.1 hours respectively⁷. On the other hand, as for the labor force employed in agricultural work, 56% of men and only 29% of women are paid for their work⁸. According to

¹ INEGI. 2019. Women and men in México.

https://www.inegi.org.mx/contenido/productos/prod_serv/contenidos/espanol/bvinegi/productos/nueva_estruc/702825189990.pdf

² IFAD-FAO. 2018. Closing the Gaps: Public Policy Note for Gender and Intercultural Mainstreaming in Agriculture and Rural Development. <https://www.ifad.org/en/web/knowledge/publication/asset/41195962>

³ INAM. S.f. *The impact of stereotypes and gender roles in Mexico*.

⁴ ENDIREH 2021. *Principales Resultados*.

https://www.inegi.org.mx/contenidos/programas/endireh/2021/doc/endireh2021_presentacion_ejecutiva.pdf

⁵ Encuesta Intercensal, 2015. Consultado en CNDH. México. <https://desca.cndh.org.mx/indicadores/Educacion>

⁶ INEGI, INMUJERES. *Encuesta Nacional sobre Uso del Tiempo 2019*. Presentación de resultados. Segunda edición.

⁷ ENIGH. 2019. Encuesta Nacional de Ingresos y Gastos de los Hogares.

⁸ National Agrarian Survey 2017 Cited in Cubillas, A. sf. Women's rights in the Agrarian Law.

data from the National Agrarian Registry (RAN), women represent only 26% of landowners in the project area.

Women hold much fewer⁹ decision-making positions in *ejidos* and communities. At the national level only 22% of public decision makers are women, but in the project area, women account for only 6.3 percent of *ejido* commissariat presidencies. This figure goes down to 7.4% in Puebla and 2.8% in the State of Guerrero.

Only one third of women in agriculture are paid for their work and they have less access to credit and technical assistance. This occurs despite the reform of the Agrarian Law in 2016 incorporates an additional paragraph in article 37, which refers to "*Candidates for elected posts that make up the ejidal commissariat and the oversight council must be made up of no more than sixty percent of candidates of the same sex and may aspire to any of the posts indistinctly. For the commissions and auxiliary secretaries of the ejidal commissariat, the integration of women will be sought*"¹⁰.

In addition to the above, women are recognized to be more vulnerable to the effects of climate change than men. Household activities – for which women are largely responsible – are becoming more burdensome due to rising temperatures and scarcity (or excess) of water, increasing challenges related to washing, cleaning and cooking. The increasing occurrence of pathogenic diseases and the limited availability of food for the family also add to women's psychological and work burdens. *Traspatio* subsistence production and economic activities such as harvesting of non-timber forest products, which are also often carried out by women, are affected by the loss of vegetation. More women heads of households oversee production due to the labour migration of men, but the lack of recognition of their labour and land ownership, as well as the usual inequity in access to services and goods for production and resilience to climate change, affect women's performance and increase their vulnerability.

⁹ Mexican Institute for Competitiveness. IMCO.2020. Rural woman in the economy.

¹⁰ Chamber of Deputies of the Congress of the Union. 2016. *DECREE adding a second paragraph to Article 37 of the Agrarian Law*. Mexico.

https://www.diputados.gob.mx/sedia/biblio/prog_leg/Prog_leg_LXIII/108_DOF_19dic16.pdf

Introduction

1. Mexico has legislated extensively in favor of women and has been vigilant in its compliance through institutional programs and initiatives at the federal and member state levels. It has adopted international instruments on women's human rights, among which the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1981, and the Inter-American Convention to Prevent, Punish and Eradicate Violence against Women (better known as Belém do Pará), ratified in 1998 – both in force in accordance with the provisions of Constitutional Article 133. At the national level, there is a broad legislative framework that demonstrates an environment conducive to equality between men and women. From the Political Constitution of the Mexican States, The Official Mexican Standard (NOM-046-SSA"-2005) on Family, sexual and violence against women. the entry into force in 2008 of the General Law on Women's Access to a Life Free of Violence, the General Law to Prevent, Punish and Eradicate Crimes related to Human Trafficking and for the Protection and Assistance to Victims of these Crimes (2012) and the General Law to Prevent and Eliminate Discrimination (2013) ¹¹.

2. The National Development Plan 2019-2024 has the slogan “leave no one behind, leave no one out”, advocating substantive equality between men and women. The Plan refers to the government's work as a promoter of “equality as a guiding principle: effective equality of rights between women and men, between indigenous and mestizos, between young people and adults, and will commit to the eradication of discriminatory practices that have “perpetuated the oppression of entire population sectors” ¹². Within the framework of this Plan, the National Program for Equality between Women and Men (PROIGUALDAD) has been built for the period 2020-2024¹³. This is the special program of the Government that contains the main strategies and actions that 49 entities and 20 agencies of the Federal Public Administration must implement with the support of 3 Constitutional Bodies and 2 Powers of the Union to guarantee the rights of women and reduce violence against them, by addressing six strategic objectives: economic autonomy, health and well-being, care, non-violence, equal participation of women in all areas and the construction of safe and peaceful environments. Among the institutions responsible for the execution of this Plan is CONAFOR, which will contribute to the promotion of actions that facilitate access to credits, financing, subsidies or international cooperation for women producers in situations of marginalization or vulnerable conditions and to strengthen business coordination. of MSME production chains headed by women.

3. The Gender Assessment aims to consider the context and provide an overview of the gender gaps and problems faced by rural women in Mexico, as well as identify opportunities to close these gaps. This evaluation will be used to prepare the Project “BALSAS: Basin Approach for the Sustainability of Livelihoods through Adaptation Strategies”.

4. The Gender Assessment aims at addressing gender inequalities and identify opportunities provided by project activities to bridge the gender gaps. In addition to the Gender Diagnosis, a Gender Action Plan will provide detailed of measures which will ensure

¹¹ Women's Secretariat. Government of Mexico City. <https://www.semujeres.cdmx.gob.mx/conoce-tus-derechos>.

¹² Secretary of Government. Mexico. Official Journal of the Federation. National Development Plan 2019-2024.

¹³ National Women's Institute. INMUJERES. Government of Mexico. National Program for Equality between Men and Women 2020-2024. PROEQUALITY.

the participation of women in project activities, monitor progress, and evaluate the transformations achieved in favour of women.

5. Due to the context of the COVID-19 pandemic, it is pending to deepen and update the assessment and the GAP based on direct consultation with the beneficiaries.

Part I: Gender Assessment

6. The Gender Assessment takes into consideration GCF key questions for the development of a gender analysis/assessment and is at this stage based on a literature review of national and international sources.

7. The information collected and analysed is organised according to the following aspects: i) Poverty situation analysis, ii) vital statistics, iii) legal status of women, iv) political participation and decision-making, v) education, vi) division of labor, vii) employment status, viii) beliefs, perceptions and common stereotypes related to gender, ix) access to and control of resources and assets, x) access to information and communication technologies and xi) gender inequalities and climate change.

Poverty situation

8. In 2018, poverty and extreme poverty affected 41.9% (52.4 million) and 7.4% (9.3 million) of the total population, respectively. In rural areas, where a quarter of Mexicans live, poverty affected 55.3% (about 17 million people)¹⁴. Although poverty rates have not changed significantly in the last decade¹⁵, extreme rural poverty has decreased by almost 11 percentage points between 2008 and 2018 (27.1% and 16.4% respectively). Despite this reduction, it still represents one third of the total number of people living in poverty in rural areas¹⁶.

9. Economic growth has not been inclusive in its benefits, and reducing disparities remains a key challenge for the country's development policy. 88% of women living in rural areas of the country are highly marginalized¹⁷. In the Mexican countryside, women are more affected by poverty than men, (55.9% and 54.7% respectively)¹⁸. Indigenous peoples and the Afro-Mexican population have historically had the highest poverty rates and continue to be a highly vulnerable population due to their unequal situation. According to CONEVAL, in 2018, nearly 70% of the indigenous population, equal to more than 8 million people, experienced a situation of economic poverty and 28%, 3.4 million people suffered from a situation of extreme poverty¹⁹. The situation is even more adverse for indigenous women living in rural areas where 8 out of 10 live in poverty and 4 out of 10 in extreme poverty²⁰.

¹⁴ National Council for the Evaluation of Social Policy. CONEVAL. Rural Poverty in Mexico.

¹⁵ National Council for the Evaluation of Social Policy. CONEVAL. Findings of the Degree of Social Gap at urban AGEB level 2020

¹⁶ National Council for the Evaluation of Social Policy. CONEVAL. Rural Poverty in Mexico.

¹⁷ IFAD. MEXICO. Social Economy: Territory and Inclusion Project Detailed Design Report 2017.

¹⁸ INEGI. 2019. Women and men in México.

https://www.inegi.org.mx/contenido/productos/prod_serv/contenidos/espanol/bvinegi/productos/nueva_estruc/702825189990.pdf

¹⁹ Poverty measurement 2018. Población según pertenencia étnica, CONEVAL, Mexico, 2018.

https://www.coneval.org.mx/Evaluacion/PublishingImages/Pobreza_2018/POBLACION_PERTENENCIA_ETINICA.jpg

²⁰ IFAD-FAO. 2018. Closing the Gaps: Public Policy Note for Gender and Intercultural Mainstreaming in Agriculture and Rural Development. <https://www.ifad.org/en/web/knowledge/publication/asset/41195962>

Vital statistics

10. *Maternal mortality:* Since the start of the pandemic to date, more than 790 pregnant women have died from covid-19 in the country, the second worst figure in the Americas, only behind Brazil. Despite an intensive vaccination campaign, the coronavirus was the leading cause of maternal death in 2021. Other causes were directly related to uncontrolled conditions during pregnancy due to poor availability of health care. Edema, hypertensive disorders and obstetric hemorrhage were among the most frequent causes of death in this population group in 2021. Prior to the pandemic, in 2019, this rate stood at 31.1 per 100,000 births; during the coronavirus crisis, this rate increased to 53.1 per 100,000 births²¹.

