
Gender Assessment

FP056: Scaling up climate resilient water management practices for vulnerable communities in La Mojana

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**GREEN
CLIMATE
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ANNEX XIII (d) – Gender Analysis and Action Plan

GREEN CLIMATE FUND FUNDING PROPOSAL



Annex: Gender Assessment and Action Plan

Integrated water management in La Mojana region of Colombia

I. Introduction

Colombia is a middle-income country with a \$6,056.1 GDP per capita (2015, World Bank).¹ Recently the economic growth of Colombia slowed down as the country was significantly affected by the global economic trends of weakened commodity prices and lower oil prices. Economic forecasts expect that Colombia will strengthen its economic growth to 7% in 2017.² Level of progress in achieving MDGs in Colombia was uneven with different regions prioritizing local priorities. The direct beneficiaries of this project in the region of La Mojana are 203,918 people who will benefit from improved water management resources.

Colombia is amongst the countries most vulnerable to climate change and extreme weather events. While significant progress has been made in poverty reduction, in the region of La Mojana, poverty levels are 1.5 times higher than the median poverty levels across the country with seven out of 10 households live below the poverty line.³ The region is also highly affected by flooding which negatively disturbs the sustainable development and drive people into chronic poverty by destroying their crops and livelihoods and polluting water supplies.

This proposed project will support the Government of Colombia (GoC) in implementing an integrated approach for water resource management in La Mojana region. In conjunction with government co-financing, GCF resources will be used to address key technical, capacity and information based barriers to designing and implementing an integrated water management system. The proposal has four interlinked project outputs:

1. Strengthened understanding and systemizing knowledge of the impacts of climate change on water management
2. Improved water resources management by vulnerable households and communities
3. Improved climate-resilient Early Warning Systems

¹ <http://data.worldbank.org/indicator/NY.GDP.PCAP.CD>

² <http://www.oecd.org/eco/outlook/colombia-economic-forecast-summary-june-2016.htm>

³ Responding to Massive Floods in La Mojana, Colombia. ReliefWeb. 05 Feb 2008. Available at: <http://www.reliefweb.int/rw/RWB.NSF/db-900SID/KHII-7C87X9?OpenDocument>

4. Enhanced climate-resilient agroecosystems-related rural livelihoods

This gender assessment aims to provide an overview of the gender situation in Colombia, with a specific focus on integrated water management in La Mojana region; to identify gender issues that are relevant to the project; and to examine potential gender mainstreaming opportunities. The assessment was based upon available data from studies conducted by the Government of Colombia and multilateral agencies, and includes:

1. A review of women's participation in the Environment and Sustainable Development projects run by UNDP Colombia.
2. Alignment with UNDP's gender strategy and that of UNDP Colombia's Environment and Sustainable Development area.
3. Alignment with the National Public Gender Equity for Women Policy.
4. Integration of gender considerations into the project indicators, targets and activities, identifying women as leaders and decision-makers.

II. Resilience of vulnerable communities in La Mojana

La Mojana region clearly remains one of the most vulnerable to climate change in Colombia. Climatic cycles such as La Nina and El Nino have become more frequent and intensified and extreme weather events such as droughts and floods have increased. According to estimations from the Intergovernmental Panel on Climate Change (IPCC), during the period of 2002 to 2005, extreme climate disasters have increased by 2.4 times, in comparison to 1970 to 1999. La Nina has affected 417,321 people only in the La Mojana region itself.

A recent study emphasized the need for urgent measures to reduce the vulnerability particularly of resource-limited farmers, and emphasized on the benefits of a predominantly stakeholder-led approach to adaptation.⁴ Agriculture is a vital source of livelihoods for most of the communities and water use for agriculture accounts for 37% of all water resources.⁵ As a response to the La Nina phenomenon in 2010, various relief agencies initiated disaster relief measures in La Mojana. Some of the activities and support areas included the distribution of relief supplies and first kit aid and raising awareness in high-risk

⁴ Feola G (2013) What (science for) adaptation to climate change in Colombian agriculture? A commentary on "A way forward on adaptation to climate change in Colombian agriculture: perspectives towards 2050" by J. Ramirez-Villegas, M. Salazar, A. Jarvis, C. E. Navarro-Racines. Climatic Change this volume

⁵ http://siteresources.worldbank.org/INTLAC/Resources/Climate_ColombiaWeb.pdf

areas.⁶ A recent study recommended a number of areas that needs to be strengthened against future climate phenomenon, these are the development of better temporary shelter strategies, the implementation of relocation for displaced people, livelihood programs for vulnerable populations living in high-risk areas, strengthened national disaster management.⁷

Women are disproportionately impacted by climate change and the risk of climate change magnifies women's relative poverty. Women are also underrepresented in decision-making in resource management and other issues on how best to manage the climate threat. Women are also key players in water management and in the agriculture sector. This project addressed gender dimensions within the project design and implementation.

The Government of Colombia has taken an action to ensure equal participation of women in decision-making process by establishing the Gender Legal Committee in the Congress to ensure the enactment of laws for women and strengthening national legal and policy frameworks to ensure gender equality.

Communities need to take action on adapting to climate change. In the past, communities have used their own strategies for coping with climate variability and extreme weather. But climate change and intense change in weather patterns now cause new risks that fall outside the previous experience of communities. Therefore, new techniques and ways need be used in combination with indigenous knowledge.

III. Indigenous peoples in COLOMBIA

Colombia's indigenous population comprises of 3.43% of the total population and there are 87 officially recognized indigenous peoples (DANE, 2015, p37). Most of the native population lives in the rural sides on Colombia, with currently 788 certified and legally established indigenous reservations over the territory of 31 million hectares (or 29.8% of the total territory)⁸.

A large fraction of the indigenous population lives below the poverty line (63%) and half of the total population doesn't meet the daily nutritional requirements. Access to health services and water supplies is also limited with only 34.53% having access to health and 2 out of 5 indigenous people having access

⁶ <http://www.ifrc.org/docs/appeals/rpts10/MDRCO007.pdf>

⁷ https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/56ab898d1a520363b2ab25b3/1454082446482/032712_Colombia_Response+letterhead.pdf

⁸ Ministry of Culture, Office of Indigenous, Minority and Romani Affairs. Report prepared for the visit of Forum members, p5 (2010).

to water (less than a half). The water supply coverage for the indigenous population of Colombia is 4 times lower than that of the national population and their electivity coverage is 9.3 times lower (KAS, 2009, p7).

Ethnic minorities in the project areas include the Zenú people, which currently inhabit mainly the indigenous reservation in San Andrés de Sotavento in Córdoba Department, and El Volao in Urabá, but also in Sucre, Antiquia and Chocó. As of 2005, there are 233,052 members of the Zenú people with 51.6% women and 48.4% man. Additional information on indigenous population by municipality in the project area is summarized below.

