

## ANNEX 4

### GENDER ASSESSMENT AND ACTION PLAN

#### Sustainable Communities for Climate Action in the Yucatán Peninsula (ACCIÓN)

## 1. Introduction

The Sustainable Communities for Climate Action in the Yucatan Peninsula (ACCIÓN) project aims to increase the climate resilience of vulnerable communities, ecosystems, and productive systems in coastal areas through ecosystem-based adaptation (EbA) and sustainable livelihoods in marine-coastal regions of the Yucatán Peninsula. To ensure appropriate participation of both women and men in the activities and benefits of the Project, a Gender Assessment and a Gender Action Plan were conducted.

The Gender Assessment identifies and describes relevant gender gaps in the project intervention area. It addresses issues such as the sexual division of labor and differentiated access to natural resources and identifies gender risks associated with project implementation. The Gender Action Plan details gender-sensitive measures to address these risks and enhance equal benefits.

The content of this document is organized as follows: We begin with an analysis of Public Policies for the Promotion of Gender Equality in the Yucatán Peninsula and Federal Policies and Frameworks, followed by Regional Policies by State, with specific details for Campeche, Quintana Roo and Yucatán. Subsequently, the "Demographic and Economic Characteristics of the Population" is examined, which includes segments on indigenous population, Afro-Mexican population, education and economy.

The section on "Gender relations in the main local productive sectors" describes the economic activities carried out by men and women and the constraints women face in carrying them out or benefiting from them on an equal footing. The analysis of "Identified Gender Risks" precedes the "Gender Action Plan". Finally, the "Process of socializing the gender assessment and action plan" is described and a "Photographic Memory" is included as a conclusion.

## Part I: Gender Assessment

### 2. Public Policies for the Promotion of Gender Equality in the Yucatán Peninsula

#### Federal Policies and Frameworks:

- **2011 Human Rights Reform:** Integrates all human rights into the Constitution and international treaties, establishing the pro-persona principle to maximize protection for individuals.
- **General Law for Equality between Women and Men:** Its purpose is to regulate and ensure equal opportunities and treatment between women and men, proposing guidelines and institutional mechanisms that guide the Nation towards the achievement of substantive equality in both public and private spheres.
- **General Law on Women's Access to a Life Free of Violence:** Reviewed frequently since 2007, this law aims to establish coordination among the Federation, federal entities, and municipalities to prevent, punish, and eradicate violence against women, adolescents, and girls.
- **National Program for Equality (PROIGUALDAD 2020-2024):** Aims to empower women's economic autonomy, recognize and redistribute care work, improve health and well-being, combat violence, ensure participation in decision-making, and create safe environments.

#### Regional Policies by State:

Each state in the Yucatán Peninsula has developed policies and agencies aligned with federal laws to promote gender equality and combat violence against women. Regional strategies include the establishment of municipal agencies, development centers, and specialized support services.

#### Campeche

- **Women's Institute of the State of Campeche:** Focuses on ensuring equal rights, promoting gender equity, and implementing public policies for women. Key programs include:
  - **PROABIM (Program for the Advancement, Well-being, and Equality of Women):** Supports equal opportunities and reduces gender inequality gaps.
  - **FOBAM (Fund for the Well-Being and Advancement of Women):** Funds projects to address child and teenage pregnancy.
- **Development of Women Centers:** Implement activities to promote women's development, autonomy, and empowerment across the state's municipalities.
- **Gender Violence Alert:** is a mechanism for the protection of women's human rights, derived from the General Law on Access of Women to a Life Free of Violence. Eight municipalities in the state have been declared on alert: Calakmul, Calkiní, Campeche, Candelaria, Champotón, Escárcega, Hecelchakán and Hopelchén.

#### Quintana Roo

- **Quintana Roo Women's Institute (IQM):** Strengthens women's organizations through:

- **Municipal Women's Agencies:** Established in municipalities such as Benito Juárez and Solidaridad.
- **Centers for the Development of Women:** Located in Bacalar, José María Morelos, Felipe Carrillo Puerto, Tulum, Puerto Morelos, Lázaro Cárdenas, and Isla Mujeres.
- **IQM Offices:** Situated in several municipalities including José María Morelos, Felipe Carrillo Puerto, Tulum, Benito Juárez, Solidaridad, Lázaro Cárdenas, and Cozumel.

## Yucatán

- **Centers for the Development of Women:** Provide workshops for personal improvement, empowerment, and women's rights promotion.
- **Gender Violence Alert:** The state has not had any gender alert, although in 2017 there was a request to declare one, which was not granted.
- **Observatory of Women's Political Participation:** Promotes women's political involvement and decision-making, aiming to close gender gaps.
- **Municipal Women's Agencies:** Required in all municipalities by state law to provide counseling, support, and referral services.
- **Municipal Centers for Attention to Violence Against Women:** Offer legal advice and support for women facing gender violence. There are about 20 centers statewide, with three in coastal municipalities: Tizimín, Progreso, and Hunucmá.

## 3. Demographic and economic characteristics of the population

### Population

The ACCIÓN Project will be implemented in the marine and coastal landscape of the Yucatán Peninsula, which includes the states of Campeche, Yucatán, and Quintana Roo. This 20 km strip of land and 20 km offshore area is home to a range of communities from small rural settlements to large cities. The total population in the area is 2.3 million, with a nearly equal distribution between men (49.9%) and women (50.1%). The majority of the population is young, with specific age ranges prominent in each state: Campeche (30-34 years), Quintana Roo (25-29 years), and Yucatán (5-9 years).

### Indigenous People and Afro-Mexicans

Although the Yucatán Peninsula has a significant indigenous demographic presence, this is much smaller in the project area, since traditionally indigenous regions are located in the central part of the peninsula and sparsely along the coastline. In the coastal areas, only 17% live in indigenous households, and less than 10% speak an indigenous language. The most numerous group is the Maya, but there is also a diversity of ethnic groups from other regions of the country (Tseltal, Ch'ol, and Tsotsil) and even from Central America (Mam and Q'anjob'al).

While more men than women speak an indigenous language in the three states, there is an additional peculiarity in the case of monolingualism. In Campeche, there is parity between male and female monolinguals; in Yucatán, there are 2% more male monolinguals than females, whereas in Quintana Roo, there are 18% more female monolinguals than males. This greater difference may

be because Quintana Roo hosts the most traditionally Maya communities on the entire peninsula, and women continue to play a role based on strong cultural organization.