11. *Infant mortality:* Third Government Report of the Federal Executive estimates infant mortality for the year 2021 at 14.4, a figure similar to those of 2013 and higher than those recorded between 2014 and 2020²².

12. *Life expectancy:* For 2019 the average life expectancy of the population was 75 years, being *higher* for women than for men. Women live an average of 78 years while men live an average of 72 years²³.

13. *Child marriage:* According to the United Nations Population Fund and the 2009 National Survey of Demographic Dynamics (ENADID 2009), Mexico's child marriage rate is the fifth highest in Latin America and the Caribbean; 22.9% of women aged 20-24 were married or entered into an informal union before the age of 18. This has not changed in almost 30 years. In Chiapas and Guerrero, the child marriage rate reaches the 'critical' level of 30%, as well as among the rural population in 14 states²⁴. The rate of child marriage among women who have only completed primary school ranges from 33.0% to 77.6%²⁵.

Legal status of women

14. In 1974, the Congress of the Union approved the reform of Article 4 of the Constitution, which establishes legal equality between men and women. There are also two main laws that protect the integrity of women: i) General Law for Equality between Women and Men, published in 2006, which aims to regulate and guarantee equality between women and men and to propose institutional guidelines and mechanisms to guide the nation towards the fulfilment of substantive equality in the public and private spheres, promoting the empowerment of women. Its provisions are of public order and social interest and of general observance throughout the national territory²⁶. ii) The General Law on Women's Access to a Life Free of Violence, issued in 2007, whose purpose is to establish coordination between the Federation, the federal entities, the territorial districts of Mexico City and the municipalities to prevent, punish and eradicate violence against women, adolescents and girls, as well as

²¹ EL PAÍS. Mexico. 2022. Maternal deaths in Mexico register the worst figures in two decades due to the coronavirus. <https://elpais.com/mexico/2022-02-10/la-muerte-materna-en-mexico-registra-las-peores-cifras-en-dos-decadas-debido-al-coronavirus.html>

²² Social Mexico. The Social Question in Mexico. Children and women: painful setbacks. <https://www.mexicosocial.org/ninas-ninos-y-mujeres-dolorosos-retrocesos/>

²³ INEGI. Tell me about Mexico. Population. <https://cuentame.inegi.org.mx/poblacion/esperanza.aspx?tema=P>. Accessed 11 July 2022

²⁴ Bonfil, P. UNESCO. 2020. Gender and Education in Mexico and Guatemala. Background paper prepared for the GEM 2020 Report. Citing Pérez Amador and Hernández 2015.

²⁵ Bonfil, P. UNESCO. 2020. Gender and Education in Mexico and Guatemala. Background paper prepared for the GEM 2020 Report. Citation to INSAID 2017

²⁶ Chamber of Deputies of the H. Congress of the Union. 2006. General Law for Equality between Women and Men. Mexico. <https://www.diputados.gob.mx/LeyesBiblio/pdf/LGIMH.pdf>

to establish the principles and mechanisms for full access to a life free of violence, and to guarantee the free exercise of their human rights and strengthen the democratic regime established in the Political Constitution of the United Mexican States²⁷.

15. In the agrarian sector, the General Law of Agrarian Reform was enacted in 1971 and recognized the possibility for women to hold agrarian rights on an equal footing with men. Article 200 of this law establishes that "Mexicans by birth, men or women over 16 years of age or of any age if they have dependents" have the right to land. Article 45 empowers women to participate in *ejido* assemblies, and Article 78 guarantees that women do not lose their agrarian rights by marrying another *ejidatario*. The Constitutional Reform of 1992 repealed the Federal Agrarian Reform Law and changed its name to the current Agrarian Law. Article 15 of this Law states that in order to become an *ejidatario*, it is mandatory to be a Mexican citizen of legal age or of any age if he or she has a dependent family or is the heir of an *ejidatario*. However, no explicit reference are made to gender and recognizes that when speaking of *ejidatarios*, there is no distinction between men and women²⁸. In 2017, a decree was approved reforming Article 71 and adding an eighth paragraph to Article 108 of the Agrarian Law, establishing the creation and granting of legal status to the Women's Industrial Agricultural Units (UAIM), for the purpose of carrying out and coordinating productive activities, mutual assistance, resource use, commercialisation or other activities not prohibited by law, which they develop in their agrarian nucleus²⁹.

Political participation and decision-making

16. According to data from January 2021, women occupy 50% of national parliamentary seats, but only 26% of the total number of state secretaries. In the case of state cabinets their percentage of participation is very variable, reaching more than 50% in the project area in the states of Morelos and Puebla (54% and 53% respectively) while in Guerrero and Jalisco the percentages are considerably low (5% and 16%)³⁰.

17. At the local level, the country reports 45% of women in the deliberative bodies, which ranks 11th out of 133 countries³¹ in the world.

18. In the case of the Agrarian Communities, in 2016 the Agrarian Law was reformed by incorporating an additional paragraph in article 37, in the section corresponding to the *ejido* bodies, which refers to "Candidates for elected posts that make up the *ejidal* commissariat and the oversight council must be made up of no more than sixty percent of candidates of the same sex, and may aspire to any of the posts indistinctly. For the commissions and auxiliary secretaries of the *ejidal* commissariat, the integration of women will be sought"³².

²⁷ Chamber of Deputies of the H. Congress of the Union. 2007. Ley General de Acceso de las Mujeres a una Vida Libre de Violencia (General Law on Women's Access to a Life Free of Violence). Mexico.

https://www.gob.mx/cms/uploads/attachment/file/209278/Ley_General_de_Acceso_de_las_Mujeres_a_una_Vida_Libre_de_Violencia.pdf

²⁸ Women in the territory. S.f. Government of Mexico. Mujeres por el acceso a la tierra. Aproximaciones a los retos que enfrentan en el ejercicio pleno de sus derechos agrarios.

²⁹ Chamber of Deputies of the Congress of the Union. 2017. DECREE reforming Article 71 and adding an eighth paragraph to Article 108 of the Agrarian Law. Mexico.

https://www.diputados.gob.mx/sedia/biblio/prog_leg/Prog_leg_LXIII/134_DOI_27mar17.pdf

³⁰ More Democracy. 2021. With information from state government websites.

³¹ Berevoescu, I. and Ballington, J. UN Women. 2021. "Women's representation in local government: a global analysis". Working paper. 2018 data for Mexico

³² Chamber of Deputies of the Congress of the Union. 2016. DECREE adding a second paragraph to Article 37 of the Agrarian Law. Mexico.

https://www.diputados.gob.mx/sedia/biblio/prog_leg/Prog_leg_LXIII/108_DOI_19dic16.pdf

This means that the minimum number of women representatives will be 40%. However, out of 14,531 *ejidos* and communities with representative bodies, only 22% have women representatives and only 7.4% were chaired by a woman, according to figures from the National Agrarian Registry 2019. In the project area, it is the state of Puebla that reports the highest percentage of women in *ejidal* positions (7.4%) while Guerrero is where they are least represented (2.8%)³³.

19. Despite the existence of legal spaces for greater participation of women in decision-making bodies, there are socio-cultural barriers that affect the recognition and support for women's ability to hold decision-making positions, which have traditionally been held by men, and women themselves sometimes question their ability to do so. The unequal distribution of work within the family, which overburdens women with long working hours, affects their availability of time to take on an additional job in addition to those they already hold. On the other hand, in the case of *ejidos*, there is the lack of land ownership.

20. Considering the existing legal protection for greater participation of women in decision-making bodies at all levels national, federal entities, localities and *ejidos*, as well as the existence of successful experiences of women's participation, it is possible to promote greater women's leadership. It will be necessary to address the limitations identified in relation to gender patterns and stereotypes that cast doubt on women's leadership capacity and frighten men about the possibility of ceding power, the strengthening of women's leadership capacities and access to opportunities for greater availability of information, especially through digital media.

Education

21. In rural areas of Mexico, school non-attendance is higher (17.1%) than in urban areas (13.5%)³⁴. Currently in Mexico, basic education coverage is close to 100%, mainly in primary education (from six to twelve years of age). Although the expansion of coverage has been an important educational achievement, there are several difficulties beyond the increase in school services. This has resulted in situations of vulnerability and social injustice, especially those belonging to rural and indigenous communities. In addition to the various shortages and difficulties faced by these communities (such as lack of basic services, few employment opportunities, high levels of marginalisation and poverty, lack of communication routes, among others), the complexity of the educational system established there must also be taken into consideration as it results in incomplete school organisation, decontextualised curricular proposals, insufficient and irrelevant teaching materials, etc. Given that these communities are often located in places that are difficult to access and where the population is small, it is considered unnecessary to assign more than one teacher per school, which is why there is a significant number of schools where there is lack of full teaching staff. This has led to the establishment of multi-grade schools, i.e. schools where one teacher attends students from different grades in the same classroom³⁵.

22. In addition, there are obstacles for children to stay in school: for example, domestic and family care work, early unions, and family and child labour are barriers to girls' access to and permanence in school, especially indigenous girls. External factors such as remoteness

³³ Mexican Institute for Competitiveness. IMCO.2020. *Rural women in the economy*.

³⁴ INEE. *Compulsory Education in Mexico. Report 2019*. Calculations based on the Intercensal Survey 2015 (INEGI, 2015a).

³⁵ Rojas, Enrique. 2018. *Conditions of rural education in Mexico, Findings from a multigrade school*. Revista Chakiñan de Ciencias Sociales y Humanidades, núm. 5, pp. 40-53. National University of Chimborazo. Ecuador.

from educational centres, especially at secondary level³⁶ should be mentioned. In the case of adults, *illiteracy* at the national level reaches 5.5% of the population, with women being the most affected (3.8% men and 6.1% women). In the states of the project area, the total rises to 13.6% in Guerrero and 13.3% in Oaxaca, followed by Michoacán and Puebla (8.3% in both cases). Three states are below the national average for female illiteracy: Jalisco, Michoacán and Morelos (5.5%, 5.6%, 6.1% respectively)³⁷. The illiteracy rate among indigenous women and men aged 15-29 reached 4.8% and 3.5% respectively, decreasing in the youth population³⁸. Rural women have 3.4 fewer years of schooling than urban women (7% vs. 10.5 respectively)³⁹.