Indigenous population by municipality in the project area

Municipality	Town where they are located	Name of the indigenous council	Number of members	Women	Men
San Benito Abad	Rural <i>veredas</i> in the municipality	Lomas de Palito	105 families (389 people)	203	186
	(Sispataca, El Limón, Villanueva y La Ceiba). Rural <i>veredas</i> in the municipality	Takasuan	383 families (1570 people)	743	827
	Vereda Jegua	Jeguita	369 families (1367 people)	118	251
	(Zona Rabón, Lomas de San Juan, Cuiva, El Cauchal, La Chipas, Las Delicias). Rural <i>veredas</i> in the municipality	Caño Viejo – Cuiva	20 families (100 people)	NS	NS
San Marcos	Vereda Santo Domingo Vidal	Santo Domingo Vidal	132 families (367 people)	183	184
	Vereda Montegrande	Montegrande	513 families (2.600 people)	NS	NS
	Vereda Cayo de la Cruz	Cayo de la Cruz	35 families (140 people)	87	53
	Vereda El Oasis	El Oasis	It has not been possible to take a count.		
	Vereda Pital	El Pital	64 families (320 people)	120	300
	Vereda La Florida	La Florida	It has not been possible to take a count.		

Source: Project's own information, from the field. UNDP 2016.

In La Mojana region, Zenú population is found in the rural areas. In this project, approximately 2,500 of the total beneficiaries belong to the Zenú people. Through this project, the Zenú population would benefit from:

- rainwater harvesting solutions and micro-aqueducts;
- restoration of marshes and streams;
- improved early warning systems;

- enhanced knowledge;
- improved productive systems and recovery and protection of the ecosystems

IV. Existing gender inequality in COLOMBIA

The main purpose of this gender analysis is to design the best possible approach to this project in order to respond to the differentiated needs of women and men when facing the impacts of climate change and improve their adaptive capacity in the La Mojana region. The assessment was constructed with the latest data available from studies conducted by various organizations, including governmental institutions, think tanks and NGOs. The first part provides an overview of the gender situation in the rural areas of Colombia and specifically in the La Mojana region. The second part shows the link between essential gender issues that needs to be addressed during the project and proposes a number of key activities that can decrease existing inequalities. The third and final part is a measuring tool that describes specific activities planned for the implementation and monitoring of the gender-mainstreaming plan.

Gender Inequality Index

Over the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).⁹ GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labor market, while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women. Colombia has a GII of 0.429 (2014) and ranks 42 out of 188 countries assessed. Its GDI value (2014) is 0.997¹⁰

The World Economic Forum's Global Gender Gap Index (GGGI) examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and

⁹ United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

¹⁰ http://hdr.undp.org/sites/default/files/2015_statistical_annex_tables_all.xls

survival, and political empowerment. Out of 147 countries, Colombia’s rank, based on GGGI in 2015, is given below¹¹:

Description	Score	Rank
Economic participation and opportunity	0.746	37
Educational attainment	0.994	61
Health and survival	0.979	42
Political empowerment	0.180	64
Gender Gap Index 2015	0.725	42

* Total inequality = 0.00; total equality = 1.00. Source: The Global Gender Gap Report 2014

The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that score countries (from 0 to 1) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties in order to measure discrimination against women in social institutions across 160 countries. Colombia’s 2014 SIGI value is 0.0862, suggesting that discrimination against women is low.¹²

Living standards are also subject to large discrepancies between the regions of Colombia. Poverty in remote rural areas is particularly higher and there is limited access to education. In the departments of Boyacá, Cauca, Chocó, Córdoba, Huila, Nariño, Sucre and Tolima live the poorest populations.¹³

Poverty

Columbia has made significant progress in reducing poverty, but challenges still remain as the gap between rural and urban poverty remains wide. The 50-year internal conflict in Colombia has caused 218,000 deaths and displaced 5.6 million people, and adversely affected the rural population and women in particular. Columbia has taken an action in bridging the gap between rural and urban poverty and has included in its National Development Plan 2014-2018 priorities such as the reduction of

¹¹ <http://reports.weforum.org/global-gender-gap-report-2015/economies/#economy=COL>

¹² OECD. Social Institutions and Gender Index 2014. Country Profiles <http://www.genderindex.org/country/colombia>

¹³ <https://www.ruralpovertyportal.org/fr/web/rural-poverty-portal/country/home/tags/colombia>

territorial and population disparities in living conditions and better educated rural population. In December 2015, the *Misión Rural* report or the Mission for Rural Transformation was approved, aimed at ambitious reforms in the rural sector for more inclusive social, economic and civic changes in the rural sector.¹⁴

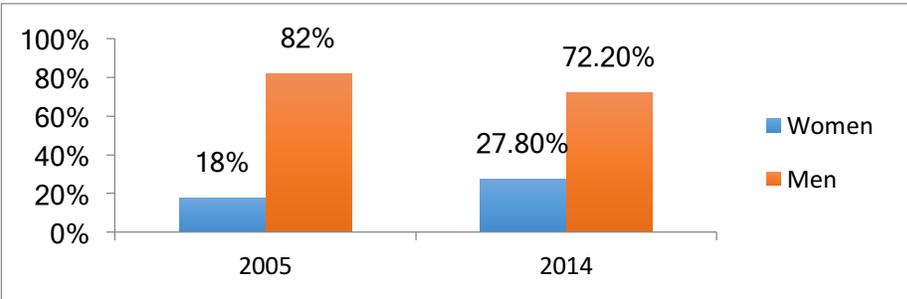
Rural situation in Colombia

It is widely known that rural women play a decisive role in agricultural labors and food safety around the world, and possess important knowledge about sustainable use of soils, water, seeds and other matters; nevertheless, women have less access than men to loans, training and land¹⁵.

Colombian rural women face three forms of discrimination, on the basis of gender, economic status as inhabitants of rural areas, and race (indigenous or Afro-Colombian women). In the Colombian context, discrimination as a result of being victims of armed conflict is added to the list.¹⁶

The rural population in Colombia has decreased in the last few decades, from 60% of the country’s population in 1950 to 29% in 2000. In the last National Agricultural Census (2014) it was determined that 5.1 million people (48% of whom were women) were residents of rural dispersed areas. Also, in the previous few years, the percentage of female-headed households had increased, from 18% in 2005 to 27.8%, corresponding to 422,614 women, in 2014¹⁷. In rural areas, the vulnerability of female-headed households is higher than male-headed households (UNDP, 2011)¹⁸.

Distribution of household headship by sex



Source: 2014 National Agricultural Census. DANE

¹⁴ <https://www.ifad.org/documents/10180/6577c077-cac7-4c59-8854-4b9289b9a01a>
¹⁵ FAO. The State of Food and Agriculture: 2010 – 2011. Women in Agriculture. Closing the gender gap for development. <http://www.fao.org/docrep/013/i2050s/i2050s.pdf>
¹⁶ UNDP. (2011). *Collection of notebooks INDH. Rural women – Agents of hope*. Bogotá.
¹⁷ DANE National Agricultural Census 2014
¹⁸ UNDP. (2011). *Collection of notebooks INDH. Rural women – Agents of hope*. Bogotá.