The presence of the indigenous population in the coverage area is crucial to the project. Although not numerically predominant, they play an important role in certain productive activities traditionally associated with coastal and marine production systems, particularly in Quintana Roo with fishing, tourism, and beekeeping. The project's opportunities for including indigenous populations and women lie in the contributions these sectors can make to sustainable management and conservation of natural resources due to their ancestral relationship with the ecosystems present in the coverage area.

The Afro-Mexican population in the area is 61,099 people, primarily concentrated in Quintana Roo (72%), followed by Campeche (21%) and Yucatán (7%). Overall, they represent less than 2.9% of the total population in these states, with no significant historical settlements. Afro-Mexican communities are found in large cities such as Cancún, Playa del Carmen, and Chetumal. In terms of gender differences, the disparity in any case does not exceed one-tenth of a percentage point.

## **Health**

Most of the localities within the ACCIÓN area have basic health centers, but specialized care may require long-distance travel. Although there is generally a low fertility rate throughout the project's coverage area, there is an observed increase in the number of live births among women living in coastal localities, particularly in Campeche. This trend could be related to limitations in access to reproductive health services and other cultural factors that reflect a disparity in living conditions between small communities and urban centers. The main causes of death for both men and women are heart disease, diabetes, and malignant tumors. Life expectancy is higher for women due to their caregiving roles and lower exposure to risks.

## **Education**

Illiteracy varies among the three states, with Yucatán having the highest percentage (4.55%) and Quintana Roo the lowest (2.27%). The illiteracy gap between men and women is more pronounced in the coastal localities of Yucatán. The higher number of women who cannot read and write may limit their development opportunities through access to credit, technology, or technical advice.

The average years of schooling across the three states is 9.8 years; for women, the average is 9.7 years, and for men, it is 9.9 years. In the localities within the project intervention area, the average years of schooling are reduced. The trend of higher educational attainment among men compared to women is especially notable in Campeche and Quintana Roo, with almost a year of difference. Similarly, educational gaps are also more pronounced among the indigenous population, not only due to language barriers but also due to the lack of nearby educational infrastructure in the communities, which are often located far from urban centers.

## **Occupation and Employment**

The Economically Active Population (EAP) is highest in Quintana Roo (68%), followed by Campeche (63%) and Yucatán (58%). State-level data broken down by gender reveal that the male EAP is between 20% and 25% higher than the female EAP, and this gap increases at the municipal and local levels, reaching up to 30% in Yucatán. Most of the population works in the tertiary sector, followed by the secondary and primary sectors. Income is higher in Quintana Roo and lower in Campeche, with a difference in earnings between women and men across all states, favoring men.

It is important to consider that the lower economic activity of women can be interpreted in various ways. On one hand, it may mean that the activities they perform and their contributions to the family economy are not visible, as they may be considered “non-productive” or “informal,” even though they do generate monetary or in-kind income.

### **Land ownership**

There are 753 ejidos in the Yucatán Peninsula: 274 in Campeche, 254 in Quintana Roo, and 225 in Yucatán. It is noticeable that the percentage of female representatives is quite similar across the three states, not exceeding 15% of the positions, which is the maximum in Quintana Roo. In the case of ejidal representatives by governing body, women's participation is more limited in higher-ranking positions, with only 7% of presidencies held in Campeche's ejidos and 5% in Quintana Roo.

The most common risks for women in the ejidos stem from their limited participation in the ownership of communal land, in representative positions, and consequently, in access to means of production and development.

### **Gender Inequality Index**

Since 2020, the UNDP has developed the Gender Inequality Index (GII) at the municipal level, “which measures the inequality between men and women in a specific territory based on three components: empowerment, labor market participation, and reproductive health” (UNDP, 2023a). For the municipalities within the project's coverage area, those with the highest inequality indices are located in the eastern part of Yucatán, while those with the lowest inequality are found in Campeche. There is no clear trend explaining why some municipalities are more unequal; for instance, in Quintana Roo, they tend to be more urban, whereas in Yucatán, they are smaller communities. Conversely, in Campeche, large cities like Carmen have the lowest gender inequality index, which may be attributed to women's economic participation.

### **Violence against women**

Violence against women is a public health issue and a violation of human rights. According to the ecological model (Olivares et al., 2011), understanding the causes of gender-based violence requires examining individual, familial, community, and social levels. There is no single explanatory factor for violence; it can be exacerbated by poverty, lack of opportunities, unemployment, and environmental degradation, impacting the well-being of women and the most vulnerable populations.

Yucatán has the highest percentage of women over 15 who have experienced violence compared

to the national average, with psychological violence being the most frequent, followed by sexual, physical, and economic violence. Quintana Roo ranks second in the region with percentages slightly above the national average regarding experienced violence, while Campeche has the lowest percentage, falling below the national average. At the municipal level, the trend is different. In Campeche, eight municipalities have declared a Gender Violence Alert against Women, three of which are located in the coastal area: Calkiní, Campeche and Champotón.

The ACCIÓN project must establish mechanisms to ensure equal opportunities and avoid perpetuating gender violence, promoting equitable participation of men and women and creating spaces for women to make decisions.

#### 4. Gender relations in the main local production sectors

Understanding the sexual division of labor and the challenges faced by the local population in their primary productive activities is essential for implementing actions that promote equal participation and benefit for both men and women within the project.

Table 1. Gender participation and limiting factor in main productive systems

Productive system	Men's participation	Women's participation	Limiting factors for women
Beekeeping	1. The <i>Apis mellifera</i> is managed by men because it is part of activities related to the milpa (cornfield); the hives are located in areas far from the home, and the bee is considered dangerous.	1. The Melipona bee is managed by women as an extension of their domestic activities. The bee does not have a stinger and is kept in the backyard. 2. The products made with Melipona honey are associated with characteristics culturally attributed to women.	1. Lack of access to ownland. 2. Lack of access to technical training and the strengthening of financial capacity for honey production and management of its by-products.
Fishing	1. They have access to resources of higher economic value. 2. They hold most of the fishing permits. 3. They obtain resources through direct capture. 4. They have greater decision-making power over the resources.	1. They have access to resources of lower economic value. 2. They carry out complementary activities, such as fish filleting and bait catching. 3. They obtain resources from estuaries or areas adjacent to the coast.	1. Fishing regulations that favor men's access to permits and, consequently, to resources. 2. Gender norms and representations that limit women's participation.

