



## Gender Action Plan

Programme Title:

Improving Climate Resilience by Increasing Water Security  
in the Amazon Basin

Countries:

Bolivia, Brazil, Colombia, Ecuador, Peru, Suriname





## Gender and Diversity Action Plan

The Gender and Diversity Action Plan provides a gender and social inclusion-specific and time-bound framework to operationalize relevant gender and diversity activities based on the findings from the gender assessment. The Gender and Diversity Action Plan articulates complementary activities with targets on gender and inclusion of Indigenous Peoples (IP), Afro descendants (AD), People with Disabilities (PwD) and peasant communities of the Amazon.

These activities will primarily focus on integrating gender and diversity considerations throughout the fund's activities and outputs. However, to effectively achieve this, it is crucial to include specific initiatives dedicated to mainstreaming gender and diversity. The activities will be concentrated within the scope of the fund across the countries of the Amazon biome. To ensure the success of these activities, the Inter-American Development Bank (IDB) will first conduct an assessment study, scheduled for completion at the project's outset. This study will examine: (a) the challenges and barriers faced by women, LGBTQ+, indigenous peoples, Afro-descendants, persons with disabilities, and peasant communities regarding climate change impacts on water security, and (b) gender-based violence experienced by women in water-related roles such as collection, operation, and maintenance.

Furthermore, grant funds and general resources will be allocated to incorporate a mainstreaming approach. The IDB will undertake: (i) Gender analysis studies for each project, providing insights to effectively integrate gender considerations into project activities, and (ii) Specific studies within relevant activities to ensure the gender and diversity approach.

Moreover, efforts will be made to ensure the active participation of women and indigenous, Afro-descendant, LGBTQ+, and persons with disabilities populations in all training activities whenever feasible<sup>1</sup>. Additionally, all necessary materials will be translated into indigenous languages, previously identified, to reach these communities effectively. Collaborative efforts with representative organizations of diverse groups will be pursued to ensure the proper implementation of these activities. Lastly, all infrastructure developed will be adapted to accommodate persons with disabilities and the beneficiary population groups as Indigenous and Afro descendant communities, incorporating cultural adaptations as necessary.

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<sup>1</sup> Some of the specific actions that will be considered to ensure women have access to capacity building activities are (i) encouraging women's attendance highlighting the importance of their participation; (ii) selecting venues in safe locations in accessible and local areas and schedule workshops during daylight hours; (iii) offering capacity building activities in various times to accommodate different schedules and provide when possible virtual workshops to allow women to participate from home. When feasible, family-friendly spaces will be created where children can stay with their mothers during workshops and capacity building activities; (iv) ensuring that activities are relevant and accessible to women from different backgrounds and skill levels and provide materials and facilitators who can communicate in local languages, considering also different formats such as visual, audio, among others; (v) collecting feedback from women's participants to further understand their needs and challenges and using the feedback to improve the design and delivery of activities to become more inclusive and accessible.



## Gender & Diversity Action Plan

ACTIVITIES	INDICATORS AND TARGETS	TIMELINE	RESPONSABILITIES	COST
<p><b>Impact Statement:</b></p> <p>Contribute to increase climate resilience of vulnerable communities and key socio-ecological systems in the Amazon basin and ensure their continued supply of water, sanitation, and waste management. Empower women and diverse groups to actively participate and benefit from the Program.</p> <p><b>Outcome statement:</b></p> <p>Enhanced integration of gender and diversity considerations throughout the fund's activities, resulting in improved access to resources and opportunities for women, Indigenous people, Afro descendant, person with disabilities and LGBTQ+ groups in the Amazon region.</p>				
<p><b><i>Component 1: Strengthening the knowledge base and information systems on climate change impacts and water security to enhance preparedness and response to extreme climate and slow-onset events.</i></b></p>				
<p>1.1 Design a specific diagnosis, examining the circumstances and barriers faced by women, LGBTQ+, IP, AD, PwD and peasant communities in dealing with the impacts of climate change on water security. (GAP 1) Including a characterize the population socio-demographically, with disaggregation by gender, IP, AD, and PwD and a mapping of potential implementing organizations related to:</p> <ul style="list-style-type: none"> <li>• Women's organizations</li> <li>• LGBTQ+ communities</li> <li>• Vulnerable groups and populations including Indigenous People.</li> <li>• NGOs working on gender and diversity related issues.</li> <li>• Government officials</li> <li>• Community leaders</li> </ul>	<p>1.1 A gender and diversity diagnosis developed by sector and/or country regarding water and the impacts of climate change on women, LGBTQ+, IP, AD, PwD and peasant communities, including a mapping of potential implementing organizations.</p>	<p>Complete by year 1</p>	<p>IDB Executing agencies Local organizations</p>	<p>US\$250,000</p>