Based on information provided by DANE, the National Statistics Department (2016), in Colombia there are 2.2 million Agricultural Production Units (APUs) operated by over 2.7 million people classified as farmers.¹⁹ From the APUs, 26% are operated by women, 61.44% by men, and 12.56% are jointly operated by both woman and man.

It can be seen that in the territories where this project will be carried out, the percentage of APUs operated by women is much lower than the national average, with Bolívar being the department with the lowest percentage at just 12.81%. In addition, the percentage of APUs jointly operated by men and women is much lower than the national average, with Sucre Department having the lowest (6.96%).

Percentage of APUs by sex of the person in charge

	APUs with only men responsible for production	APUs with only women responsible for production	APUs with women and men responsible for production
National total	61.44	26.00	12.56
Bolívar	78.41	12.81	8.77
Córdoba	68.52	23.63	7.85
Sucre	73.75	19.28	6.96

Source: 2014 National Agricultural Census. DANE²⁰

If we analyze the conditions under which men and women operate their Agricultural Production Units, we can see significant gender gaps in almost all areas. For example, if we look at the sizes of the APUs operated by women, significantly higher percentage (78.96%) are smaller than 5 ha, while for men the corresponding figure is 67.62%. In the departments of the project’s operation, the situation is better in the case of women in Bolívar, with only 51.46% of their APUs being smaller than 5 ha and a much higher percentage standing between 10 and 50 ha than the national average.

¹⁹ People in charge of operating and deciding all of the agricultural issues regarding the Productive Unit, excluding from this definition those workers with the same responsibilities.

²⁰ DANE. 2014 National Agricultural Census. Results of the 3rd National Agricultural Census (definitive). Departmental annexes. <http://dane.gov.co/files/CensoAgropecuario/entrega-definitiva/Boletin-7-Mujeres-rurales/7-Anexos.xls>

Percentage of APUs by size and the sex of the person in charge²¹

	APUs with only men responsible for production				APUs with only women responsible for production				APUs with women and men responsible for production			
	<5 ha	5 to 10 ha	10 to 50 ha	50 to 100 ha	<5 ha	5 to 10 ha	10 to 50 ha	50 to 100 ha	<5 ha	5 to 10 ha	10 to 50 ha	50 to 100 ha
National total	67.62	11.22	15.37	3.01	78.96	8.65	9.67	1.52	67.28	11.76	15.89	2.70
Bolívar	45.26	15.59	28.97	5.42	51.46	15.31	24.71	4.81	43.87	13.33	30.89	6.77
Córdoba	63.06	12.27	17.50	3.51	75.78	9.74	11.77	1.48	65.70	12.04	17.54	2.64
Sucre	52.68	15.33	23.81	4.35	68.74	12.11	15.23	2.06	66.73	11.73	16.73	2.53

Source: 2014 National Agricultural Census. DANE²²

Looking at the tools available to men and women in charge of their APUs, the national situation is, once again, worse for women with only 10.35% having machinery to work with. The corresponding percentage for men, while still low, is almost double at 18.66%. This trend is seen in the three departments of the project's scope of operation, and the situation is especially critical in Córdoba and Sucre, with figures of 4.17% and 5.28 respectively – far lower than the national average (although the same trend is present in the case with men).

Percentage of APUs with machinery, disaggregated by sex of the person in charge.

	APUs with only men responsible for production			APUs with only women responsible for production			APUs with women and men responsible for production		
	Machinery exists to carry out agricultural activities	Machinery doesn't exist to carry out agricultural activities	DNR	Machinery exists to carry out agricultural activities	Machinery doesn't exist to carry out agricultural activities	DNR	Machinery exists to carry out agricultural activities	Machinery doesn't exist to carry out agricultural activities	DNR
National total	18.66	80.31	1.04	10.35	88.85	0.80	7.55	91.25	1.20
Bolívar	15.33	83.87	0.80	12.04	87.37	0.59	6.31	91.54	2.16
Córdoba	8.88	90.15	0.97	4.17	94.91	0.91	4.06	93.84	2.10

²¹ The total by sex does not add up to 100% as APUs bigger than 100 ha have not been included; this is because they are few in number and are not relevant to the project.

²² DANE. 2014 National Agricultural Census. Results of the 3rd National Agricultural Census (definitive). Departmental annexes. <http://dane.gov.co/files/CensoAgropecuario/entrega-definitiva/Boletin-7-Mujeres-rurales/7-Anexos.xls>

Sucre	9.48	89.50	1.03	5.28	93.63	1.08	5.36	92.23	2.41
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Source: 2014 National Agricultural Census. DANE²³

Health

According to the latest National Survey of Demographics and Health (ENDS, from the Spanish acronym)²⁴ there is a large gap in terms of health resources available for women living in rural areas and those in the urban parts of the country. For example, while in urban areas only 2% of women do not receive prenatal care, this figure rises to 5.9% in the case of rural women. The situation is even more serious in the region of the project's scope, where 6.3% of women do not receive any prenatal care.

Colombia has very high rates of teenage pregnancy. According to ENDS, 19.5% of adolescent girls have been pregnant at some point, a percentage that is very similar to that in the region where the project will be carried out (19.4%). This number increases dramatically to 26.7% in the rural areas of the country. An alarming statistic is the mortality rate of 51.7 per 100,000 live-born babies in 2014²⁵. Colombia did not meet the Millennium Development Goals (MDG) 4 target that stays for 45 stillborn per 100,000 live-born babies.

It is also important to consider the repercussions that the health situation has on the families, either the care that needs to be taken of a sick person in the home or the preventative measures related to nutrition or cleaning. In this sense, the National Time-Use Survey²⁶ gives a clear idea of the most common types of care required. These are summarized below:

- Physical care of other household members: only 4.4% of men perform this type of care, dedicating an average of 38 minutes, while 22.7% of women carry out the tasks, spending an average of 1 hour and 16 minutes.
- Supplying food to household members: only 22.1% of men carry out this activity, spending an average of 56 minutes each, while 72.3% of women perform the same task, dedicating an average of 2 hours and 9 minutes.

²³ Idem

²⁴ Profamilia. National Survey of Demographics and Health (ENDS) 2010. <http://profamilia.org.co/docs/ENDS%202010.pdf>

²⁵ Ministry of Health <https://www.minsalud.gov.co/Paginas/Mortalidad-materna-ha-disminuido-en-4-desde-1998.aspx>

²⁶ DANE. National Time-Use Survey http://dane.gov.co/files/investigaciones/boletines/ENUT/pres_ENUT_2012_2013.pdf

- This gap widens much further if we look at the data broken down by rural and municipal areas²⁷. In rural areas, 81.8% of women perform food-supplying activities, dedicating an average of 2 hours and 34 minutes, while 18.1% of men spend only 1 hour and 10 minutes on the same activities.
- Cleaning, maintenance and home repair: 33.4% of men spend an average of 56 minutes performing these tasks, compared to 68.5% of women, who dedicate 1 hour and 17 minutes of their time on average. Once again, the situation is worse in rural areas, where the percentage of women who carry out these tasks rises to 78.8%.