Productive system	Men's participation	Women's participation	Limiting factors for women
Natural-based tourism	1. It is the secondary activity carried out by men as an alternative to fishing. 2. They have access to infrastructure and equipment (boats) to perform the activity.	1. Most women engage in activities that reinforce their traditional gender roles, such as food preparation and cleaning. 2. Although it is an activity with greater potential for participation compared to fishing.	1. Lack of access to credit. 2. Lack of access to capacity building. 3. Lack of promotion of service offerings. 4. Traditional gender roles.
Handcrafts	1. Lower participation of men. 2. Participation in collecting raw materials, such as seashells, sand, scrap wood, tools, and equipment.	1. Greater participation of women in both production and sales.	1. Lack of promotion of the activity to make it more profitable. 2. Limitations to incorporating a greater number of women.

## 5. Gender Risks

Based on the general conclusions of the gender evaluation, the following summarizes the main risks identified for the equal participation of men and women in the ACCIÓN project.

Table 2. Identified gender risks

Gender risks	Risk category	Impact	Topic
Risk of null or low participation of the indigenous women in project activities due to limited access to project information, dissemination through inappropriate channels for their communication channels or linguistic characteristics, with a greater impact on women who tend to have a higher level of monolingualism and are linked to traditional roles where they have less participation in public and collective life spaces.	Low or no participation	High	Culturally appropriate communication
Risk of non-inclusion or limited access of women to project benefits due to the digital divide in families, low availability of communication services in homes, and lack of infrastructure in communities, if project communication focuses on these channels.	Low or no participation	Moderate	Culturally appropriate communication



Gender risks	Risk category	Impact	Topic
Risk of non-compliance with indigenous women due to the lack of consultation processes and failure to obtain prior, free, and informed consent in traditional areas or habitats.	Social dissatisfaction	High	Project consultation and dissemination
Risk of excluding women from financing opportunities if the project establishes requirements that are impossible for them to meet, such as property ownership, fishing permits, or belonging to legally constituted groups.	Exclusion	High	Eligibility criteria for women
Risk of excluding women from the project if traditional gender schemes and roles are reproduced, limiting them due to their marital status, ethnicity, educational level, illiteracy, and/or place of origin.	Exclusion	High	Eligibility criteria for women
Risk of perpetuating gender inequality gaps in economic activities by excluding women from the project who do not have fishing permits, land titles, or access to means of production.	Reproduction of Inequalities	Very High	Eligibility criteria for women
Risk of perpetuating gender inequalities if the project does not consider actions for conserving lower economic value resources in marine coastal production systems, which are captured and commercialized by women.	Reproduction of Inequalities	High	Eligibility criteria for women
Risk of non-inclusion of Indigenous women due to the lack of identification of Indigenous communities in the territory, whether due to living in remote or inaccessible areas, being located far from the coast (which concentrates the most important economic activities in the coverage area), being demographically minority groups, or being dispersed in large urban areas.	Low or no participation	High	Eligibility criteria for women
Risk of non-inclusion of Afro-Mexican women due to their minority status and dispersion in the project's coverage area, which could make them invisible. Although this social sector has a low proportion at the local level, they could live in concentrations as a cultural unit that would give them the same collective rights as indigenous peoples.	Low or no participation	Moderate	Eligibility criteria for women
Risk of non-inclusion of youth, children, or students due to their non-economically active status and lack of visibility as stakeholders.	Low or no participation	Moderate	Eligibility criteria for women
Risk of duplication in support for organizations and additional efforts in gender equality, due to a lack of coordination with local specialized institutions and those with responsibilities in women's care.	Poor management	Bajo	Project management
Risk of low or null effectiveness of the project to provide development opportunities for women because their needs and interests were not considered, in addition to not providing the necessary flexibility to fulfill their different activities.	Reproduction of Inequalities	High	Project impacts

Gender risks	Risk category	Impact	Topic
Risk of deepening the subordination of women in project activities due to the persistence of traditional gender roles that could limit their access to economic activities, as well as the transfer of domestic roles to productive activities that assign less significant tasks to women.	Reproduction of Inequalities	High	Project impacts
Risk of maintaining or increasing the deficit in the inclusion of women in project activities due to the perpetuation of gender social norms related to the sexual division of labor.	Reproduction of Inequalities	High	Project impacts
Risk of expanding women's inequality gaps if aspects of women's empowerment and access to the labor market, which are two key elements of the gender inequality index, are not considered.	Reproduction of Inequalities	High	Project impacts
Risk of increasing the gender gap in women's participation in the project due to the inability to overcome barriers that could arise from their marital status, reproductive health, or traditional roles of responsibility in the domestic sphere.	Reproduction of Inequalities	Moderate	Project impacts
Risk of maintaining or widening the wage, income, and asset gaps between men and women.	Reproduction of Inequalities	High	Project impacts
Risk of reproducing barriers to women's participation in the project due to the creation of agreements within working groups that could limit the greater inclusion of women in productive and conservation activities due to a perception of competition.	Reproduction of Inequalities	High	Project impacts
Risk of reproducing inequalities in women's access to means of production and development in ejidos and agrarian communities due to their limited participation in holding social property titles and representation positions, as well as the undervaluation of their involvement in agrarian organizations.	Reproduction of Inequalities	High	Project impacts
Risk of widening gender inequalities due to the lack of social recognition of women's economic contribution to households and their involvement in marine and coastal production systems.	Reproduction of Inequalities	High	Project impacts
Risk of an increase in double or triple work shifts for women due to their participation in the project, given the marginalized conditions of the communities in the project's coverage area and the shortcomings of the households, where women are primarily responsible for efforts to alleviate them.	Reproduction of Inequalities	Very High	Project impacts
Risk of maintaining the deficit of women's knowledge or skills regarding the use of information technologies, which could affect economic activities that heavily rely on these resources, such as ecotourism services and the marketing of fishery products, among others.	Reproduction of Inequalities	High	Project impacts