ACTIVITIES	INDICATORS AND TARGETS	TIMELINE	RESPONSABILITIES	COST
<ul style="list-style-type: none"> <li>Heads of households</li> <li>Small farmers</li> <li>Business owners</li> </ul>				
1.2 Design of specific studies on gender-based violence experienced by women due to their roles in water collection, operation, and maintenance. (GAP 2)	1.2 Regional study on gender-based violence (GBV) gaps in women due to their roles in water collection and maintenance, including Actions to prevent gender-based violence (GBV) and support women victims of GBV.	Complete by year 1	IDB Executing agencies Local organizations	US\$100,000
1.3 Incorporating a gender perspective in each project and sub-project that will be implemented. (GAP 3)	1.3 A study will be conducted to perform gender analysis for each project, providing insights to effectively integrate gender considerations into project activities.	Throughout the life cycle of the Programme	IDB Executing agencies	US\$200,000 <i>(Additionally, to what is budgeted for the projects in the FP, this amount will be part of the grant funds, to provide additional support for the gender mainstreaming of these sub-projects)</i>
<b>Output 1.1. Amazon basin-level water resources mapping and knowledge integration with climate modelling improved.</b>				
1.1.1 Under activity 1.1.2 the project will conduct specific studies on the impacts of climate change on river dynamics, including the perspective of women and indigenous peoples on the use and management of water resources (GAP 4).	1.1.1 Specific studies on the impacts of climate change on river dynamics, including the perspective of women and indigenous peoples on the use and management of water resources.	Throughout the life cycle of the Programme	IDB Executing agencies Local organizations	US\$150,000
1.1.2 Design and implement capacity building activities or workshops on the use and management of natural resources for Indigenous People, local communities, with participation of women and diverse population groups (GAP5).	1.1.2 Campaigns, material, and final report to ensure female and diverse populations participation and ensure the next indicators: <ul style="list-style-type: none"> <li><i>At least 30% of female participants in each workshop/activity; at least 25% of participants from diverse population groups (LGTBQ+, AD, IP, PwD);</i></li> </ul>	Throughout the life cycle of the Programme	IDB Executing agencies	US\$200,000

ACTIVITIES	INDICATORS AND TARGETS	TIMELINE	RESPONSABILITIES	COST
	<i>percentage of women (50%) who report feeling empowered to actively participate in natural resource management decisions; and Percentage of diverse populations (50%) who report feeling empowered to actively participate in natural resource management decisions.</i>			
<b>Component 2: Catalyze climate investments for climate-resilient and low carbon water supply, sanitation, and waste (WSW) technologies and infrastructure.</b>				
2.1 Design and implement sub-projects with innovative solutions for water management in indigenous People and Afro-descendant communities (Scalable projects such as rainwater harvesting for community use, among others) (GAP 7)	2.1 At least six sub-projects for water management in indigenous and Afro-descendant communities projects with innovative solutions developed.	Throughout the life cycle of the Programme	IDB Executing agencies	US\$500,000 <i>(Additionally, to what is budgeted for the sub-projects in the FP, this amount will be part of the grant funds, to provide additional support for the structuring of these sub-projects)</i>
2.2 Specific programs within each sub-project aimed at strengthening female leadership in water management, incorporating workshops with men to develop soft skills and promote female leadership (GAP 8).	2.2 At least 5 programs with the sub-projects on enhancing female leadership in water management. These programs include workshops involving men to cultivate soft skills and advocate for female leadership	Throughout the life cycle of the Programme	IDB Executing agencies	US\$350,000 <i>(Additionally, to what is budgeted for the sub-projects in the FP, this amount will be part of the grant funds, to provide additional support for the structuring of these sub-projects)</i>
2.3 Sociodemographic characterization by gender and diverse groups (GAP 6).	This activity is cross-cutting to all three Components, but with a stronger focus on the sub-projects of Component 2.  At least two sub-projects per country with socio-demographic characterization by gender and diverse groups.	Throughout the life cycle of the Programme	IDB Executing agencies	US\$200,000 <i>(Additionally, to what is budgeted for the sub-projects in the FP, this amount will be part of the grant funds, to provide additional support for the structuring of these sub-projects)</i>
<b>Output 2.1. Sub-projects focused on community and ecosystem-based adaptation for small communities implemented.</b>				