Division of labour between women and men

23. The National Household Income and Expenditure Survey ENIGH 2019 shows that while women dedicate 67% of their total weekly working time to unpaid domestic work, men dedicate a similar percentage (69%) to market work. **On average, women work 6.2 hours more than men and, in the states where the project area is located, the greatest differences are found in the states of Guerrero and Oaxaca, where the gap is -9.6 and -9.1 respectively. while the state with the smallest gap is Morelos (4.3).** As a consequence, women choose to participate less in paid productive activities, participate less in management committees or take an active part in assemblies or other time-consuming decision-making bodies due to lack of time. This situation particularly affects women heads of household, who have the greatest responsibilities and must cover all the needs of their families, especially when the children are minors. 35% of all Mexican households are headed by women and these households receive three quarters of the income that households with a male head receive⁴⁰, aggravating their situation.

24. The functions of rural women include productive, communal and care work, representing a fundamental pillar of family survival. They fulfil their triple role generally in conditions of very high marginalization, which places them in one of the weakest links in the chain to strengthen and rescue the Mexican countryside. The gap between paid and unpaid work is one of the gender gaps that must be addressed if women are to be effectively incorporated in development in equal conditions, as active agents of development⁴¹.

25. On the other hand, it is important to highlight the relationship of young women with work and study. Of the young people living in rural areas of Mexico (4 out of 10), 25.2% of young women and 7.6% of young men neither study nor work, and the proportion engaged in agriculture has been decreasing. For women, the majority are engaged in household chores, which is associated with early marriage and childbearing. In addition to dropping out of school, young women relegated to the home have experienced reduction of opportunities for ~~per~~ exchange and access to public spaces in their communities.

³⁶ Bonfil, P. UNESCO. 2020. *GENDER AND EDUCATION IN MEXICO AND GUATEMALA. Indigenous girls and school inclusion in Mexico and Guatemala*. Background paper prepared for the GEM 2020 Latin America and the Caribbean Report.

³⁷ Intercensal Survey, 2015. Retrieved from CNDH. Mexico. <https://desca.cndh.org.mx/indicadores/Educacion>.

³⁸ Bonfil, P. UNESCO. 2020. *GENDER AND EDUCATION IN MEXICO AND GUATEMALA. Indigenous girls and school inclusion in Mexico and Guatemala*. Background paper prepared for the GEM 2020 Latin America and the Caribbean Report.

³⁹ INMUJERES. 2019. *Inequality in Figures. Rural women*. Year 5, Bulletin No. 11, November 2019.

⁴⁰ Instituto Mexicano de la Competitividad A.C. IMCO. How much we earn and what we spend on. July, 2023

⁴¹ FAO, IFAD. 2019. Closing the Gaps. Public Policy Note for Gender and Intercultural Mainstreaming in Agriculture and Rural Development.

Employment status

26. *Women's labour force participation* in Mexico was only 45% in 2019, compared to 77% for men, a gap of 32 percentage points. This is below the OECD and Latin American average⁴². Although there has been an increase in women's labour force participation in the economically active population in rural areas, it remains below the national average.

27. According to information from the 2019 National Occupation and Employment Survey, 35.6% of rural women aged 15-64 have a paid job, a lower percentage than urban women (50.2%). In addition, among employed women living in rural localities, 75.5% have no benefits, while this percentage is significantly lower in urban areas (49.6%).

28. Of employed rural women, 24.5% work in commerce, 23.4% in services, 20.1% in manufacturing industry and 13.3% in agriculture, livestock, forestry, hunting or fishing. Among women employed in agricultural and fishing activities, only 3.1% are exclusively engaged in paid work, while 96.9% are engaged in other unpaid activities⁴³.

29. The three main unpaid activities performed by women working in agricultural and fishing activities are household chores, caring for people and fetching firewood and water for their household⁴⁴.

30. Women's *unemployment* as a percentage of the female labor force in 2021 was 4.2% while for men it was 4.5%⁴⁵. As for the labor force employed in agricultural work, 56% of men and only 29% of women are paid for their work⁴⁶.

31. *Informal economy*: Mexico has the highest level of informal employment among the largest economies in Latin America with 60% according to the OECD, which translates into a population with low wages and low social security coverage, non-compliance with labor rights and no taxes. Women working in the informal economy are more vulnerable to living in poverty, yet their work contributes more than 9 million pesos daily to the country's economy, according to figures from the Laboratory for Analysis in Commerce, Economics and Business (LACEN). According to the World Bank, one of the effects of the pandemic has been that many unemployed women opted to enter the labor market as traders even though it is informal employment: "Informal employment, underemployment and unemployment are associated with lower levels of labor income and therefore a greater likelihood that the women and as well as their families will be poor or vulnerable"⁴⁷.

Common beliefs, perceptions and stereotypes related to gender

32. For centuries, stereotypes have been constructed in Mexican culture (as in other contexts) that characterize men as providers of the household, heads of the family and, to a certain extent, decision-makers. When productive work is considered a man's own responsibility, he is in a position to control and manage the economic and technological resources to which the exercise of power, both public and private, is strictly linked. In contrast, women's work in the home is for immediate consumption and is therefore invisible and not

⁴² World Bank Group. 2020. *Women's labour participation in Mexico*.

⁴³ INMUJERES. 2019. *Inequality in Figures. Rural women*. Year 5, Bulletin No. 11, November 2019.

⁴⁴ INMUJERES. 2019. *Inequality in Figures. Rural women*. Year 5, Bulletin No. 11, November 2019.

⁴⁵ ILO in World Bank database. <https://datos.bancomundial.org/indicador/SL.UEM.TOTL.MA.ZS?locations=MX>

⁴⁶ National Agrarian Survey 2017 Cited in Cubillas, A. sf. Women's rights in the Agrarian Law.

⁴⁷ *Forbes Women. 2021. Informal' women contribute 9 million pesos a day to GDP... and are more likely to be poor.*

valued economically or socially⁴⁸. These differences not only in what each person does, but also in the value socially assigned to these tasks, mark a difference that affects women's performance in the public sphere where men act and restrict them to the home and family private sphere.

33. The concept that men are in charge and make the decisions makes women "asking for permission" to act, which is often, denied, especially when it comes to authorizing women's participation in productive and recreation activities outside the family. This behavior also affects their possibilities to participate in assemblies or other decision-making activities.

34. These stereotypes, which are also present in institutional officials, limit women's access to goods and services that are not related to their culturally assigned roles. Thus, for example, services related to care and health are oriented towards women while those related to production and the market are directed towards men.

35. To overcome these limitations, CONAFOR has implemented Integral Productive Projects for women that incorporate affirmative actions by allocating up to 20% of the resources assigned to the project to pay tasks associated to caring.

Gender Violence

36. In 2022, 27 of Mexico's 32 states experienced increases in their rates of sexual violence and 23 experienced increases in their rates of family violence. According to the National Survey on the Dynamics of Relationships in Homes (ENDIREH) 2021, sexual violence constitutes around two-thirds of the violence that women experience in public spaces, and around two-thirds of these acts are committed by strangers. In 2022, the country reached a new record for the number of emergency calls reporting incidents of sexual violence, with 6,977 calls. This equates to a 13.1% increase from 2021 and is almost double the number in 2017. In 2022, 968 cases of femicides were reported, a 127% increase from 2015. Currently, approximately one in four murders of women in Mexico is classified as feminicide⁴⁹. Women in rural areas generally have fewer resources to report and get help, due to the lack of institutional presence and the permissiveness of sexist stereotypes rooted in rural communities. "Violence against women is an extreme manifestation of gender inequality which violates their human rights and undermines their physical and mental health and their ability to be productive members of the community⁵⁰.

Access to and control of resources and assets

37. Forestry and agricultural production activities play a fundamental role in the livelihood of the rural population in the project area. Indigenous *ejidos* and communities cover 65% (11.7 million ha) of the Basin area; however, *ejidatarios* and communal farmers generally own small plots (5 ha or less) with low productivity, mainly due to lack of access to means of production, technical assistance and financing. According to data from the National Agrarian Registry (RAN), of the 4.9 million people who own agrarian nuclei throughout the country, more than 3.6 million are men and only 1.3 million are women (26%). Of the federal entities in the project area, Guerrero has the highest percentage of women owners (33%) and Jalisco has the lowest percentage (24.7%)⁵¹. Their productive activities are concentrated in backyard

⁴⁸ INAM. S.f. *The impact of stereotypes and gender roles in Mexico*.

⁴⁹ IEP. Peace Index. Mexico 2023. *The increase in gender violence*.

Article. <https://www.indicedepazmexico.org/el-aumento-en-la-violencia-de-gnero>

⁵⁰ IFAD. *It is time to end violence against rural women*. November 2022

⁵¹ Mexican Institute for Competitiveness. IMCO.2020. *Rural women in the economy*.

production from which they obtain food for self-consumption, and collection and processing of non-timber forest products mainly from community areas.

38. Lack of land ownership is a constraint to accessing credit and other formal finance products that require land as collateral. This reality pushes women to use other types of informal financing such as loans from family, friends or acquaintances. According to data from the ENIGH 2019, 65% of women use this type of credit, which is generally for smaller amounts to solve emergencies.

39. Producers in general have limited access to technical assistance for production and less access to those practices related to climate change adaptation and ecosystem restoration. In this context, women face greater constraints than men due to the low recognition and value placed on their role as producers. In general, services are oriented towards men, even in those cases where women led production due to male migration or female-headed households.

40. Women's access to existing initiatives in the National Forestry Commission (CONAFOR) stands out, with women representing 27% of the beneficiaries of the Programme for Business Strengthening in Forest Landscapes (PROFOEM) and 35.3% of the beneficiaries of the Support Programme for Sustainable Forestry Development (PADFS) in 2021.