Gender risks	Risk category	Impact	Topic
Risk of maintaining existing social and gender norms in the beekeeping system, which have limited women's access to technical training, strengthening financial capacities for production, and adding value to honey and its byproducts.	Reproduction of Inequalities	Very High	Project impacts
Risk of reproducing exclusion patterns for women in higher-value productive activities within the project's coverage area due to stereotypes that limit their activities to the domestic sphere or because they lack the necessary skills as women, among other reasons. This is especially prevalent in fishing.	Reproduction of Inequalities	Very High	Project impacts
Risk of perpetuating or widening the gender gap in climate change knowledge, particularly among vulnerable populations, hindering their participation in mitigation actions.	Reproduction of Inequalities	High	Project impacts
Risk of exacerbating and perpetuating gender inequalities by failing to consider the gender-differentiated impacts of climate change across urban and rural settings, particularly on vulnerable social groups with specific needs and interests.	Reproduction of Inequalities	High	Project impacts
Risk of perpetuating organizational inequalities by neglecting the development of female leadership.	Reproduction of Inequalities	High	Project impacts
Risk of manifestation of acts of violence against women (mainly community, family, and intimate partner violence) in the context of the project, as a problem inherent to the social context of the region.	Violence against women	Very High	Prevention of violence
Risk of occurrence of crimes against women, children, and girls in certain project activities and areas (such as human trafficking, rape, child corruption, and femicide) due to the high prevalence of these in the region.	Violence against women	Very High	Prevention of violence

The RfP will include the requirement of identifying social and environmental risks, including gender risks, along with activities and measures to address them. The selected OLLC and PLAT will conduct additional gender analysis, if needed, and choose relevant gender activities for each Sub-project (Component 1), POA (Component 2), and PLAT (Component 3) after receiving gender training, and with the support of FMCN and Sureste Sostenible. In the selection and contract renovation processes the OLLCs and PLATs plans will be revised by the social and environmental safeguards team to assure that the risks are properly identified and that the activities are relevant. ESAP, section 4 shows how ESS and gender is mainstreamed during all the sub-project and POA life cycle.

## 6. Integration of specific gender activities and measures to implement at the sub-project level

The preliminary eligible activities that will be part of the RfP for sub-projects is described in SAP

FP, Table 2. Those activities were selected based on technical pre-feasibility studies, to ensure adaptation benefits, and socialized in gender-specific workshops to ensure a gender-sensitive approaches. The way that the eligible activities can be implemented at sub-project level will depend on how the locally-lead proposals are presented, and some detailed examples on how it is expected that they integrate are:

- Incorporate a family approach to productive activities to make the work of all people visible and integrate productive and domestic work.
- Identify the structures of the sub-project's beneficiary families and design the activities according to their available time and resources.
- Promote women's access to resources and benefits, mainly in productive systems that contribute greater economic value to local livelihoods. Productive systems such as fishing of different species and tourism have a marked division of labor. Men commonly have access to the most monetarily valuable resources and own property or use rights.
- Make women's work visible and economically valued, for example, by calculating their unpaid work and promoting the allocation of a percentage of the harvest or catch so that women can market their products and receive direct economic income from them.
- Promote quotas establishment for women's participation in decision-making spaces such as cooperatives and sub-project implementation committees.
- Support diversified productive initiatives. Women have identified productive alternatives that do not compete with what men do but rather diversify the productive or services offered. In the case of the coast, examples are bird-watching guides, experiential and night fishing, processing the catch of species such as crabs, handicrafts with sea products, and residual mangrove material.
- Give specific training workshops to address women's needs (financial inclusion, marketing, adding value to primary production, quality control/certification processes, etc.)
- Provide financial training to women involved in sustainable activities, with content adapted to local and regional financial realities.
- Strengthen women's leadership through their participation in forums, dissemination campaigns, experience exchanges, and participatory activities.
- Identify women local leaders and generate instances of peer-to-peer accompaniment such as mentoring, women's meetings, or local learning pairs.
- Strengthen women's leadership and facilitation skills under advocacy models that favor the inclusion of more women.
- Promote the representation of women in decision-making positions.
- Link women in productive networks to strengthen their value chains and leadership.
- Articulate with women-led cooperatives of the region to promote women's organization.
- Sensitization of men on equality and non-violence.
- Incorporate young women in productive and conservation projects to promote sources of employment and social integration and prevent migration.
- Link with educational institutions, research centers or suppliers to develop innovations or adapt technologies to reduce physical effort in elderly people and women, for example: mowers with adjustable handles, shredders and smaller capacity pumps for compost application
- Raise awareness among men and women about the importance of reorganizing domestic and care work to achieve gender equality, with the aim of getting men more involved in

these tasks.

- Integrate these considerations and measures into training and participatory activities:
  - Invite women directly
  - Have technical staff of different sex
  - Carry out project activities according to the flexible and intermittent availability of women's time and allocation, preferably under the following conditions: maximum 3-hour sessions, respecting family meal times and school schedules.
  - Where possible, make them compatible with children's care and/or provide food. Some options to consider are: Provide toys or activities for children so that their caregivers can entertain them during the workshops; invite the beneficiaries to organize themselves collectively for children's care and provide food.
  - Incorporate examples and histories of women leaders (role models)
  - Provide/equip a first aid kit, including sanitary towels and medicines suitable for children.
  - Call women by their name and not as someone's wife.
  - Propose coexistence rules to assure safe spaces free of violence.
- Carry out dissemination activities aimed especially at women (door-to-door, in schools, in places where many women attend) on topics such as: sub-project information; good practices associated with the productive activities they carry out; women's rights; and financing or public programs opportunities.
- Articulate with other institutions or organizations specialized in gender equality and gender-based violence to implement activities with the sub-project's target population.
- Disseminate information about local institutions and initiatives that safeguard women.
- Periodically disseminate the project's grievance mechanism

All subproject proposal requests will be evaluated from a gender perspective, meaning the evaluation committee will be asked to incorporate relevant criteria. For example, proposals will be required to include a brief overview of local gender issues and explain how the subproject contributes to addressing them.

## Part II: Gender Action Plan

ACCIÓN aims to increase climate resilience for vulnerable communities and populations, including women and girls, as well as ecosystems and productive systems along the coast of the Yucatán Peninsula (YP) through ecosystem-based adaptation (EbA) and sustainable livelihoods.

By the end of the project, the expected impacts on women are as follows:

1. Increased resilience to climate change for women living in vulnerable communities within the intervention area.
2. Enhanced capacities of women for the sustainable management of coastal and marine ecosystems through their participation in conservation, restoration, and productive activities.
3. Access for women to sustainable financing mechanisms to expand EbA projects and improve their productive activities, microenterprises, cooperatives, and others.
4. Increased knowledge among women about climate change and strengthened multilevel coordination mechanisms in the region to reduce their vulnerability to this situation.