ACTIVITIES	INDICATORS AND TARGETS	TIMELINE	RESPONSABILITIES	COST
2.1.1 Under activity 2.1.1 in the implementation of the sub-projects, gender mainstreaming will be ensured, guaranteeing women's participation in project selection. Additionally, there will be at least 5 specific projects aimed at enhancing the quality of life for women in the water sector. These projects will include training programs to foster awareness and prevent sexual and gender-based violence among project employees and contractors (GAP 9).	2.1.1 At least 5 specific sub-projects in small communities aimed at enhancing the quality of life for women in the water sector, improving their tasks.	Throughout the life cycle of the Programme	IDB Executing agencies	US\$250,000
2.1.2 Develop a customized 'Amazonian Best Practices' training program incorporating practices of women and indigenous communities (GAP 10).	2.1.2.1. 1 Customized 'Amazonian Best Practices' training program incorporating practices of women and indigenous communities designed and delivered.	Throughout the life cycle of the Programme	IDB Executing agencies and local organizations	US\$150,000
2.1.3 Ensure participation of women, indigenous people, and other diverse population groups.	<p>2.1.3 Campaigns, materials, and final report to ensure female and diverse population participation to ensure the inclusion of a gender and diversity approach and the next indicator:</p> <ul style="list-style-type: none"> <li>30% of women and 25% of indigenous people, and other diverse population groups participating in pilot projects.</li> </ul>	Throughout the life cycle of the Programme	IDB Executing agencies Financial intermediaries	Anticipating no further expenses
2.1.6 Develop customized gender-sensitive-capacity-building programs for women and indigenous and afro descendant communities on climate adaptation water governance and leadership. This will include providing resources for women's cooperatives focused on sustainable water use	2.1.6 Gender-sensitive-capacity-building programs for women and indigenous and afro descendant communities on climate adaptation water governance and leadership	Throughout the life cycle of the Programme	IDB Executing agencies Financial intermediaries	Anticipating no further expenses.

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<b>Output 2.2. Sub-projects focused on community and ecosystem-based adaptation for medium to large communities implemented.</b>				
2.2.1 Ensure participation of women, LGBTQ+, IP, AD, PwD and other diverse population groups.	2.2.1 Campaigns, materials, and final report to ensure female and diverse populations participation and ensure the next indicators: <ul style="list-style-type: none"> <li>30% of women and 25% of indigenous people, and other diverse population groups participating in pilot projects.</li> </ul>	Throughout the life cycle of the Programme	IDB Executing agencies Financial intermediaries	Anticipating no further expenses.
<b>Output 2.3. Novel technologies and small-scale adaptation measures on WSW sectors supported, aimed to strengthen resilience of small vulnerable communities.</b>				
2.3.1 Strengthen local financial intermediaries working in related areas (climate finance, WSS sectors, NBSs, etc.) supporting women-led businesses (GAP 11).	2.3.1 One study per country on local intermediaries to establish a baseline of their support for women-led businesses and the creation of an action plan to strengthen this aspect, to ensure the next indicators: <ul style="list-style-type: none"> <li>30% increase in the number of local financial intermediaries providing support to women-led businesses in climate finance, water and sanitation sectors, and nature-based solutions.</li> <li>35% of funding disbursed to women-led businesses by local financial intermediaries in targeted sectors.</li> </ul>	Complete by Year 1	IDB Executing agencies	US\$250,000
<b>Output 2.4. Support provided for the origination, design, and deployment of adaptation measures in the WSW public sector, emphasizing EbA.</b>				
2.4.1 Include universal design for persons with disabilities and ethno-engineering (culture adaptation) for indigenous and afro descendant people (GAP 12).	2.4.1 A study and diagnosis for each infrastructure project to identify cultural adaptation needs, including an implementation plan for each infrastructure and a determination of funds needed.	Throughout the life cycle of the Programme	IDB Executing agencies	US\$400.000