Access to information and communication technologies

41. In the country, women spend an average of 15.1 hours per week on mass media while men spend 16.1 hours. This difference is increased in communities with less than 100,000 inhabitants where the average is 12.8 hours for women and 14.0 hours for men. In most of the states of the project area, the average time spent on mass media is less than the national average, with the exception of Jalisco (15.7 hours) and Michoacán (16.6 hours). Oaxaca stands out as the state where the population spends the least amount of time with an average of 11.2 hours, probably related to the greater presence of the indigenous population⁵² and the difficulty of access to communication technologies either due to lack of Internet connectivity, lack of electricity or difficulties in purchasing equipment such as mobilephones and computers.

Gender inequalities and climate change

42. In general, the effects of climate change on the population are diverse, and serious issues that are already occurring may intensify due to climate change, as for example: water shortages; increase in diseases due to the transmission of pathogens such as dengue fever, diarrhea, asthma and others, internal migration and population growth concentrated in a small number of urban centers that are already facing environmental stress.

43. The project area is highly vulnerable to the effects of climate change due to its specific biogeographical conditions; the way natural resources are managed; social vulnerability existing inequalities, particularly gender inequalities. It is among the two main regions of the country with the highest climate vulnerability index. The impacts of climate change, including rising temperatures and heavy rains, aggravate the situation and increase the vulnerability of rural families.

⁵² INEGI, INMUJERES. *National Time Use Survey 2019*. Presentation of results. Second edition.

44. The reduction of productive resources and domestic supply, caused by climate change and the destruction of ecosystems, exacerbate the conditions of poverty and the unsatisfaction of families' basic needs. As a consequence, their members adopt various strategies where migration, redistribution of responsibilities and tasks on the farm and in the household, result in an increase in the number of female heads of household and an increase in the time and burden of their working hours.

45. There is sufficient evidence that the collection and use of water and fuel for washing, cleaning and cooking increases with the adverse effects of climate change. In rural areas, the main source of energy is fuelwood, and the effects of deforestation and desertification mean that it is sought further away from the household. In localities of less than 2,500 inhabitants, the percentage of households using firewood or charcoal is 49.2%, only 76.2% have piped water to the house⁵³. The effects of climate change mean that people have to travel longer distances to fetch firewood and water, requiring not only a greater investment of time, but also greater physical effort. In addition, the lack of drinking water has consequences for people's health, causing illnesses that in turn increase women's household tasks referring care work.

46. In terms of their productive role, women's reduced access to institutional resources to address the effects of climate change on their farms leads to a progressive deterioration or abandonment of the activity, with consequent effects on their well-being and on the well-being of their families.

47. In many rural and indigenous communities, when men migrate to the United States, women are the ones who work the land, but they are not recognized as having rights to it, even if the owners do not return. As they do not own the land, women cannot receive support from equipment or infrastructure programs, nor can they receive credit or economic support for payment of environmental services⁵⁴.

48. In the Balsas Basin, the usual inequity faced by women in accessing different services and goods has been aggravated by the effects of climate change. On the one hand, activities traditionally assigned to subsistence production in the backyard, housework and family care become more tiresome due to rising temperatures, water scarcity and the absence of public drinking water services. On the other hand, economic activities, such as the extraction and management of non-forest timber products (palm, aromatic and medicinal plants, fruits, etc.), which are also often carried out by women, are affected by the loss of vegetation due to droughts, fires or other extreme weather phenomena, such as hurricanes and torrential rains. Disasters, such as landslides and floods, affect houses and cause losses in fruit production, farm animals and household goods, situations that have to be tackled mainly by women in charge of their families. Gender gaps expressed in women's limited access to resources, restricted rights and lack of voice in decision-making, are the conditions that make them most vulnerable to climate change⁵⁵.

Main findings for gender equality in the project

49. This assessment shows gender **gaps** that limit women's participation in the project. It highlights that women are more affected than men by poverty in rural areas and that existing

⁵³ Government of the Republic. Mexico. *PROIGUALDAD*. National Programme for Equal Opportunities and Non-Discrimination against Women 2013-2018.

⁵⁴ Mexican Institute for Competitiveness. IMCO.2020. Rural women in the economy.

⁵⁵ UNAM. 2016. *Climate change, gender perspectives*.

gender stereotypes result in long working hours and make their participation in productive and environmental activities invisible. It also reveals the increase in gender violence against women, their higher levels of illiteracy, fewer links with the mass media, hold few decision-making positions in the *ejidos* and communities, only a third of women engaged in agricultural work are paid for their work, and have less access to land, credit and technical assistance than men. It is also evident that women are more vulnerable to climate change due to the roles they play, for example: there are more women headed households due to migration, more effort and time are required to carry out care work. It is also important to note that the usual inequity women face in accessing different services and goods for production has been aggravated by the effects of climate change,

50. On the other hand, it identifies **opportunities** from which the project can benefit. These include the existence of national laws and policies aimed at the full entitlement of women's human rights, gender equality and a life free of violence. In the agrarian sector, laws have been formulated recognizing women's right to land, to be elected to decision-making positions in *ejido* commissions and oversight councils, and to develop productive activities through their own organizations.

51. Although women hold barely a quarter of all land ownership certificates, there are mechanisms such as the Women's Industrial Agricultural Units (UAIM), CONAFOR's Common Interest Participatory Groups that provide opportunities for women to access land collectively through their own organisations, and the PES on collective lands that allows women to participate and benefit even if they are not direct *ejidatarias*.

52. As part of the programmatic framework of the forestry sector, the National Forestry Programme 2019-2024 details the commitment to the implementation of a strategy for the inclusion of indigenous peoples, youth and the gender perspective in the instruments and actions aimed at the forestry sector to favour their effective participation. This strategy is being implemented and shows significant progress in the adoption of measures that favour the participation of rural women in this sector, among them: progress has been made in the incorporation of the gender perspective in the ROPs of the PADFS, in the priority criteria for phytosanitary treatments, rural fire management brigades, general criteria for forest sanitation brigades, as well as the implementation of the concept of comprehensive productive projects for women's groups that include activities for the generation of added value to forest products as well as include resources to provide support care tasks.

53. There are also experiences of women's participation as beneficiaries of CONAFOR's Payment for Environmental Services Programme (PES), which show that women's land tenure is not necessarily a limitation for their participation as PES beneficiaries. Male chauvinist prejudices in the community, lack of information about the existence of community projects and the interest of some *ejido* leaders (*comisariado*) in benefiting only a sector made up mostly of family members and acquaintances, are factors that limit women's participation⁵⁶. This research conducted in the state of Guerrero shows that PES projects on collective lands in agrarian communities and *ejidos* are an opportunity for women to actively participate and benefit even though they are in the minority as *ejidatarias*. For example, the *Ejido* of San Vicente de Benitez in the state of Guerrero benefited from PES for 5 years starting in 2012, and despite having only 160 *ejidatarios*, 992 people (men and women) were

⁵⁶ Olea Reséndiz, María de Jesús. 2017. *Impact of payment for environmental services on women from three cultures in the state of Guerrero*. Thesis presented as a partial requirement for the Master's degree in Agricultural Sciences and Local Management. Autonomous University of Guerrero. Iguala, Gro. Mexico.
http://ri.uagro.mx/bitstream/handle/uagro/213/FP15152199_maestria.pdf?sequence=1&isAllowed=y

defined as beneficiaries, which was the total population of the five localities that make up the *ejido*. As a result, the participation of women was 89% and the number of daily wages contributed by citizens (*ejidatarios* or not) participating in the project, 2012-2015 was 1294 in total, of which 51% were from women and 49% from men. In two other *ejidos* that were part of the research, women participants were only 5.6% in Yolojóchitl and 16.7% in Copanatoyac, mainly due to the aforementioned factors related to machismo, limited access to information and the interests of the authorities to benefit specific groups in the communities and *ejidos*.

54. The openness towards women's participation in the *Ejido* of San Vicente de Benitez is not the most common behaviour in the *ejidos*, but the exception. However, it shows that even if women do not have their own land, they can be beneficiaries of a PES programme if the necessary social conditions are created.

Part II: Gender Action Plan (GAP)

55. The BALSAS project is fully committed to social inclusion, women's empowerment and the transformation towards a balanced relationship between men and women. Through its proposals for action, it is aligned to a mainstreamed transformative gender approach so that it is integrated throughout the project cycle and permeates its entire structure. It seeks to ensure that men and women have access to all the services offered and in particular to the resources and benefits aimed at increasing resilience to climate change and ~~reducing~~ the vulnerability of ecosystems in the Balsas River Basin. Mainstreaming therefore means that this GAP is not an add-on to the project but rather an integral part of its structure, as well as a responsibility of all actors in charge of its design, implementation, monitoring and evaluation.

56. Its preparation required i) an analysis of current national laws and policies, commitments made and signed at the international level related to gender by the Government of Mexico, as well as institutional policies and strategies, especially those of CONAFOR as project executing entity, ii) a review of the commitments of international financial agencies (International Fund for Agricultural Development (IFAD) and the Green Climate Fund (GCF) expressed in their policies, strategies and actions to ensure gender equality in their projects, iii) a review of the progress in the design of the project "BALSAS: Basin Approach for Livelihood Sustainability through Adaptation Strategies", especially its Logical Framework and iv) the Gender Assessment contained in the first part of this document, which provides an overview of the gender gaps and issues women face in Mexico, based on a literature review of national and international sources. This assessment, however, faced shortcomings in the availability of quantitative and qualitative information on gender gaps and the situation of women, especially indigenous women, in the specific area of intervention of the project, an aspect that will have to be completed with the results of the respective consultations.

57. The Action Plan contains three sections: the first one refers to the identification of mechanisms and activities considered necessary to eliminate or reduce the gender gaps identified during the diagnosis; the second part contains the description of the specific activities addressed by the project for the achievement of the expected impact and results in terms of climate resilience, improvement of productive ecosystems and rural development, considering the quantitative and qualitative improvement of women's participation and gender equality; the third part presents a matrix according to the requirements of the Green Climate Fund that fits the logical framework of the project containing the activities by expected result and output, indicators and targets, the timeline of their implementation and responsibilities.