To achieve these impacts, the project's gender assessment identified a series of risks associated with four general issues:

- a) Exclusion of women due to their gender, cultural identity, marginalization within their communities, migratory status, and other factors that block their access to programs, projects, and development opportunities.
- b) Limited or unequal inclusion of women in projects that overlook or undervalue their contributions and tend to perpetuate stereotypes and gender roles.
- c) Limited women's experience in high-value economic activities within marine-coastal systems due to historical and social gender assignment to men.
- d) The prevalence of certain types of gender-based violence in the project's coverage area that could arise during project implementation.

This Gender Action Plan (GAP) has been developed to address the identified issues and promote the equal participation of women and men in project actions. Additionally, the activities outlined in the GAP are aligned with the gender dimensions recognized and addressed at each level of the Theory of Change (ToC), as summarized below:

(i) Private and Public Investments and Financial Mechanisms. ACCIÓN incorporates participatory and gender-sensitive approaches to mobilize investments (Activity 1.8). This ensures that financial mechanisms include equitable opportunities for women, such as prioritizing conservation initiatives led by women or including eligible activities for example eliminating barriers like land ownership requirements (Activity 2.1).

(ii) Restoration, Conservation, and Adapted Productive Activities through EbA Solutions. ACCIÓN ensures women benefit directly from project activities by prioritizing their involvement in ecological restoration and sustainable production, including providing technical assistance (Activity 2.6). EbA solutions are also informed by lessons learned and success stories from women participants (Activity 3.2).

(iii) Strengthened Community Participation. ACCIÓN promotes inclusive decision-making by training OLLCs and PLATs to integrate gender perspectives into their activities (Activity 2.4) and guides them to select gender-relevant activities and indicators for implementation (Activity 2.5). Women's leadership and voices are emphasized through learning exchanges (Activity 3.2).

(iv) Model for Long-Term Resilience and Sustainability. ACCIÓN ensures project evaluations include gender-specific impacts, such as women's capacity

	<p>building and access to productive resources (Activity 1.5). This helps establish a gender-inclusive model of resilience that benefits diverse stakeholders equitably.</p> <p>(v) Enhanced Livelihoods and Resilience of Vulnerable Populations. ACCIÓN disseminates requests for proposals through inclusive formats and languages, ensuring accessibility for women and indigenous groups (Activity 2.2). Women's participation in sub-projects is prioritized, reducing their vulnerability and improving their livelihoods (Activity 2.1).</p> <p>(vi) Resilience of Ecosystems in PAs and Marine and Coastal Corridors. ACCIÓN incorporates participatory and gender approaches into vulnerability analyses for protected areas (Activity 1.7) and strengthens women's capacities regarding climate change to foster their leadership in conservation initiatives (Activity 3.1).</p> <p>Below are further details on the implementation and monitoring of these activities, along with additional measures, to ensure the integration of a gender perspective in the ACCIÓN project.</p>									
	<b>Output 1: Ensure gender mainstreaming throughout the life of the project</b>									
Activities	Indicators	Base line	Target	Rationale	Means of verification	Budget	Timeline	Responsible	Relevant Component	
1.1 Promote equal employment opportunities for men and women within the Accredited Entity and ensure no wage differences based on gender.	Percentage of wage difference between men and women for performing the same activities.	0%	0%	This target aligns with the FMCN Gender Action Plan 2030 target of "Non-significant differences between men and women within the same salary category."	Contracts	To be defined	Throughout the project lifecycle	FMCN	All	
1.2 The project's communication and knowledge management tools will: -Ensure that women and men are equally represented (parity).	Percentage of communication materials developed with a gender	0	100%	All communication materials should follow these guidelines to address the communication gender-related risk mentioned above and promote	Communication materials	\$50,000.00	Throughout the project lifecycle	FMCN-Sureste Sostenible	All	

<ul style="list-style-type: none"> <li>-Reflect the diversity and heterogeneity of people (age, ethnicity, culture, type of physique, complexion, gender identity, etc.)</li> <li>-Avoid reproducing gender stereotypes in audiovisual messages, especially regarding gender assignment in productive and reproductive activities.</li> <li>-Use inclusive and non-sexist language.</li> <li>-Promote gender equality through message titles and content.</li> <li>-Emphasize in all dissemination campaigns that women can participate in the project and that there are no political, religious, ethnic, or other types of discrimination.</li> <li>-Systematize lessons learned, good practices and success stories, mainly from the women participating in the project so that they can talk about the work carried out and the benefits obtained to encourage other women to participate.</li> </ul>	perspective.			women's participation using insights from behavioral science. The project's communication strategy will provide orientations to ensure the target is achievable.					
1.3 Elaborate a directory of institutions and organizations specialized in preventing and addressing situations of gender-based violence (GbV) in ACCIÓN's	Directory of institutions specialized in (GbV) elaborated and	No	Yes	This target is based on previous FMCN experience and aligns with the need to disseminate relevant resources to minimize the risk of GbV due to its high	Directory and evidence of its dissemination (presentation, emails,	\$5,000.00	Second year of the project	FMCN-Sureste Sostenible	All



area of intervention, disseminate it among interested parties (OLLC, PLAT, PA's personnel, etc.), and establish collaboration with at least one of these institutions	disseminate d			prevalence in the region.	photography)				
	Number of collaborations established with institutions specialized in GbV prevention	0	1	This target is based on recognizing that the prevention and treatment of GbV requires specialized training, knowledge, and expertise and that several institutions could strengthen ACCIÓN action in this field.	Meeting reports, or cooperation agreements, etc.		Second year of the project (after the subprojects and PLATs are selected)	FMCN-Sureste Sostenible	All
1.4 <ul style="list-style-type: none"> <li>Socialize and promote the appropriation of the project's Grievance and Consultation Redress Mechanism (GRM) among the beneficiary population in a gender-sensitive way.</li> <li>Receive and investigate complaints of gender-based violence, as well as harassment, sexual harassment and abuse or other problems related to project activities.</li> <li>One of the means of greater penetration in the communities is WhatsApp,</li> </ul>	Percentage of events (workshops, courses, informative talks) in which the GRM and its WhatsApp number are socialized in a gender-sensitive way by the project implementation team.	0%	100%	Constant GMR dissemination is key to its appropriation. Following previous FMCN projects, communication materials and templates with GMR information will be designed to facilitate gender-sensitive MAQ dissemination at all the events.	Case registration and annual MAQ reports, Portfolio of evidence of events (session plan, memory, photographs)	\$0.00	Annual report throughout the project lifecycle	FMCN-Sureste Sostenible	All