The data above will be taken into account when working with healthcare personnel in the early warning systems, since it is of fundamental importance not only to keep in mind who is performing the prevention and care work in the home, but also who, by their actions, can contribute to a more equal redistribution of these responsibilities.

Risk Management

There is no official data that allows us to perform a gender analysis on the differentiated effects, but after the 2010 and 2011 floods, multiple investigations were carried out and one of them (How to avoid another disaster. Lessons from the winter flooding in Colombia) carried out by Oxfam did include elements that give us some ideas, of which the following are of particular note:

- In three of the four zones analyzed, women were most likely to be the head of households: 73% in Atlántico, 62% in Bajo Atrato y 61% in Bajo Sinú.
- Despite the fact that in La Mojana only 37% of households were headed by women, significant differences were observed regarding access to information. Only 36% of women had received any kind of warning before the emergency, while in the case of men this number was

²⁷ According to DANE, https://www.dane.gov.co/files/inf_geo/4Ge_ConceptosBasicos.pdf

Rural area or municipal outskirts: is characterized by agricultural production and the dispersed nature of its housing. It does not have a planned layout or a formal nomenclature of streets, roads, avenues etc. In general, it also lacks public services and other facilities typical of urban areas.

Municipal center (MC): is the geographic area defined by an urban perimeter, whose limits are established by municipal council agreements. It corresponds to the place where the administrative center of a municipality is located.

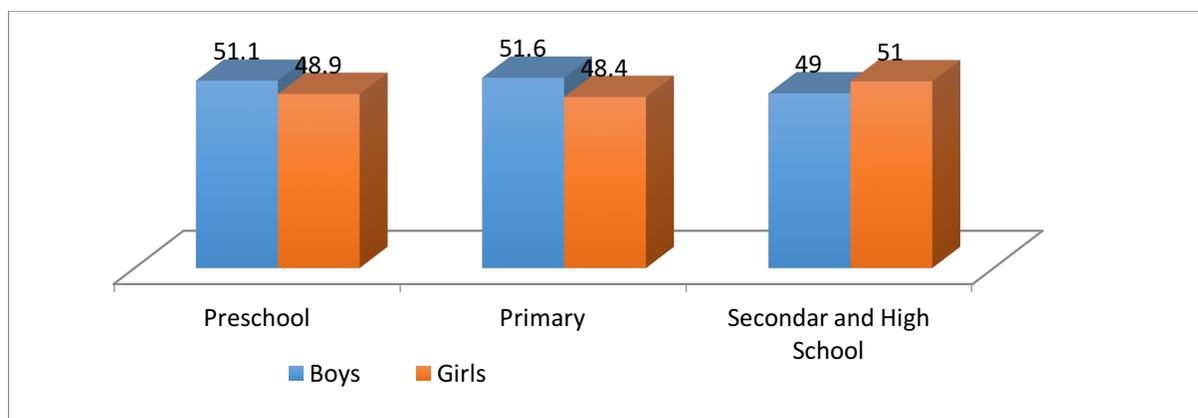
significantly higher - 44%. In what is referred to as the loss, women perceived the impacts at home to be greater, while men considered the loss of crops to be the more serious issue²⁸.

It is important to have early warning systems in place in order to handle information pertaining to men and women on a uniform basis and ensure that all the information reaches both equivalently.

Education

Colombia has managed to close the gaps in terms of access to education. Looking at the statistics, we can see that in 2015 there was almost no difference between boys and girls in enrolment at preschool, primary, secondary and high school levels. In the first two levels, there are a slightly higher number of boys (51.1% compared to 48.9% for preschool and 51.6% versus 48.4% for primary school), while for secondary and high school education; the figures are slightly in favor of girls (49% boys versus 51% girls).

Enrolment in different educational levels, by sex. Percentage distribution for 2015



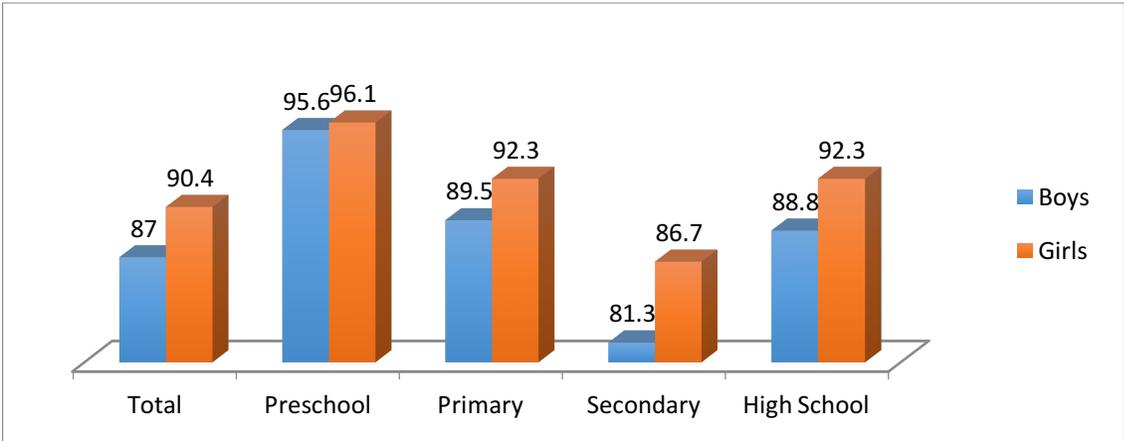
Source: DANE. Research into formal education 2015²⁹

Furthermore, if we look at the grades achieved by boys and girls, we can see that girls have superior results to boys in every school year. Their pass rate is also higher in every level of education. And if we look at attrition rates, the result is the same: fewer girls drop out of the education system than boys at all levels.