2.1. Mechanisms and activities identified to address gender gaps in the

BALSAS Project

58. Rural women are affected by an overload of work in the household and by stereotypical beliefs that see their lives as reduced to their supposed reproductive responsibilities, with little participation and decision-making power over the family's productive and economic resources. Additionally, their low levels of education and literacy, their lesser access to land, their limited access to paid work and information are obstacles to the recognition of their managerial, productive and economic roles and capacities. For this reason, in order to ensure their participation, mechanisms and activities have been defined in a way that allows the project as a whole and across its components to respond to the principle of gender equality mainstreaming. These mechanisms refer to the definition of percentage or participation goals, adapting to women's time availability, guaranteeing access to information, valuing and building on their knowledge and experience, capacity building including technical and soft skills, gender training for technical teams and communities, working with women role models, and existence of specialized gender human resources in the project.

- 2.1.1. Define quotas for women's participation as part of the target population of the project and the implementing teams.

59. Gender **quotas (minimum percentages for women participation)** have been an incentive to encourage the inclusion of women and to achieve equal opportunities for men and women. In Mexico, the allocation of quotas in various fields is already a practice. Their application in the project strengthens the participation of women in productive forestry and community activities. Due to the diversity of women's roles, they are agents widely interested in building resilience to the effects of climate change and the restoration of productive ecosystems, but unfortunately gender patterns and stereotypes tend to make their contribution and potential invisible. In the case of technical teams, the role of women in science, technology adoption and knowledge transfer in the climate field, ecosystem restoration and forestry activities is widely known.

Activities:

- ☐ It is defined that the participation of women as direct beneficiaries of the Balsas project will be 40%. This percentage is distributed within the different components and activities promoted by the project, considering the existing and potential coverage in CONAFOR and the possibilities offered by the BALSAS project. The specific targets by result and activity are detailed below.
- ☐ An increase in women's participation in all decision-making bodies of the project and its beneficiaries will be promoted. In this case, the project considers the current figures of women's participation in the representative bodies in *ejidos* and communities and will seek to increase these figures towards what is proposed by article 37 of the Agrarian Law regarding the existence of no more than sixty percent of representatives of the same gender in these bodies. Their role in the elaboration of multi-annual investment plans within basins, sub-basins and prioritized ethnic areas will be relevant.
- ☐ The limitations that women face in terms of land tenure will also be considered in those activities that require their availability for agroforestry and silvopastoral projects, seeking the participation of those who do have land titles or who can have access collectively through organizations.

- The project will use targeting criteria and methods that are inclusive of the different existing population groups (direct targeting and self-targeting) to ensure the identification and promotion of women's participation particularly women heads of household, and those in conditions of poverty and vulnerability. The proposal is based on using the priority criteria established in the Rules of Operation (ROP) of the Support Programme for Sustainable Forestry Development 2022 (PADFS) and adding direct targeting criteria to support the inclusion of groups in conditions of vulnerability.
- CONAFOR will seek to expand the participation of women in the technical teams, mainly in the *promotorias* supported by the project.

2.1.2. Facilitate women's availability of time to participate in project activities.

60. Both men and women are expected to actively participate in the project activities as both are affected by climate change in the performance of their productive initiatives for food and market purposes. However, given that women face longer work hours due to their domestic role, it will be sought that they can fully participate in the processes and activities of the project, exercising their rights, without this meaning a greater overload of tasks. With this objective in mind, the following is proposed:

- Assure socialization of the **domestic and care tasks within the family, as well as** the community organization by raising awareness of the inequality in the distribution of roles between men and women, and the importance of women having time for project activities and thus benefiting from project related services. To this end, the project's capacity-building spaces will be used, and dissemination materials will be developed.
- The **consideration of places and times suitable to the availability** of women for the development of project activities, so that distances, safety, mobility and the times are adapted to their needs. This way women can fully participate and their multiple tasks are not an obstacle to their benefiting from project services
- Identify and create partnerships with existing initiatives in institutions, communities and organizations that contribute to **alleviating the multiple domestic burdens** (childcare, fetching firewood and water and other tasks) to target or intensify their services for the households in the project area.
- Strengthen CONAFOR's initiative on integral productive projects for women that finance **affirmative actions** related to care work.

2.1.3. Ensuring access to information on participation opportunities and benefits offered by the project

61. Due to the existing constraints, the project will analyze the means used by people to get information. On one hand, it will strengthen the options of digital connectivity, and on the other hand, it will combine digital information with other mechanisms that are commonly used in the communities, such as radio.

62. A common problem is that the contents and means of dissemination of the products

and services offered do not reach women, limiting their demand. In view of this, the BALSAS project will take into consideration the media and forms of communication most used by women, as well as the design of contents that motivate and stimulate their active participation.

63. On the other hand, the digital divide, which mainly affects women, will be considered in the framework of climate information systems and options will be sought to bring women closer to digital technology and the use of complementary means of dissemination so that they can receive the required information. The activities will be as follows:

- A study on **women's** use of media (by age, ethnicity and place of residence) including information on the availability and use of internet and communication devices (radio, TV, smartphones, computers, etc.). This study could be included as part of the project baseline.
- Define a **communication strategy**, with messages that inform and promote women's interest in the services offered by the project, taking into account their access to the media, language and educational level.
- Create **digital education** opportunities **for women**, primarily leveraging smartphones to enable them to access climate information systems.

2.1.4. Valuing and drawing on women's and men's specific knowledge and experience to contribute to project outcomes and solutions.

64. The project focuses its activities and results on groups in conditions of greater vulnerability due to their situation of poverty and affectation due to climate change, but also recognises these groups for their constant struggle to face the difficulties it causes and for being holders of experiences and knowledge that have been effective and deserve to be taken up again as part of the solutions for mitigation and adaptation to climate change that the project proposes. Both men and women are in a position to make significant contributions to the search for solutions that combine practical knowledge with the science-based knowledge of technicians and professionals. In this respect, the project will carry out the following activities:

- **Systematisation of experiences** on climate-resilient and adapted agronomic techniques and technologies designed and implemented by women (mainly indigenous women), to be incorporated into project proposals and used in the framework of training for the different actors.
- Consider this **knowledge and experience as part of** adaptation, mitigation and restoration **strategies** and in the development of training materials for use by the teams and the beneficiary population.
- Create participatory spaces for the **exchange of knowledge and experiences** where women play a leading role.

2.1.5. Create a didactic offer aimed at strengthening women's capacities for empowerment and the development of successful climate-resilient productive initiatives

65. The use of the services and benefits provided by the project through its components

depends to a large extent on the capacities of women to face the challenges involved in leading and managing agro-climatic initiatives, managing the production and marketing of products in value chains and the appropriate use of information, among other issues. For this reason, the following activities are considered:

- Develop and execute training based on the didactic principles of the active methodology called **APA (*Aprendo, Practico y Aplico*)** which promotes the interaction of the participant with the learning process, so that, through guidance, he/she is able to become more autonomously involved in the training process. It favours the appropriation of knowledge through the construction and discussion of ideas individually or collectively, develops communicative abilities, develops skills for social coexistence and gives contextual value to their learning. The following topics would be addressed:
 - Gender focus
 - Leadership and management of organisations
 - Climate-resilient production management and marketing
 - Climate-smart value chains: concept, functioning, participation, benefits and challenges
 - Approach to digital technology (use of smartphones)

Some of these topics are already included in RO_22's catalogue of capacity building topics while others will need to be incorporated.

2.1.6. Gender training for technical teams, project contractors and communities

66. Gender stereotypes are generalised opinions or prejudices that are harmful when they - limit the capacity of men and women to develop their personal abilities, - impede the social recognition of their capacities, - affect their leadership possibilities, and - limit their access to goods and services that are not in accordance with their socially established image. The project will address these stereotypes through the following activities aimed at technical teams, contractors and communities:

- Through workshops, the gender capacities of the project's teams of professionals, technicians and contractors will be strengthened, according to their roles.

It will address

- i) gender stereotypes and their effect on the lives of men and women,
 - ii) Analysis on gender violence: prevention and care protocols
 - iii) the relevance of a gender equality approach to climate change mitigation and adaptation and ecosystem restoration,
 - iv) existing international commitments, regional and national policies and strategies, which are mandatory for the implementation of restoration actions with this approach,
 - v) experiences and lessons learned in climate change adaptation and mitigation and ecosystem restoration with women's participation,
 - (v) analysis of the commitments to the theme contained in the project design.
- How to address gender equality in the framework of the assigned activities.
 - Training will also be extended to communities, producers and producers through

mass-use educational materials such as posters, banners, and activities with audio-visual and easy-to-understand content that encourage everyone to participate as agents of change and take action against negative stereotypes and behaviours.

2.1.7. Prevention and channeling of complaints about violence against women

67. The increase in gender violence in the country is a concern of the federal government and of the states and municipalities in the project area, as well as of IFAD and GCF in all their actions. In response to this problem, the project will act:

- Coordination with the offices (secretaries, institutes, etc.) dedicated to the care of women in state and local (municipal) governments to identify and/or support the development of protocols with the mechanisms and route of actions for reporting. . and care for victims of gender violence.
- As part of the educational material produced for the training mentioned in 2.1.6, pamphlets will be published with the protocols for reporting and caring for victims of gender violence. These materials will also be distributed during the various events held by the project to achieve broad coverage.
- CONAFOR, through its Citizen Attention Mechanism (MAC), will act on internal complaints with the support of its Internal Control Body. This mechanism will act as the project's grievance mechanism.

2.1.8. Gender specialist staff for the implementation of the GAP and gender mainstreaming in the project.

68. Implementing strategies and actions that ensure gender mainstreaming in the project requires the participation of professionals specialised in gender. The support and advice of CONAFOR's specialised gender team is essential, as well as the strengthening of alliances with other public entities oriented towards gender equality such as the National Institute for Women (INMUJERES), the Ministry of Environment and Natural Resources (SERMANAT), institutions providing services related to health, education and care, as well as private sector companies and Non-Governmental Organisations (NGOs) that contribute to gender equality in the project area.

69. Considering also the dimensions of the project in terms of geographical coverage and beneficiary population, it will be necessary to have **human resources** assigned to provide continuous advice to the technical teams, implement concrete actions required for mainstreaming and provide continuous monitoring to ensure fulfilment of this GAP.