so a number for this mechanism could be enabled. <ul style="list-style-type: none"> <li>Use the media to disseminate information on receiving complaints, the rights of complainants, the processing of complaints and the expected results.</li> <li>Evaluate the complaints received at the MAQ to prevent new issues.</li> </ul>	Percentage of complaints and denunciations of gender-based violence attended	0%	100%	This target aligns with the FMCN Policy on Protection from Sexual Exploitation, Abuse, And Harassment.					
1.5 Include criteria and questions in the external mid-term and final project evaluations to demonstrate the project's impacts on women. For example, benefits (tangible and intangible), such as capacity building, increasing their assets (e.g., fishing permits, equipment for productive activities), and other aspects that enhance their access to higher-value resources.	Chapter or Section on Gender in External Evaluation Reports	0	1 section in each external evaluation (2 in total)	Target aligned with FMCN institutional GAP activity "Incorporate the evaluation of gender aspects at the project level in external evaluations." FMCN's area leading external evaluations has the knowledge and capacity to ensure gender mainstreaming in all external assessments.	Mid-term and final external evaluation reports	To be defined	At the mid-point and the end of the project	FMCN	All
1.6 Train Protected Areas staff and ensure the incorporation of gender-specific activities in the Annual Operative Plans	Number of gender training to build capacities in PA	0	2	Training will strengthen capacities to address gender needs and interests from the PA Plans.	Portfolio of evidence of events (session plan, attendance list, memory, photographs)	\$0	Years 1 and 3	FMCN	Component 2

	Number of gender-specific actions incorporated in Annual Operative Plans	0	At least 2 in each Annual Plan		revised and authorized PA's Annual Plans				
1.7 Ensure that the methodology chosen and applied to analyze PAs vulnerability incorporates participatory and gender approaches.	Number of PA with a climate vulnerability analysis conducted with gender approach	0	7 PA at mid term 15 PA in final year	Target based on the Output 2.2 of the LogFrame. The total universe is the 20 PAs directly financed by ACCIÓN	Vulnerability analysis methodology and vulnerability analysis results documents	0	Throughout the project lifecycle	FMCN	Component 2
1.8 Ensure that the chosen and applied methodology for mobilizing private and public investments to expand marine and coastal ecosystem conservation measures incorporates participatory and gender-sensitive approaches	Number of public or private funding plans to leverage private and/or public funding sources that are gender-sensitive presented and/or approved	0	100 %	This target aligns with the Output 3.1 of the LogFrame.	Project records (pre-feasibility studies, lessons learned documents)	\$0.00	Starting from the second year of the project's operation	FMCN-Sureste Sostenible	Component 3

1.9 Hire a safeguards expert with experience in gender to manage and oversee the implementation of the GAP. This expert will be part of the Project Management Unit (PMU).	Safeguards expert hired	No	Yes	To supervise and lead the implementation of the gender action plan and assist in gender mainstreaming at the sub-project level	Terms of Reference and Contract	To be determined	Throughout the project lifecycle	FMCN	All
<b>Output 2: Ensure that women benefit from the activities financed by the project in ecosystem conservation, ecological restoration, and sustainable production.</b>									
2.1 The request for proposals (Components 1 and 3) for the different activities financed must be designed with a gender perspective: <ul style="list-style-type: none"> <li>• Ensure that requests are simple, brief, and easy to understand.</li> <li>• Use inclusive and non-sexist language.</li> <li>• Highlight the possibility and importance of women's participation.</li> <li>• Include evaluation and selection criteria that promote the inclusion of women in project activities, such as prioritizing the funding of productive and conservation initiatives led by women, where their participation is significant either quantitatively or qualitatively, or in sectors where they have traditionally been excluded or subordinated in terms of</li> </ul>	Percentage of requests for proposals designed with a gender perspective.	0%	100%	RfPs with a gender perspective are the first step for ensuring gender mainstreaming under Components 1 and 3. Target based on previous FMCN experience in developing RfP with a gender approach.	Request for proposals	\$0.00	Initial stage	FMCN-Sureste Sostenible	Components 1 and 3

<p>economic benefits.</p> <ul style="list-style-type: none"> <li>Avoid eligibility criteria related to land ownership, fishing permits or concessions, technical knowledge, minimum education levels, age limits for participation, Spanish as the dominant language, or non-native status in the project areas (internal migrants).</li> </ul>									
<p>2.2 Disseminate the request for proposal through accessible means for women, for example:</p> <ul style="list-style-type: none"> <li>Conduct workshops to socialize the request for proposals directed at the OLLC and local population in the intervention areas.</li> <li>Disseminate through audiovisual media and not only in written formats (local radio stations and social networks).</li> <li>Interpret key information into the major indigenous languages spoken in the region (Maya, Tzeltal, and Ch'ol) when local contexts require it.</li> <li>Distribute the request for proposals in accessible locations for women, such as schools, plazas, community centers, and municipal women's agencies, among</li> </ul>	<p>Number of gender-sensitive requests for proposals socialization events conducted</p>	0	3 events (one per State)	Target aligned with the Component 1 RfP dissemination sub-activity and ACCIÓN Stakeholder Engagement Plan	Portfolio of evidence of events (session plan, attendance list, memory, photographs)	\$150,000	Initial stage	Sureste Sostenible-FMCN	Components 1 and 3
	<p>Number of media and channels used to disseminate requests for proposals and promote women's access to them</p>	0	To be defined	-	Media and communications	\$10,000	Initial stage	Sureste Sostenible-FMCN	Components 1 and 3