²⁸ Oxfam. How to avoid another disaster. Lessons from the winter flooding in Colombia https://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/bp148_colombia-lecciones-aprendidas-final_spanish1104292_3.pdf

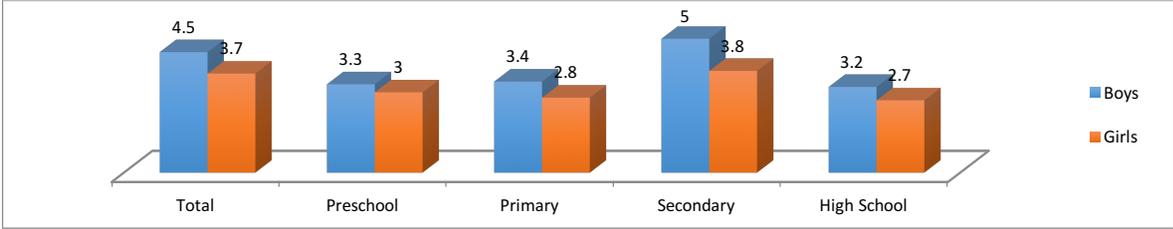
²⁹ DANE Research into formal education 2015 http://dane.gov.co/files/investigaciones/boletines/educacion/bol_EDUC_15.pdf

The number of people, who were successful in a particular exam by different education level and sex, percent, 2014



Source: DANE. Research into formal education 2015³⁰

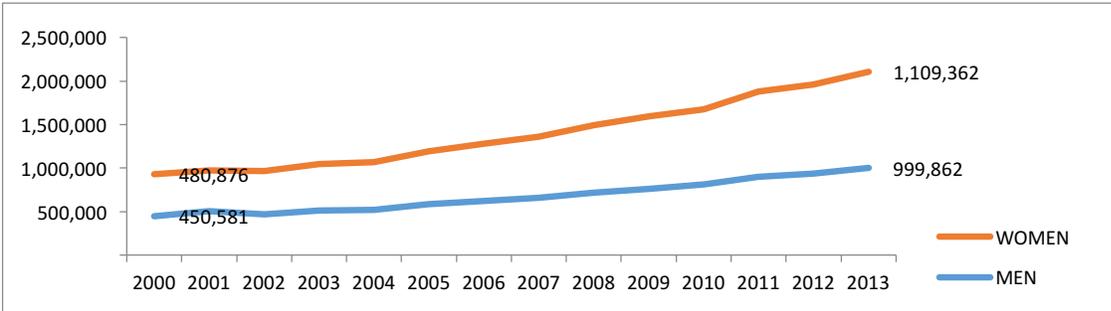
Attrition rate by education level and sex 2014



Source: DANE. Research into formal education 2015³¹

In regards to enrolments in higher education, we can see that since 2000 more women are studying than men and this gap has grown significantly over the years with 1,109,362 women enrolled in higher education in 2013 and 999,862 men.

Number of people enrolled in higher education by sex

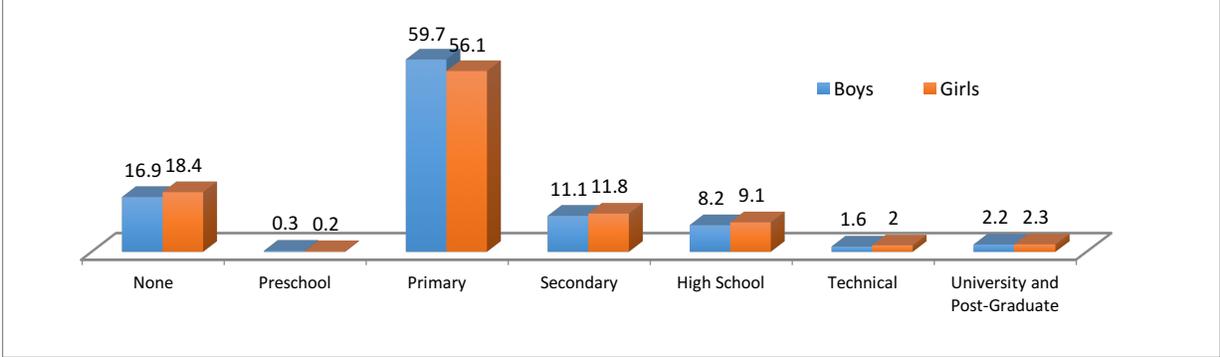


Source: Ministry of Education. Sectorial Statistics³²

³⁰ Idem
³¹ Idem

The same tendency is also valid when considering the statistics for agricultural producers. At all educational levels except primary, the percentages are slightly in favor of girls and women.

Distribution of farmers by educational level achieved and sex



Source: DANE. National Census of Farmers 2014³³

These findings reveal that the gaps found in all the other aspects analyzed are not caused by lower levels of education among women, but instead can be linked to cultural patterns. There is a strong gender biases for pigeonhole women in traditional roles that does not allow them to develop professionally or personally.

Political participation and decision-making

Despite the fact that Colombia has made important regulatory advances towards greater political participation from women, such as Law 581 of 2000, which requires women to make up more than 30% of decision-making posts in all public institutions; or Law 1445 of 2011, which regulates the lists of political parties standing for election, requiring that at least 30% be “from each of the genders”, results are still far from showing equal political participation between men and women.

Currently, women head only 12.2% of mayors’ offices and 15.63% of governor’s offices. It is of note that in none of the three departments of the project’s operation are there female governors. In what is referred to as the House of Representatives, just 20% are women – in the Senate this rises to 23%. Out of these, Bolívar Department has three female senators and three female representatives, Córdoba three female senators and one female representative, and Sucre two female senators and one female representative.

³² Ministry of Education. Sectorial Statistics <http://bi.mineducacion.gov.co:8380/eportal/web/snies1/genero-del-estudiante>

³³ DANE. National Census of Farmers 2014. Characterization of the agricultural producers resident in the sparsely populated rural area studied. https://www.dane.gov.co/files/CensoAgropecuario/avanceCNA/Boletin%20tecnico_8sep.pdf

Political representation by type of organization and sex

	Male (%)	Female (%)
Mayor's office	87.80	12.20
Assembly	83.25	16.75
Afro-descendant chamber	50.00	50.00
Indigenous chamber	100.00	0.00
Territorial chamber	80.37	19.63
Council	82.36	17.64
Governor's office	84.38	15.63
Local administrative board	60.22	39.78
Indigenous senate	100.00	0.00
National senate	77.00	23.00
Total	77.78	22.22

Source: Presidential Office for Women's Equality³⁴

Labor force participation

The statistics pertaining to Colombia's labor market are indicating that there are big gaps between men and women in access and quality of work. According to DANE³⁵, in the three months between June and August 2016, the global participation rate was 20% lower for women than for men: 54.1% and 74.8%, respectively. Meanwhile, the gender gap in the employment rate was even wider than 20 percentage points: 69.4% for men and 47.7% for women. Furthermore, higher percentage of women were unemployed (11.9%) in comparison to men (7.2%).