2.2. **Women's participation in climate resilience, productive ecosystem enhancement and rural development activities**

70. The BALSAS project expects to increase climate resilience, improvement of productive ecosystems and rural community development with the participation of women from the communities involved, as part of the direct and indirect actors as well as beneficiaries. Within the framework of its expected results and specific outputs, activities are identified, indicators are defined and compliance targets are established for monitoring and evaluation. Activities are incorporated to eliminate or reduce gender gaps that guarantee a quantitative and qualitative improvement of women's participation in the activities proposed by the project for the achievement of the expected results and outputs. Among these, access

to information and knowledge, capacity building, time use considerations, are considered fundamental for the active and transformative participation of women.

2.3. Activities by result

Outcome 1. Government programs and community development plans integrate climatechange criteria for attribution of supports

71. Output 1.1. Mechanisms for intersectoral coordination are strengthened to increase the technical and organizational capacities of small producers and facilitate synergies with the different levels of government and the private initiative. Within the framework of this output, women will be invited to participate in the basin, sub-basin and indigenous community committees. Their contribution will be relevant as bearers of knowledge and experiences that will feed back into the discussions and decisions regarding the achievement of agreements on the project's priority areas at the micro-basin level.

- Convene and strengthen the participation of women in decision-making in the RCIMT for the prioritization of intervention areas, as well as in the development of participatory multi-year investment plans. Based on women-oriented call and by opening spaces for their participation, it is expected that 40% of the members of these committees will be women.
- Considering the efforts carried out by the sector's institutions in relation to gender equality and the adjustments they have been making to adapt laws, policies, strategies and regulations for greater equity in participation between men and women, the project will support the adjustment of operational procedures in at least three programmes, including criteria for adaptation to climate change and positive actions for women. An analysis of the progress achieved to date and the identification of gaps in operational procedures that can be addressed under the project will be necessary.

72. Output 1.2: Participatory multiannual investment plans within prioritized basin, sub-basins and ethnic areas integrating mitigation instruments and adaptation to climate change.

- Women will be invited to participate in decision-making in relation to multi-annual investment plans. Consultation spaces will be created so that your needs and opportunities to present projects are considered, as well as to collect necessary information to guarantee your active participation in the project.
- The implementation of communication and awareness-raising campaigns to disseminate calls for projects will contain inclusive and gender-sensitive language and will take into account media and content (informative, motivational and empathetic messages) in accordance with the profiles of the target population.
- Considering the educational levels and the limited previous experience of women in the elaboration of project profiles, a simplified format will be designed to be easy to fill in and support will be provided by CONAFOR teams when necessary.
- With these measures, it is expected that at least 30% of people directly benefiting from the investment plans will be women.

73. Output 1.3: Strengthened capacities of local actors for climate change adaptation, resilience, and inclusiveness

- The project will strengthen CONAFOR's current capacity building programme by incorporating complementary themes to the existing ones. These include gender equality and the inclusion of women as well as life skills. In order to address these issues, experts will be involved in designing the training curriculum and the necessary support materials taking into account the contents proposed in section 2.1.6 of the chapter on Mechanisms and activities identified to address gender gaps in the BALSAS project.

This training will be aimed at extension workers, local facilitators and brigadistas, among whom women, especially young women, are expected to participate. The presence of women in these activities, besides opening a space of opportunity for them, is a strategic measure to facilitate project approaching to the female target population.

- The project will also strengthen CONAFOR's local promoters through training, equipment and materials for new promoters. Among the people recruited to carry out this work, at least one promoter (woman) will be hired per sub-basin. As in the case of facilitators and brigadistas, the attention of female beneficiaries will be favored by the strengthening of capacities on gender related issues for all promoters.

Outcome 2: Forest landscapes are sustainably managed and better adapted to climate change for the provision of environmental services and increase livelihood resilience.

74. Output 2.1 Agrarian communities conserve, restore and sustainably use forest landscape based multiannual investment plans through payment of environmental services (PES).

- Considering the experiences of women's participation as beneficiaries of PES, even without land titles, the project will promote changes in the limiting factors identified in 2017 (i.e. machismo in the community, women's lack of access to information, selection of beneficiaries for political and camaraderie purposes), to ensure their involvement in the projects within communities and *ejidos*. The project will inform communal and *ejido* authorities about the programme's focus on benefiting women, calls for participation in PES will use messages that appeal to both men and women, and project selection criteria that favor women's participation will be used.

75. Output 2.2. The productive systems of Agrarian Communities are strengthened and better adapted to climate change and variability

- In the framework of this product, women will be trained in production practices and technologies adapted to climate change and variability. This training will provide specific solutions to the specific needs of women according to their current and potential roles in the production systems in which they participate. The implementation of training activities will be defined according to women's schedules and, as far as possible, the selected locations should consider short journeys, taking into account the difficulties of commuting that they have.
- The agrarian communities will identify and incorporate women as beneficiaries of

financial transfers made by the project for the provision of technical assistance, of inputs and compensation of labor costs for their participation in landscape restoration activities, forest reforestation, establishment of silvopastoral systems and forest management adapted to climate change. It will be necessary to consider the actual and potential involvement of women in the promoted activities, rather than landowner status. Adequate dissemination of these opportunities will be key to motivate women and bring them closer to these initiatives.

76. Output 2.3: Participation of Agrarian Communities and Producer Organisations in value chains of forest and agroforestry products is strengthened and their livelihood resilience improved

- As part of the activity of Sustainable Forest Management adapted to climate change, inclusion and access to markets, value chains will be strengthened in a climate-sensitive manner, opening opportunities for greater participation of women's groups and organizations or with broad participation of women in the different segments of the chains, especially in economic activities linked to sustainable use and value addition to timber and non-timber forest products.
- In order to strengthen their capacities, gender training will be provided and women will learn about sustainable and climate-resilient production practices, organizational, managerial and marketing strengthening of enterprises within the framework of value chains. More details on the proposed methodology and contents are presented in section 2.1.5 of the previous section on mechanisms and activities identified to address gender gaps in the BALSAS project.
- The range of productive projects include affirmative actions with a gender perspective will be expanded, taking into account the successful experience developed by CONAFOR.
- Considering the backyard as a key space for food production and strategic for the subsistence of families, support will be provided for crop diversification and improved irrigation. Due to the proximity to the household, women will be the most involved and will receive technical assistance, necessary equipment and economic compensation for their work. The improvement in the quantity, quality and variety of food will allow for better consumption within the household, but can also generate surpluses for sale at the community and local level.

Outcome 3: The producers, inhabitants and authorities of the Balsas Basin have timely and relevant climate information for climate risk management, disaster prevention and knowledge management.

77. Output 3.1. Climate-hazards-related early warning and monitoring systems supported

- As part of the development of a platform and applications to facilitate access to climate information and early warning system, a participatory diagnosis will be needed to identify possible constraints in access to information that women may face so that measures can be taken to overcome these constraints.
- Considering the potential availability of smart phones, women will be trained in the use of these devices and in the use of the integrated climate information system. In addition, in response to the diagnosis developed, alternative ways of communicating information

through other media such as radio and written information will be developed if necessary.

- Regarding CONAFOR's plot monitoring and MRV system, capacities will be built to collect, analyse and report on quantitative and qualitative indicators related to gender and gender participation, social and environmental safeguards. To this end, mechanisms will be defined for the active participation of local communities in the collection and basic processing of information.

78. Output 3.2. Policy-relevant knowledge products elaborated from the systematic documentation of good practices and intervention approaches of the project

- Systematization of women's experiences and good practices on the use of climate resilient agronomic technologies and techniques that are relevant for knowledge sharing, adoption of new policies and institutional strategies and replication for scaling up will be undertaken.
- In order to disseminate the progress achieved and promote the exchange of knowledge and learning among beneficiaries, workshops will be held with women playing a leading role in sharing their experiences. These workshops will be accompanied by field technicians, who will be able to reinforce and reorient their work according to the findings. Field technicians, who will be able to reinforce and reorient their work according to the findings, will accompany these workshops and lessons learned that emerge from these spaces.
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2.4. Matrix of activities, indicators, goals, timeline and people responsible for them.

Impact: The climate resilience of the most vulnerable communities and ecosystems will be increased, and emissions from the Basin's production systems will be reduced with the participation of women as part of actors and direct beneficiaries of the project.				
Outcome 1. Government programs and community development plans integrate climate change and social inclusion criteria for attribution of supports.				
Output 1.1. The knowledge and experiences of women are considered in decision-making at the territorial level, due to their participation in the intersectoral coordination mechanisms strengthened by the project.				
Activities	Indicators	Targets	Timeline	Responsible
Activity 1.1.2. Women, as members of the RCIMT participate in the discussion making and contribute with their skills and knowledge to identify priority areas of attention at the micro-basin level.	% of the local members of the committees are women	At least 40	Y1-Y2	UCP*, CONAFOR, Promotorias
	% of women on committees who report influencing decision-making within the RCIMT framework	50		
Activity 1.1.4 Strengthen and operationalize criteria for adaptation to climate change and inclusion for women in institutional program procedures.	New operational proposals incorporate affirmative actions to improve the participation of women in the production of value chains	3	Y1-Y2-Y3	UCP, Promotorías, CONAFOR
Output 1.2: The processes for developing multi-year investment plans that contain instruments for mitigation and adaptation to climate change have 40% female participation and consider the needs and contributions of women.				
Activities	Indicators	Targets	Timeline	Responsible
1.2.1 Communication and awareness campaigns will be carried out to disseminate calls for project proposals with gender considerations.	Gender-sensitive campaigns and calls for proposals carried out	3	Y1-Y3-Y5	UCP, Promotorías, CONAFOR
	Simplified format for the submission of proposal profiles available to women	1	Y1	
1.2.2 Women participate in consultation and preparation of multiannual investment plans in basins, sub-basins and prioritized ethnic areas that integrate climate change mitigation and adaptation instruments with a gender perspective.	% of women population participating in updating the multiannual investment plans.	40	Y1-Y2	UCP, Promotorías, CONAFOR
	% of the direct beneficiaries of investment plans are women	40	Y1-Y6	
Output 1.3: Extension workers, promoters, local facilitators and “brigades” value the importance of women's participation for climate change adaptation, resilience and 40% of these groups are women.				
Activities	Indicators	Targets	Timeline	Responsible

Activity 1.3.1: Capacity development programs for extension workers, local facilitators and “brigades” with mechanism for the participation of women.	% of the participants are women	40	Y1 to Y6	UCP, Promotorias, CONAFOR
	<i>Module on gender equality is part of capacity development</i>	1 module	Y1 to Y6	
	<i>% of trained people (men and women) who consider that they have improved their attitude towards women's participation in the project.</i>	90	Y3, Y6	
Activity 1.3.2: Support and creation of forest protection brigades and local climate change resilience facilitators	<i>% of women beneficiaries incorporated in brigades and as a local climate change resilience facilitators</i>	40	Y1-Y6	UCP, Promotorias, CONAFOR
Activity 1.3.3: Strengthening the local CONAFOR Promotorias	<i>% de promotorías a cargo de mujeres</i>	50	Y1-Y6	UCP, Promotorias, CONAFOR

Outcome 2: Women access environmental services for sustainable management and better adapted to climate change of forest landscapes, improve their production and increase the resilience of their livelihoods.