others.									
2.3 Promote, during the request for proposal socialization process, the connection between potential female beneficiaries and established OLLCs with experience or interest in the project topics, as well as in working with women's groups.	Percentage of Requests for Proposals socialization events where OLLCs are linked with potential female beneficiaries	0%	100%	This activity and target seek to address the lack of women's organizations' formal constitution and the social stereotypes and norms that prevent them from being considered potential beneficiaries of ACCIÓN sub-projects.	Portfolio of evidence of events (session plan, attendance list, memory, photographs)	\$0.00	Initial stage	Sureste Sostenible-FMCN	Component s 1 and 3
2.4 All subproject requests for proposal will be evaluated from a gender perspective, meaning the evaluation committee will be asked to incorporate relevant criteria.	Percentage of subproject requests for proposals evaluated with a gender perspective by the evaluation committee.	0%	100%	Target aligned with the FMCN GAP that promotes the evaluation of gender aspects at all levels (institutional, project and subprojects)	Evaluation criteria for the requests for proposal	\$0.00	Initial stage	Sureste Sostenible-FMCN	Component s 1
2.5 Develop capacities in the selected OLLCs of Component 1 and PLATs of Component 3 on incorporating a gender perspective into their function's performance, including methods and tools to identify local gender needs	Percentage of selected OLLCs and PLATs trained on gender perspective	0%	100%	This target is essential to strengthen gender integration in ACCIÓN and other climate projects implemented by the selected OLLCs and PLATs. It is achievable based on FMCN's experience in its first GCF-funded project (RÍOS) and	Portfolio of evidence of events (session plan, attendance list, memory, photographs)	\$145,000	Initial stage	FMCN - Sureste Sostenible	Component s 1 and 3

and interests.				the activities planned in Component 4 of ACCIÓN.					
	Number of PLATs that incorporate methods to identify gender needs and interests in the initial producer group diagnostic	0	At least 5 PLATs	14 PLATs will be financed to conduct an initial productive diagnosis. 11 PLATs represent 80% of the total, an achievable target after initial gender training.	PLATs diagnostic documents	\$0	Initial stage	PLATs	Component 3
2.6 Guide and accompany the selected OLLCs and PLATs so they can choose gender activities and good practices relevant to the targeted groups or sectors in their implementation context. Incorporate at least one relevant gender-specific activity and indicator in each sub-project, and PLAT to promote gender equality and address the interests and needs of women.	Percentage of sub-projects and PLAT that incorporate at least one gender-specific activity and indicator <sup>1</sup> .	0%	100%	The indicator is broad enough to cover the diversity of activities that could be implemented under ACCIÓN. The target seeks to ensure all the sub-projects and PLATs plan and monitor gender-specific actions and it is achievable based on previous FMCN experience.	Results framework for sub-project, and PLAT	\$0.00	Initial stage	OLLCs and FMCN	Component 1 and 3
2.7 Ensure that women directly benefit from the activities financed by Sub-	Percentage of women directly	0%	At least 30%.	Given the current barriers for women in the targeted productive activities, this	Beneficiary population databases	To be defined	Annual reports througho	Sureste Sostenible-FMCN	Component 1 and 3

<sup>1</sup> See the activities and indicators proposed in the section 6 of the Gender Analysis.

projects and PLATS of the project, including receiving technical assistance and working directly on the implementation.	benefiting from the project through financed Sub-projects and PLATs.			target is set at 30% to balance ambition and feasibility.	disaggregated by sex or gender identity		ut the project implementation cycle		
	Percentage of women and men directly benefited by the project who perceive a positive change in their knowledge	0%	To be defined	The target will be defined during the development of the indicator methodology in the first year of the project implementation	Beneficiary Surveys data	To be defined	Mid-term and final stage of sub-project and PLAT implementation.	Sureste Sostenible-FMCN	Component 1 and 3
	Percentage of women and men directly benefited by the project who perceive a positive change in behaviors and attitudes regarding	0%	To be defined	The target will be defined during the development of the indicator methodology in the first year of the project implementation	Beneficiary Surveys data	To be defined	Mid-term and final stage of sub-project and PLAT implementation.	Sureste Sostenible-FMCN	Component 1 and 3



	gender equality.								
<b>Output 3: Increase the capacities and knowledge of women regarding climate change and reduce their vulnerability</b>									
3.1 Strengthen multilevel and multi-stakeholder coordination mechanisms in the region to contribute to reducing climate change vulnerability from a gender perspective.	Number of workshops for multilevel and multi-stakeholder coordination mechanisms to build capacity in climate change vulnerability with a gender perspective.	0	2 at regional level		Portfolio of evidence of events (session plan, attendance list, memory, photographs)	\$210,000	Years one, two and three of project implementation	Sureste Sostenible-FMCN	Component 4
3.2 Within the framework of the coastal and marine EbA learning community, conduct experience exchanges to gather both lessons learned and best gender practices, highlighting women's initiatives and fostering relationships for innovation and co-creation. In these exchanges, women will evaluate their work, visualize the impacts achieved on their substantive role in the execution of activities, and collectively build their success stories in the project to strengthen their	Number of experience exchange workshops to address women's needs and promote gender-transformative approaches.	0	1 at national level. 3 at regional level (5 in total)		Portfolio of evidence of events (session plan, attendance list, memory, photographs)	\$400,000.00	Annual events throughout the implementation of the project	Sureste Sostenible-FMCN	Component 4

participation and leadership.									
3.3 Create and strengthen a group of gender equality promoters comprised of subprojects, PLAT, and POAs implementers and beneficiaries.	Number of gender equality promoter groups created	0	1	Target oriented to promote ownership of the gender equality efforts of ACCIÓN at the local level, including prevention and reporting of GbV	Group members namelist. Portfolio of evidence of training and tools provided.	\$100,000.00	Once the sub-project, PLATs and POAs are implemented	Sureste Sostenible-FMCN	All