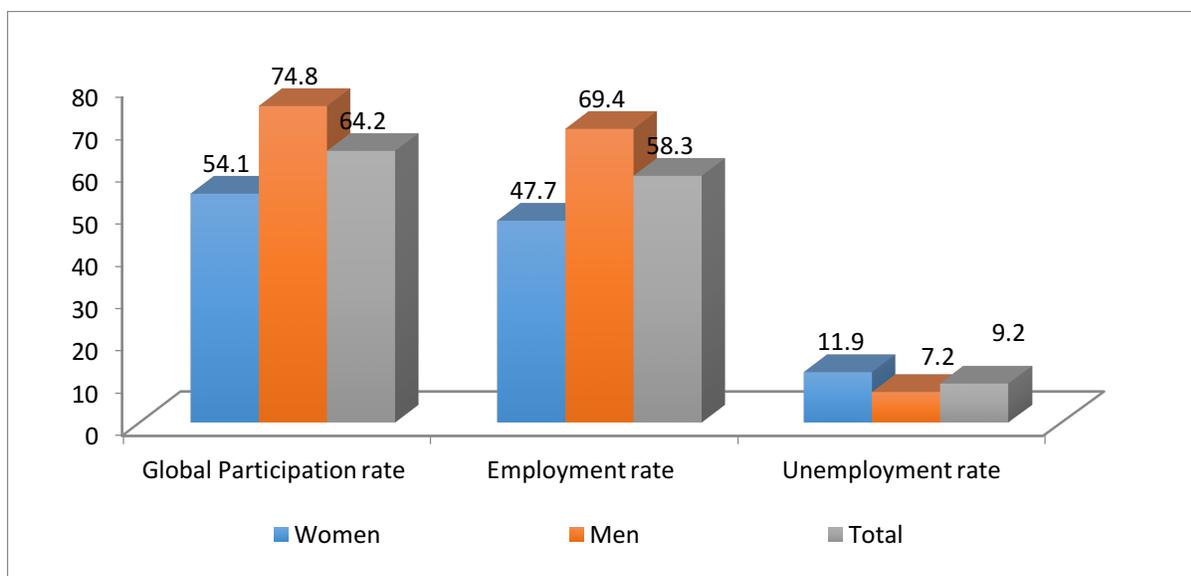
Overall participation, employment and unemployment rates, by sex (June 2016 – August 2016)

³⁴ Presidential Office for Women's Equality. Gender Affairs Observatory.

<http://obs.equidadmujer.gov.co/Observatorio/Observatorio.aspx?rpt=IW9KyrVqD2ORGcOMM81jfA==>

³⁵ DANE Job market by sex, June-August 2016

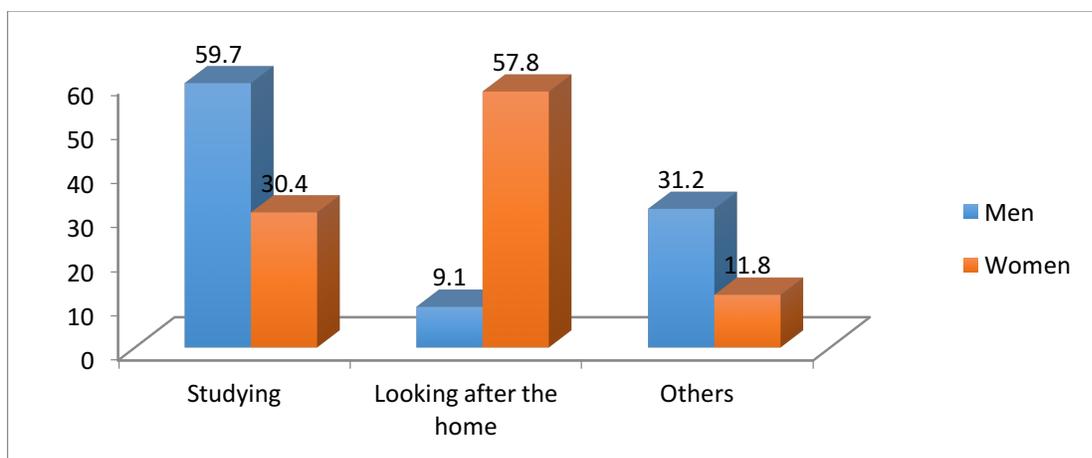
[http://dane.gov.co/files/investigaciones/boletines/ech/ech_genero/bol_eje sexo_jun_ago16.pdf](http://dane.gov.co/files/investigaciones/boletines/ech/ech_genero/bol_ejesexo_jun_ago16.pdf)



Source: DANE: Labour market by sex MOVING QUARTER JUNE – AUGUST 2016³⁶

Looking at the reasons behind this economic inactivity, we can also see the issues related to structural gender inequality. While 59.7% of inactive men are in that situation because they are studying, for women this percentage is only 30.4%. It is important to note that while 57.8% of unemployed women are in that situation because they are dedicating themselves to “looking after the home”, only 9.1% of men gave this reason for their inactivity.

Reason for unemployment, by sex (June – August 2016)



Source: DANE Labor market by sex MOVING QUARTER JUNE – AUGUST 2016³⁷

³⁶ DANE Labor market by sex MOVING QUARTER JUNE – AUGUST 2016

https://www.dane.gov.co/files/investigaciones/boletines/ech/ech_genero/bol_eje_sexo_jun_ago16.pdf

³⁷ *Idem*

There are also large gaps in terms of quality of work. According to DANE, women earned 20.2% less than men in 2015, even when they had similar jobs.³⁸ This is in addition to the fact that, as mentioned earlier, according to the National Time Use Survey, women carried out the majority of the unpaid care work. 89.4% of women do this work, for an average of 7 hours and 23 minutes per day, while the percentage is 63,1% for men, who dedicate an average of 3 hours and 10 minutes per day. This means that women work on average 10.8 hours more per week than men³⁹.

[Access to resources](#)

Women have lower access to resources such as technical assistance in relation to agricultural activities and access to loans. In terms of technical assistance or advice given in relation to agricultural activities, there is a small gender gap. While 10.27% of men in charge of agricultural production units receive assistance, this number falls to 7.26% in the case of women. In Córdoba department, we can see that the percentage of women in charge of production units that receive assistance is only 3.5%.

Percentage of APUs that receives technical assistance, disaggregated by sex of the person in charge.

	APUs with only men responsible for production		APUs with only women responsible for production		APUs with men and women responsible for production	
	Received technical advice or assistance during 2013 in relation to agricultural activities.	Did not receive technical advice or assistance during 2013 in relation to agricultural activities.	Received technical advice or assistance during 2013 in relation to agricultural activities.	Did not receive technical advice or assistance during 2013 in relation to agricultural activities.	Received technical advice or assistance during 2013 in relation to agricultural activities.	Did not receive technical advice or assistance during 2013 in relation to agricultural activities.
National total	10.27	89.73	7.26	92.74	17.27	82.73
Bolívar	6.04	93.96	5.10	94.90	8.82	91.18
Córdoba	6.09	93.91	3.50	96.50	10.77	89.23
Sucre	6.97	93.03	4.03	95.97	8.25	91.75

Source: 2014 National Agricultural Census. DANE⁴⁰

However, there are two important aspects of production, access to loans and land ownership, in which there are no significant gaps between men and women. In terms of loan applications (and their approval), we can see that the vast majority of both women and men (88.46% and 91.60% respectively)

³⁸ El Tiempo. Colombian women work more than their male counterparts, but earn less than them. 7 March 2015. <http://www.eltiempo.com/estilo-de-vida/educacion/brechas-salariales-entre-hombres-y-mujeres-en-colombia/15353195>

³⁹ DANE: Press bulletin. National Time Use Survey 2012 – 2013: Final data http://dane.gov.co/files/investigaciones/boletines/ENUT/Bol_ENUT_2012_2013.pdf

⁴⁰ Idem

did not apply for loans during 2013. This percentage is very similar in the three departments of the project's operation.