Output 2.1. Men and women from agrarian communities conserve, restore and sustainably use forest landscape based multiannual investment plans through payment of environmental services (PES).

Activities	Indicators	Targets	Timeline	Responsible
Development of project selection criteria for women's participation in PES	<i>Manual incluye criterios de selección favorables a la participación de mujeres</i>	1	Y1	UCP, CONAFOR
2.1.1. Promotion of the participation of women landowners and members of groups and communities in the initiatives of PES	<i>% of beneficiaries from PES are women</i>	30	Y1 to Y5	UCP, Promotorias, CONAFOR

Output 2.2. The productive systems of Agrarian Communities are strengthened and better adapted to climate change and variability with the support of trained women who participate and benefit from RFM and PFC

Activities	Indicators	Targets	Timeline	Responsible
Activity 2.2.1: Incentive payments and support to Agrarian Communities to implement Climate Smart Forest Landscape Restoration of Micro-watersheds and Strategic Areas (RFM)	<i>% of women direct beneficiaries of RFM incentive payments and support</i>	30	Y1 to Y6	UCP, Promotorias, CONAFOR
Activity 2.2.2 Incentive payments and support to Commercial Forest and Agroforestry Plantations Adapted to Climate Change (PFC)	<i>% of direct beneficiaries of PFC incentive payments and support are women</i>	50	Y1 to Y6	UCP, Promotorias, CONAFOR
	<i>% of women who consider that their income has improved due to their participation in RFM and PFC</i>	80	Y1 to Y6	

Output 2.3: Women and men from Agrarian Communities and Producer Organizations participate in the value chains of forestry and agroforestry products and improve the resilience of their livelihoods.

Activities	Indicators	Targets	Timeline	Responsible
Activity 2.3.1 Sustainable Forest Management adapted to climate change, inclusion and access to markets (MFCCCV)	Total % of women beneficiaries	40	Y1-Y6	UCP, Promotorias, CONAFOR
	<i>% del total de propuestas/proyectos son dirigidos y/o gestionados por mujeres</i>	30	Y1-Y6	UCP, Promotorias, CONAFOR
Sub Activity 2.3.1.4 Support women in benefiting from forest-based value chains especially for production processes, fair trade and certified value chains	<i>Number of women are beneficiaries of the project in the value chains</i>	5000	Y1-Y6	UCP, Promotorias, CONAFOR
As part of Sub Activity 2.3.1.4 Comprehensive productive projects for women that include affirmative actions with a gender perspective will be implemented.	<i>Number of comprehensive projects for women executed</i>	50	Y2-Y4	UCP, Promotorias, CONAFOR
	<i>Number of women participate in comprehensive projects for women</i>	500		

Activity 2.3.2. Support households to improve food security and nutrition, including water harvesting projects	% of households are women who received technical assistance, supplies, and labor cost compensation	At least 60	Y1-Y5	UCP, Promotorias, CONAFOR
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Outcome 3: The producers, inhabitants and authorities (men and women) of the Balsas Basin have climate information and documentation of good practices and intervention approaches with a gender perspective of the project.

Output 3.1. Information from surveillance and early warning systems related to climate dangers is used by women.

Activities	Indicators	Targets	Timeline	Responsible
Activity 3.1.1 Carry out a participatory diagnosis to identify the necessary measures to guarantee access to and use of the climate information platform and early warning system. by women	<i>Participatory diagnosis carried out as part of the baseline of the project and identified barriers and opportunities</i>	1	Y1	UCP, MRV-CONAFOR
	<i>Measures adopted for greater access to information by women according to diagnosis</i>		Y1	
Strengthening the CONAFOR Monitoring Report and Verification System (MRV) including that local communities participate in the collection of information on gender and social and environmental safeguards.	Information on gender and social and environmental safeguards is collected		Y1,Y2	UCP, MRV-CONAFOR
Sub Activity 3.1.3.a. <i>Improved plot monitoring and MRV systems to allow the local facilitator to collect field information on gender and inclusion, environmental safeguards.</i>	<i>Plot monitoring systems and MRV have field information on gender</i>		Y2	UCP, MRV-CONAFOR
Sub Activity 3.1.3.b. Women will be trained in the use of the integrated climate information system and in the handling of smartphones to access information	% of women have access to climate information	40	Y2-Y5	UCP, MRV-CONAFOR

Output 3.2. Policy-relevant knowledge products elaborated from the systematic documentation of good practices and intervention approaches with a gender perspective of the project

Activities	Indicators	Targets	Timeline	Responsible
Activity 3.2.1. Systematize experiences of agronomic techniques and technologies designed and put into practice with a gender approach, so that they can be used in the framework of training for the different actors.	<i>systematizations carried out.</i>	2	Y3, Y5	UCP, CONAFOR
Participatory events for the exchange of knowledge and experiences where women have a leading role.	<i>national face to face events executed</i>	2	Y4, Y6	UCP, CONAFOR
Other activities	Indicators	Targets	Timeline	Responsible

Gender Baseline Study as part of the Project Baseline	<i>Baseline study with a gender perspective has been carried out at the beginning of the project</i>	1	Y1	M&E-UCP, CONAFOR	ETP-
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 *The UCP has a professional in gender and inclusion

2.5. Responses of the Gender Action Plan to the gender gaps identified in the Gender Assessment

79. Considering the results of the Gender Assessment, this GAP and the project in general, seek to provide concrete responses to the identified gaps that can be addressed within the framework of the "BALSAS: Basin Approach for Livelihood Sustainability through Adaptation Strategies" project, taking into account also the identified strengths, which are detailed in the last section of the Gender Assessment called Main findings for gender equality in the Project.

Gender gaps/barriers identified	Recommended actions
little participation in decision-making spaces	<ul style="list-style-type: none"> -Participation quotas as an incentive for the participation of women in decision-making bodies. -40% Participation in multisectoral decision-making bodies in the project (RCIMT). -The selection of project proposals led by women is privileged.
long work hours due to domestic overload	<ul style="list-style-type: none"> -Community water harvesting projects such as collector roofs. -Execution of comprehensive projects for women with attention to their domestic role and use of time. -Partnerships with actors in the territory for care and domestic solutions.
Increased poverty and low income	<ul style="list-style-type: none"> -Priority for women heads of household in projects on food and nutritional security. -Access to economic compensation for their participation in PES, RFM, CP, Value Chain, and food security and nutrition projects. -Improvements in income due to improvements in production.
Gender prejudices and stereotypes	<ul style="list-style-type: none"> - Training activities in gender equality for beneficiaries and project teams (men and women). -Preparation and dissemination of materials on the topic.
Gender violence	<ul style="list-style-type: none"> - Coordination with the offices (secretaries, institutes, etc.) dedicated to the care of women in state and local (municipal) governments. - Identify and/or support the development of protocols with the mechanisms and route of actions for reporting and care for victims of gender violence. - Production of educational material. <p>Actuación del Internal Control Body del MAC de CONAFOR como mecanismo interno de quejas y reclamos</p>
Invisibility of the participation in productive and environmental activities	<ul style="list-style-type: none"> -Training for project staff and community members on gender equality and the effects on discrimination against women. - Participation quotas for women in the different activities averaging 40% throughout the project
Less access and control of productive resources and assets	<ul style="list-style-type: none"> -access to technology and the necessary inputs in PES, RFM, CP, Value Chain, and food security and nutrition activities.

Vulnerability to climate change	-All Project activities allow for an increase in climate resilience and better living conditions for women and their families.
fewer links with the mass media	-Diagnosis to identify possible constraints in access to information from the climate information system. - Train women in the use of smart devices and in the use of the integrated climate information system.

2.6. Gender Action Plan Implementation, Monitoring and Evaluation

Implementation

80. The Balsas project has a Steering Committee at the federal level, which is the highest level in decision-making for the Project. Gender issues that will be on the Committee's agenda through the following mechanisms:

- The annual work plans and budget that are presented to the Committee for approval will include the activities and compliance goals, as well as the budgets allocated for gender activities in the project.
- With the support of the project's monitoring and evaluation system, information will be provided to the committee to monitor the results in relation to gender and the improvement measures that must be implemented.
- IFAD will make recommendations or draw attention to the consideration of gender and inclusion aspects, when required, in its capacity as a guest with voice but no vote.
- the Committee will be advised to invite representatives of the CONAFOR Liaison and Gender Unit, or other relevant actors to inform and support the Committee's decision-making in relation to gender and inclusion issues.

81. In the case of the Regional Committees for Integrated Territory Management (RCIMT), the Project will involve women in decision-making for prioritizing areas of intervention, as well as in the development of participatory multiparty alliances. Annual investment plans. Based on the call aimed at women and opening spaces for their participation, it is expected that 40% of the members of these committees will be women as mentioned in the GAP (Product 1.1).