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2.4.2 Deliver capacity building activities for sectorial and finance public institutions on climate finance mechanisms for climate adaptation projects, including training on innovative project finance, project structuring and public-private participation. The training sessions will include a gender equality and diversity inclusion approach for development projects (GAP 13).	<p>2.4.2.1 Campaigns, materials, and final report to ensure female and diverse populations participation and a gender and diversity approach in capacity building activities.</p> <p>2.4.2.2 Train-the-Trainer' program for local water utilities to operate and maintain these systems for women and indigenous people</p>	Throughout the life cycle of the Programme	IDB Executing agencies	US\$150,000
<b>Component 3: Promote capacity and develop an enabling environment for climate change planning and investment, regional exchange of data and information and transboundary cooperation mechanisms for water security.</b>				
3.1. Deliver training sessions with representatives of women, LGBTQ+, IP, AD, PwD organizations to explore solutions for addressing climate change (GAP 14).	<p>3.1 At least six training session with representatives of women, LGBTQ+, IP, AD, PwD organizations to explore solutions for addressing climate change to ensure the following indicator:</p> <ul style="list-style-type: none"> <li>6 training activities/workshops with active participation from diverse groups organizations to explore practical solutions to address climate change specifically tailored to women, indigenous and Afro-descendant communities.</li> </ul>	Complete by Year 2	IDB Executing agencies	US\$150,000
3.2 Translate and adapt essential information for indigenous peoples and persons with disabilities within the program's framework. In every country, the spoken indigenous languages will undergo review and adaptation. Additionally, ensure accessibility for persons with disabilities, particularly those with visual, auditory, and tactile impairments (GAP 15).	3.2 Translate and adapt essential information for indigenous peoples and persons with disabilities (especially with visual, auditory, and tactile disabilities) within the program's framework.	Throughout the life cycle of the Programme	IDB Executing agencies Local organizations	US\$150,000
<b>Output 3.1. National and regional policies and institutional frameworks to foster an integrated approach to adaptation looking at the basin as a transboundary system enhanced.</b>				





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3.1.1. Obtain policy reform recommendations to enhance investments in climate adaptation projects including a gender-sensitive approach according to an analysis performed in each of the countries	3.1.1. Policy recommendations obtained in each of the 6 countries to ensure policy reforms promote gender equality in climate adaptation efforts	Complete by year 1	IDB Executing agencies	Anticipating no further expenses.
3.1.2 Implement a capacity building program with a gender-sensitive approach to ensure that women and diverse population groups are included in the planning and decision-making processes for climate-resilient projects	3.1.2 Campaigns, materials, and final report to ensure female and diverse populations participation and a gender and diversity approach in the capacity building program.	Throughout the life cycle of the Programme	IDB Executing agencies	Anticipating no further expenses.

## Monitoring and Evaluation

The success of the Gender Action Plan within the Improving Climate Resilience by Increasing Water Security in the Amazon Basin Project hinges on a robust Monitoring and Evaluation (M&E) framework that systematically tracks progress, measures impacts, and identifies areas for improvement. The processes are designed to be dynamic, responsive, and participatory, ensuring that gender and social inclusivity remains a core focus throughout the project's lifecycle.

It is important to regularly assess the Gender Action Plan's progress through gender-sensitive indicators, stakeholder feedback, and periodic reviews and make adjustments based on lessons learned and emerging gender and diversity considerations to ensure the continued effectiveness of the plan. Specific actions may include:

1. *Gender sensitive indicators:* Analyze the gender sensitive indicators that are included in the gender action plan to gauge the effectiveness of gender mainstreaming efforts.
2. *Stakeholder feedback mechanisms:* Analyze feedback to identify specific challenges and opportunities for improvement.
3. *Periodic gender and diversity reviews:* Conduct periodic reviews specifically dedicated to assessing the gender and diversity dimensions of the project. These reviews should evaluate the implementation of gender-and diversity specific initiatives and the overall responsiveness of project activities to gender and diversity considerations. Integrate lessons learned from these reviews into adaptive management strategies.
4. *Adaptive management strategies:* Utilize findings to inform adaptive management strategies that respond to emerging gender and diversity considerations. Implement timely adjustments to project activities, policies, and interventions based on lessons learned and evolving gender dynamics. This adaptive approach ensures that the Gender Action Plan remains relevant, effective, and capable of addressing evolving challenges.
5. *Reporting and transparency:* Regularly report on the progress of gender and social inclusivity efforts through transparent and accessible channels. Disseminate information on gender and diversity-specific achievements, challenges, and future plans to keep stakeholders informed. Ensure that reporting mechanisms are tailored to reach diverse audiences, considering variations in literacy levels and communication preferences.

By intertwining gender and diversity sensitive indicators, stakeholder feedback mechanisms, periodic reviews, adaptive management strategies, and transparent reporting, the framework becomes a dynamic tool for ensuring the sustained success of the Gender Action Plan within the Improving Climate Resilience by Increasing Water Security in the Amazon Basin Project. This approach guarantees that gender and social inclusivity is not only a priority but a continually evolving and improving aspect of the project's impact on the community.