Percentage of APUs requesting loans, by sex of the person in charge.

	APUs with only men responsible for production			APUs with only women responsible for production			APUs with men and women responsible for production		
	Requested loan or funding in 2013		Did not request loans or funding in 2013	Requested loan or funding in 2013		Did not request loans or funding in 2013	Requested loan or funding in 2013		Did not request loans or funding in 2013
	Loan or funding was approved	Loan or funding was not approved		Loan or funding was approved	Loan or funding was not approved		Loan or funding was approved	Loan or funding was not approved	
National total	10.11	1.43	88.46	7.41	0.99	91.60	17.09	1.89	81.01
Bolívar	6.86	2.93	90.21	6.59	1.99	91.42	13.77	4.70	81.53
Córdoba	7.88	1.74	90.38	6.21	1.30	92.49	13.19	2.84	83.97
Sucre	6.96	2.55	90.49	4.87	1.58	93.55	13.78	2.81	83.41

Source: 2014 National Agricultural Census. DANE⁴¹

When it comes to land ownership, we can see that whether men or women are in charge of the unit, 72% are owners of the land, nationally speaking. In the territories covered by the project's scope, women are actually owners in a higher percentage of the cases (81.94% in Bolívar, 80.75% in Córdoba and 85.75% in Sucre) than men.

Percentage of APUs with respect to property type, by sex of the person in charge.

	APUs with only men responsible for production									
	Owned	Rented	Partnership	Usufruct	Loan	De facto occupation	Collectively owned	Contractor or communal land	Other form of occupancy	Do not know
National total	72.06	9.59	1.67	1.61	0.32	0.36	4.11	1.12	3.09	6.08
Bolívar	75.97	8.61	3.23	2.32	0.41	0.80	1.72	0.12	1.81	4.99
Córdoba	75.77	7.60	1.00	3.77	0.53	0.46	3.66	0.15	1.99	5.07
Sucre	82.12	6.99	1.91	0.43	0.45	0.31	2.10	0.11	1.29	4.30

	APUs with only women responsible for production									
	Owned	Rented	Partnership	Usufruct	Loan	De facto occupation	Collectively owned	Contractor or communal land	Other form of occupancy	Do not know
National total	72.87	8.87	1.21	1.62	0.31	0.32	5.19	1.37	3.09	5.16
Bolívar	81.94	5.86	1.67	1.05	0.21	0.34	1.17	0.23	1.51	6.02
Córdoba	80.86	5.28	0.46	2.67	0.36	0.24	3.04	0.08	1.79	5.23
Sucre	85.75	5.02	1.17	0.31	0.38	0.24	1.88	0.07	0.91	4.27

⁴¹ Idem

APUs with men and women responsible for production										
	Owned	Rented	Partnership	Usufruct	Commodity	De facto occupation	Collectively owned	Contractor or communal land	Other form of occupancy	Do not know
National total	68.52	5.76	1.24	2.34	0.24	0.36	12.39	3.02	1.77	4.35
Bolívar	80.57	4.95	1.17	1.74	0.26	0.52	3.27	0.10	1.40	6.02
Córdoba	81.43	4.68	0.83	1.49	0.93	0.34	4.11	0.18	1.81	4.19
Sucre	82.27	4.48	2.19	1.29	0.38	0.29	5.05	0.19	0.67	3.19

Source: 2014 National Agricultural Census. DANE⁴²

All of these figures point towards a rural world where men come first, taking male-oriented decisions. Women are in second place, with far fewer resources and means with which to tackle development and income generation than men. With this in mind, in areas where the project is involved, special attention will be paid to women, in order to do as much as possible to improve the situation and bridge the gender gaps.

It is interesting to note that in the last two aspects of the analysis, access to technical assistance or advice for carrying out agricultural activities and access to loans or funding, the APUs operated jointly by men and women are in a better situation. For this reason, it is also proposed that the project work with the communities so that both gender discrimination and the need to change the roles that cause the gaps are understood from both the male and female perspectives, encouraging the men to change and leading to a more equal distribution of decisions regarding the land and the home.

Gender-based violence

It is always challenging to rely on credible and sufficient data for gender-based violence as in Colombia there are very few official figures. The statistics are usually based on the number of police reports and not on the real number of women who are victims of this type of violence. In addition, many of the victims never report the crime. In Colombia, the official statistics are those published by the National Institute of Forensic Medicine and Sciences in its annual report 'Forensis'.⁴³ The latest report is from 2014 and shows that 85.57% of the victims of reported inter-partner violence are women, a percentage that is higher in the regions of the project's operation and is as high as 92.38% in Bolívar.

⁴² Idem

⁴³ National Institute of Forensic Medicine and Sciences. Forensis 2014.

<http://www.medicinalegal.gov.co/documents/88730/1656998/Forensis+Interactivo+2014.24-JULpdf.pdf/9085ad79-d2a9-4c0d-a17b-f845ab96534b>

Inter-partner violence, by sex of the victim

	Male		Female	
	Cases	Percentage	Cases	Percentage
Bolívar	96	7.62	1,164	92.38
Córdoba	53	9.27	519	90.73
Sucre	61	9.93	553	90.07
Regional Total	210	8.59	2,236	91.41
Nationwide total	7,047	14.43	41,802	85.57

Source: Forensis 2014. National Institute of Forensic Medicine and Sciences

Likewise, in terms of forensic exams carried out due to alleged sexual crimes, in 85% of the cases the victim was a woman, a percentage that in the case of Córdoba Department was as high as 89.62%.

Forensic exams for alleged sexual crime by sex of the victim

	Male		Female	
	Cases	Percentage	Cases	Percentage
Bolivar	109	12.84	740	87.16
Córdoba	52	10.38	449	89.62
Sucre	62	14.45	367	85.55
Regional Total	223	12.54	1,556	87.46
Nationwide total	3,149	14.91	17,966	85.09

Source: Forensis 2014. National Institute of Forensic Medicine and Sciences

But, as we mentioned, the vast majority of cases of violence against women are never reported. According to the latest National Survey of Demography and Health (ENDS), for the year 2010, 73% of physically abused women did not report the event, and in the subregion of Bolívar Sur, Sucre and Córdoba, 80.4% of physically abused women did not look for any type of support.⁴⁴

Furthermore, the data published in the ENDS study give worrying figures, an example being that 65% of women declared that their husbands or partners had exercised some type of control over them, and in the Bolívar Sur, Sucre and Córdoba subregions this percentage was 55.2%. In addition, 32% said that

⁴⁴ Profamilia. National Survey of Demography and Health 2010 <http://profamilia.org.co/docs/ENDS%202010.pdf>

their husbands or partners had threatened them in some way, with this figure being 28.1% in the Bolívar Sur, Sucre and Córdoba region.