82. For the implementation of this action plan, the project will have human resources specialized in gender to ensure the mainstreaming of the approach and the successful participation of women as executors and beneficiaries of the project. A professional in gender and inclusion will be hired to lead the implementation of this GAP, with the support of specialists in participatory planning in the basin and in social participation and safeguards. Additionally, it is expected that the 26 technicians that will be hired with project resources in the forestry promoters will have previous work experience under this approach. As part of the selection and hiring process, terms of reference will be drawn up that clearly define the commitments and responsibilities in gender and inclusion for the positions.

83. The strengthening of capacities in gender and inclusion will help the technical teams, forestry instructors, extension agents and the beneficiary population itself to direct efforts towards a greater participation of women, the young population and the indigenous population.

84. The support and advice of CONAFOR's specialized gender team and the strengthening of alliances with key actors in the territories are essential.

85. It is necessary to assign adequately prepared personnel to advise the teams, gender training for personnel, and the clear definition of monitoring and evaluation mechanisms for gender issues and women's participation.

Monitoring and Evaluation

86. As part of the project's monitoring and evaluation system, activity-based indicators are considered for each output and component.

87. The possibility of incorporating the results indicator on empowerment will be analyzed, measured by IFAD's Women's Empowerment Index that addresses 10 dimensions: economic autonomy, self-efficacy, attitudes towards domestic violence, participation in production decisions, ownership of land and assets, access to financial services decisions, control over the use of income, balance in the use of time, belonging to organized groups and belonging to influential groups. The result indicator is Beneficiary women showing an improvement in empowerment (Percentage). In the case of this project, the dimensions that make up the index can be analyzed in terms of the following dimensions.

88. The collection of the information required by the index is carried out through a questionnaire that will be applied as part of the baseline at the beginning of the project and at the end during its evaluation.

2.7. Budget

89. Of the project's general budget, it is estimated that around USD 30,874,935 will be allocated to the necessary arrangements to guarantee the provision of quality services with a gender and inclusion approach, as well as the direct allocation of project benefits to women. This amount is distributed according to expected results as follows:

	BUDGET USD
Outcome 1. Government programs and community development plans integrate climate change criteria for attribution of support.	3.488.930
Outcome 2: Forest landscapes are sustainably managed and better adapted to climate change for the provision of environmental services and increase livelihood resilience.	26.380.669
Outcome 3: The producers, inhabitants and authorities of the Balsas PA have timely and relevant climate information for climate risk management, disaster prevention and knowledge management.	1.005.336
TOTAL	30.874.935

90. Presupuesto detallado con enfoque de género según actividades se presenta a continuación:

Impact: The climate resilience of the most vulnerable communities and ecosystems will be increased, and emissions from the Basin's production systems will be reduced with the participation of women as part of actors and direct beneficiaries of the project.			
Outcome 1. Government programs and community development plans integrate climate change criteria for attribution of support.			
Output 1.1. Mechanisms for intersectoral coordination are strengthened to increase the technical and organizational capacities of small producers and facilitate synergies with the different levels of government and the private initiative.			
Activities	Indicators and Targets	Budget (USD)	Criteria
Activity 1.1.2. Women, as members of the Basin, Sub-basin and Ethnic committees participate in the discussion making and contribute with their skills and knowledge to identify priority areas of attention at the micro-basin level.	<i>At least 40% of the local members of the committees are women</i>	244.320	100% as they are committees that ensure women's participation & gender sensitive communication.
Activity 1.1.4 Strengthen and operationalize criteria for adaptation to climate change and inclusion for women in institutional program procedures.	<i>Three new operational proposals that incorporate affirmative actions to improve the participation of women in the production of value chains</i>	141.143	TORs of the Gender and Social Participation Specialist
Output 1.2: Participatory multiannual investment plans within prioritized basins, sub-basins and ethnic territories integrating mitigation instruments and adaptation to climate change.			
Activities	Indicators and Targets	Budget (USD)	Criteria
Women participate in the preparation of multiannual investment plans in basins, sub-basins and prioritized ethnic areas that integrate climate change mitigation and adaptation instruments with a gender perspective.	<i>40 % of women population participating in updating the multiannual investment plans.</i>	390.000	Gender perspective is integrated in 30% of planning instruments.
	<i>30% of the direct beneficiaries of investment plans are women</i>		
1.2.1 Communication and awareness campaigns will be carried out to disseminate calls for project proposals with gender considerations.	<i>Gender-sensitive campaigns carried out</i>	28.000	Gender-sensitive campaign
	<i>Simplified format for the submission of proposal profiles available to women</i>	N/A	No budgetary implication/Technical TORs/ CONAFOR Application forms
Output 1.3: Strengthened capacities of local actors for climate change adaptation, resilience, and inclusiveness.			
Activity 1.3.1: Capacity development programs for extensionists and local facilitators with measures for the participation of women.	40% of the participants are women	66.240	30% of the ongoing investment allocated to women

	<i>One module on gender equality is part of capacity development</i>	30.400	Gender-sensitive training
Activity 1.3.2: Support and creation of forest protection brigades and local climate change resilience facilitators	<i>300 women beneficiaries incorporated in brigades</i>	1.276.117	30% of the investment allocated to women (facilitators or beneficiaries of FP support)
Activity 1.3.3: Strengthening the local CONAFOR Promontories	<i>At least one promotora per sub-basin is run by a woman.</i>	1.267.711	Female promoters (40%)
	<i>The total number of promoters have strengthened their knowledge and skills in gender and social inclusion</i>	45.000	Gender training
Outcome 2: Forest landscapes are sustainably managed and better adapted to climate change for the provision of environmental services and increase livelihood resilience.			
Output 2.1. Agrarian communities conserve, restore and sustainably use forest landscapes based on land-use plans through payment of environmental services (PES).			
Activities	Indicators and Targets	Budget (USD)	Criteria
2.1.1. Promotion of the participation of women landowners and members of groups and communities in the initiatives of PES	30% of beneficiaries from PES are women	6.883.307	30% of PES investment is allocated to women
Output 2.2. The productive systems of Agrarian Communities are strengthened and better adapted to climate change and climate variability.			
Activities	Indicators and Targets		
Activity 2.2.1 Training in production practices and/or technologies	<i>40% of people trained on production practices and/or technologies are women.</i>	N/A	
Activity 2.2.1: identification and incorporation of women as beneficiaries of financial transfers to agricultural communities for their participation in landscape restoration activities, forest reforestation, establishment of silvopastoral systems and forest management adapted to climate change.	<i>Women are 30% of direct beneficiaries</i>	5.368.500	30% of investment in forest restoration and commercial forestry plantations goes to women
Output 2.3: Participation of Agrarian Communities and Producer Organizations in value chains of forest and agroforestry products is strengthened and their livelihood resilience improved.			
Activity 2.3.1 Sustainable Forest Management adapted to climate change, inclusion and access to markets (MFCCCV)		N/A	
Sub Activity 2.3.1.a. Strengthen value chains in a climate-sensitive manner, opening opportunities for the participation of women in the different levels, especially in economic activities linked to sustainable use and value addition to timber and non-timber forest products.	<i>1.458 Women are beneficiaries of the project in the value chains (30%)</i>	3.859.500	30% of the investment in value chain projects MFCCV 2 and 3

Sub Activity 2.3.1.b. Women will be prioritized but also men will be trained in gender equality, climate-resilient production practices, organizational, managerial and marketing strengthening of companies within the framework of value chains.	<i>60% of women beneficiaries in value chains strengthened their capacities with climate-resilient production practices, organisational, managerial, marketing and gender.</i>	541.200	30% of investment in capacity building goes to women
Sub Activity 2.3.1.c. Comprehensive productive projects for women that include affirmative actions with a gender perspective will be implemented.	<i>50 comprehensive projects for women executed</i>	1.500.000	Specific projects
	<i>500 women participate in comprehensive projects for women</i>	N/A	
Activity 2.3.2. Transformation of backyard plots through crop diversification and improved irrigation for better quality and variety of food for the family and for sale	<i>At least 80% of backyard ecosystems are led by women who received technical assistance, supplies, and labor cost compensation</i>	8.228.162	80% of investment in agroforestry/backyard systems
Outcome 3: The producers, inhabitants and authorities of the Balsas Basin have timely and relevant climate information for climate risk management, disaster prevention and knowledge management.			
Output 3.1. Climate hazards related early warning and monitoring systems supported.			
Activities	Indicators and Targets	Budget (USD)	Criteria
Activity 3.1.1 Carry out a participatory diagnosis to identify the necessary measures to guarantee access to and use of the climate information platform and early warning system. by women	<i>Participatory diagnosis carried out as part of the baseline of the project and identified barriers and opportunities</i>	N/A	TORs Gender Specialist
	<i>Measures adopted for greater access to information by women according to diagnosis</i>		
Strengthening the CONAFOR Monitoring Report and Verification System (MRV) including that local communities participate in the collection of information on gender and social and environmental safeguards.			
Sub Activity 3.1.3.a. <i>Improved plot monitoring and MRV systems to allow the local facilitator to collect field information on gender and social, environmental safeguards.</i>	<i>Plot monitoring systems and MRV have field information on gender</i>	489.000	The system is Gender sensitive
Sub Activity 3.1.3.b. Women will be trained in the use of the integrated climate information system and in the handling of smartphones to access information	<i>40% of women</i>		20% is dedicated to specific training for women in the use of smartphones.
Actividad 3.1.4 Sistema de Salvaguardas Sociales y Ambientales			

Consultas del sistema de salvaguardas		30.000	
Contratación de Especialista en Salvaguardas ambientales y sociales		126.336	
Output 3.2. Policy-relevant knowledge products elaborated from the systematic documentation of good practices and intervention approaches of the project			
Activity 3.2.1. Systematize experiences of agronomic techniques and technologies designed and put into practice with a gender approach, so that they can be used in the framework of training for the different actors.	<i>2 systematizations carried out.</i>	40.000	2 of 6 are gender specific
Activity 3.2.2 Participatory events for the exchange of knowledge and experiences where women have a leading role.	<i>2 national face to face events executed</i>	320.000	Exchanges of experiences and women's learning paths
TOTAL		30.874.935	

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