Table 3. Potential indicators to integrate at Sub-project level

Potential Sub-project indicator	Methodology	Definitions and examples	Means of verification
<b>Gender-specific</b>			
Number of affirmative gender actions implemented	Sum of the number of different affirmative actions implemented.	Gender affirmative actions: "set of temporary corrective, compensatory and/or promotional measures aimed at accelerating substantive equality between women and men". (General Law for the Equality between Women and Men) <u>Examples:</u> Specific training workshops to address women's needs (financial inclusion, marketing, adding value to primary production, etc.); alternative technologies implemented; Sensitization of men on equality and non-violence.	Descriptive letters and workshop reports; Technical reports and/or photographs of alternative technology implementation;
% of participatory activities with at least one measure to promote and strengthen women's participation	(Total number of participative activities * 100%) / Total number of participative activities with at least one measure to promote and strengthen women's participation	<u>Examples:</u> Schedules suitable for women's and men's activities; food and/or childcare options; dynamics to balance power inequalities and favor women's participation; groups by gender; invitations especially addressed to women; coordination with local women leaders; sending reminders; agreements for the proper development of the workshop in terms of equality; presentations and inclusive language.	List of participatory activities carried out; descriptive letters and workshop reports; photographs;
<b>Disaggregated by gender</b>			
Number of people adopting best practices in transit to sustainability (m/f)	Total number of people adopting best practices in the transition to sustainability, by gender. It is important not to count each person more than once.	People who have changed the way they carry out their activities at the conclusion of the sub-project. Applies to people who adopt sustainable productive initiatives or eco-techniques, or who participate in fire management brigades or community vigilance.	Database of beneficiaries; Attendance lists; Photographs; Technical reports
Number of people trained (m/f)	Total number of persons trained, by gender It is important not to count each person more than once.	The sub-project must clearly define the number of people who have acquired defined and verifiable competencies. To report this indicator, the information must be disaggregated by gender and whether they belong to indigenous peoples.	Database of beneficiaries; Attendance lists; Descriptive letters and workshop reports; Photographs;

Potential Sub-project indicator	Methodology	Definitions and examples	Means of verification
<b>Number of daily wages that is destined to sustainable activities (m/f)</b>	Sum of number of persons per number of days worked, by gender It is important not to count each person more than once.	Includes support as a counterpart to, for example, day labor in nature tourism, vigilance committees or community monitoring. In the report the information should be disaggregated by gender and mention if it belongs to indigenous peoples.	Database of beneficiaries; Attendance lists;
<b>Number of natural resource holders supported by retribution or compensation mechanisms (m/f)</b>	Total number of people who own natural resources supported by retribution or compensation mechanisms, by gender. It is important not to count each person more than once.	Number of people receiving payments for environmental services or compensation for changing their activities, e.g., changing fishing gear or issuing permits. The report should be disaggregated by gender and indicate whether they belong to indigenous peoples.	Database of beneficiaries; Technical reports; Contracts with PES support periods or other certificates or documents accrediting mechanisms

## 7. Dissemination of the Grievance Redress Mechanism (GRM)

FMCN has a multi-tiered Grievance Redress Mechanism (GRM) that includes two levels of action:

1. Institutional GRM for the prevention and detection of fraud; acts of corruption and non-compliance with the Code of Ethics; disputes regarding institutional procurement; staff grievances; and environmental and social issues of a project.
2. Project-level GRM to address complaints and reports related to specific projects.

The purpose of the project-level GRM is to provide a free, accessible, inclusive, and structured procedure for receiving, evaluating, and making recommendations for resolving complaints and reports related to the projects funded by FMCN. The principles of accessibility, equity, and cultural appropriateness are key to ensuring a gender perspective within the GRM, which also incorporates specific procedures for sexual exploitation, abuse, and harassment (preventive measures, investigative measures and corrective measures) in accordance with FMCN's Gender Policy.

Both the above policy and the GRM have recently been assessed and approved by the Green Climate Fund through the Update to the FMCN Scope of Accreditation in July 2024, where it states that 'the applicant's external communications system, consultations, information disclosure, and GRM, supported by evidence of their track record, fully comply with the revised environmental and social policy of the GCF.

Gender-sensitive dissemination of the Grievance Redress Mechanism (GRM) includes highlighting that both women and men can access the GRM and that Gender-based Violence (GbV) cases related to project activities can be channeled through it. As an example, Figure

1 visually illustrates a project-level GRM (RÍOS project), which is also inclusive in its use of images. Once the sub-projects and the ACCIÓN PLATs are selected, the GRM materials will be adapted to ensure that all beneficiaries, including indigenous people and those who are illiterate, are informed about them.

Figure 1. Example of gender-sensitive dissemination of the MAQ of a GCF-funded project (RÍOS)



Figure 1. Example of gender-sensitive dissemination of the MAQ of a GCF-funded project (RÍOS)

## 8 . Process of socializing the gender assessment and action plan

As part of the gender evaluation, experiences of women community leaders were identified in the project ACCIÓN's area of influence, as well as productive organizations formed by women or where the presence of female members was significant. This information served as input to create a database of potential productive organizations and individuals to invite to the project's socialization workshops. Likewise, the venues and timings of the events were defined to ensure that organized women's groups could attend.

In the eight specific socialization workshops held—two in Campeche, three in Quintana Roo, and three in Yucatán—there was a greater participation of women (more than 70%) compared to men. Some of the women-led productive organizations that participated in these consultation spaces included Wotoch Aayin S. C. de R. L., Sociedad Fileteras del Petén, Mujeres del Proyecto de Restauración Comunitaria de Manglar de CI, Centro Ecoturístico Carey, Servidores Ecoturísticos Villa Manglar, Grupo de Trabajo Comida Tradicional Maya, Alcatraz Tours, Grupo de Mujeres Pescadoras Independientes, and Artesanas del Mar, Centro Ecoturístico Zazil-ha, among others.

Each workshop lasted an average of four hours. During these socialization spaces, the project was presented in general, and the findings of the gender evaluation and the objectives and activities of the Gender Action Plan were discussed. As part of the feedback, the attendees stated that the main challenges for ACCIÓN regarding gender issues are the low participation or unequal inclusion of women in projects, the limited experience in higher-value productive activities, and the prevalence of gender-based violence in the region.

They also mentioned that it is important for the project to have personnel trained not only in the activities to be implemented but also in gender perspective to avoid reproducing discriminatory practices. They emphasized the need for project funding to focus on activities where women participate, such as tourism and complementary actions to fishing.

It was recommended that the design of the calls reflect diversity in gender identities, disability, and age. Additionally, the importance of using simple and understandable language in the calls was highlighted, as well as ensuring that there are no requirements that limit women's participation, such as having concessions, permits, or property, among others. The recommendations provided by the attendees were used to update the document, thereby improving the focus of the actions to expand women's participation potential in the project.

Finally, the importance of including women's organizations in the implementation of ACCIÓN was emphasized, as well as the commitment of accredited and executing entities to promote gender equality throughout the project's lifespan. In this regard, one of the agreements was to ensure that future calls for sub-projects are disseminated among these groups.

### Photographic memory



Araujo, Ruben (2024). [Photography]





Araujo, Ruben (2024). [Photography]



Espadas, UC, Martha (2024). [Photography]



Sureste Sostenible AC (2024). [Photography]



Sureste Sostenible AC (2024). [Photography]