Finally, in terms of physical aggression committed by husbands or partners, ENDS stated that 37% of women said they had been victims of this type of violence, with the corresponding figure for the region of Bolívar Sur, Sucre and Córdoba being 27.6%. The fact that the percentages for the region are slightly lower than the national averages should not lead to a relaxed response from the authorities because it does not mean that La Mojana area is free of gender-based violence against women – these are still very alarming figures.

The fact that the majority of women do not report situations of violence against them may be due in part to the great social and institutional tolerance that still exists in these situations. According to the Second Survey on Social Tolerance to Gender Violence against Women⁴⁵ carried out by the Presidential Office for Women's Equality, 24% of the population thinks, "women who get involved with violent men should not complain that they hit them". Likewise, 37% of Colombians still believe that "women who dress provocatively are running the risk of being raped" and 19% consider that "a good wife should obey her husband even if she does not agree".

More worrying still is the response of public servants to this survey: 23% agree that "women who stay with their partners after being beaten do so because they like it"; 11% think that "if a woman does not resist, it cannot be said that it was rape". In addition, only 81% of public servants with expertise in the field of violence know that there are laws on violence against women in the country.

V. Mechanisms to address gender inequality in Colombia –legal and administrative framework

In order to address these gaps, Colombia has made great improvements in terms of regulations and has different gender mechanisms at national, departmental and municipal levels. At the national level, the Presidential Office for Women's Equality⁴⁶ is responsible for assisting the Presidency as well as the National Government in designing government policies aimed at promoting equality between women and men as well as promoting the incorporation of a gender perspective in the formulation,

⁴⁵ Presidential Office for Women's Equality <http://www.equidadmujer.gov.co/prensa/2015/Paginas/Hoy-Colombia-tolera-mucho-menos-las-violencias-contra-las-mujeres.aspx>

⁴⁶ Presidential Office for Women's Equality www.equidadmujer.gov.co

management and monitoring of policies, plans and programs in public entities at national and regional levels, among other responsibilities.

The Presidential Office relies on the National Public Policy on Gender Equality for Women⁴⁷ to carry out this work. This policy was formulated through a participatory process with women from all over the country and from all sectors and was approved in 2012. Among its strategies that are relevant to this project we can highlight the following:

Strategies	Actions with relevance to the project
Promotion of women's participation in positions of power and decision-making	This strategy includes, among other actions, the participation of rural, peasant, indigenous and Afro-Colombian women in positions of leadership in their organizations, as well as the promotion of changes in their communities in terms of the roles of women in political and community participation.
Promotion and strengthening of access to property and productive resources	This strategy considers the access of rural women and those from ethnic groups to comprehensive technical assistance for the promotion of sustainable activities that are related to the generation of income and food security as well as the development of their management and organizational skills, in order to aid their economic self-sufficiency and strengthen their human development.
Reduction of the risk and/or vulnerability factors of women related to their habitat and environment	This framework proposes the implementation of "actions to recognize and value the role of rural women and those from ethnic groups in ecological agriculture and the conservation of biodiversity, within the framework of an environmentally friendly agricultural policy". In addition, it proposes actions for the prevention, care and protection of rural women and those from ethnic groups in the face of climate change.
Mobilization and communication for cultural	Sensitization and awareness-raising about women's rights and non-discriminatory practices for the entire population. Sensitization and awareness-raising to eradicate stereotypes about the role of women in

⁴⁷ Presidential Office for Women's Equality. National Public Policy on Gender Equality for Women <http://www.equidadmujer.gov.co/ejes/Documents/Lineamientos-Politica-Publica-Equidad-Genero.PDF>

transformation	society and promote non-discriminatory socio-cultural patterns that impede their full access to political and public life. Promotion of the use of information and communication technologies to contribute to the equalization of opportunities, with the aim of solving problems and aiding the holistic development of girls and women in the country.
Institutional strengthening	Strengthening of information systems about the situation of women and information systems disaggregated by sex and ethnic group. Strengthening of the mechanisms for coordinating the Policy with sectoral and territorial entities. Strengthening of the 'Rural Woman' Program and creation of a gender working group in the Ministry of Agriculture and Rural Development.

Likewise, with regard to national legislation, there have been a great number of regulatory developments, but among the most relevant to this project, we can highlight the following:

Law/decrece	Relevance for the project
Law 581 of 2000: which regulates the appropriate and effective participation of women in decision-making levels of the different branches and bodies of public power.	<p>This obliges all public, national and regional institutions, of any size, type and function, to include at least 30% participation of women in their decision-making bodies.</p> <p>Although not all the institutions comply with this minimum, the law has contributed to the increased participation of women in decision-making positions and awareness of the importance of women's participation. Therefore, looking at the upcoming dialogue between the project and the authorities, it is a good sign for a greater acceptance of actions aimed at closing gender gaps.</p>
Law 731 of 2002: which sets standards to assist rural women	<p>This law establishes a raft of measures to support rural women in all situations (access to credit, education, technical assistance...).</p> <p>Unfortunately, it is still unregulated so it has not yet been implemented. But through this project, it is possible to use the dialogue platforms with the authorities to achieve greater</p>

	advocacy aimed at its implementation.
Law 1257 of 2008: which sets standards for awareness-raising, prevention and sanctions related to forms of violence and discrimination against women, reforms the penal and penal procedure codes and Law 294 of 1996, and establishes other provisions	<p>This law, accompanied by its regulatory decrees, gives indications to the justice, education, health and labor sectors on how to sensitize, prevent and punish all types of gender violence against women. It also presents measures for the protection and accompaniment of women who are victims of any type of gender violence.</p> <p>Although the project does not explicitly address gender violence against women, it is important to take into account the context and to provide the responsible institutions with the necessary tools.</p>
Law 1413 of 2010: which regulates the inclusion of the care economy in the national accounting system in order to measure the contribution of women to the economic and social development of the country and as a fundamental tool for the definition and implementation of public policies	<p>Thanks to this Law, the first National Time-Use Survey was carried out in the country, as well as the calculation of the corresponding Satellite Account on Care Economics and the measurement of Time Poverty.</p> <p>All this was done in order to highlight the hidden burden of women's unpaid care work and to implement redistribution measures.</p> <p>This project should help to make people aware of this type of work done by rural women and give it the value that it deserves.</p>
Law 1475 of 2011: By which organizational and working rules of the political parties and movements, and electoral processes are adopted and other regulations are dictated. This law has allowed quotas in the formation of lists of	<p>Through this law, political parties are forced to make up their lists of candidates with a minimum 30%/70% balance between men and women.</p> <p>Although this project does not address women's political participation, it does promote their leadership. In that sense, political parties are one of the many platforms that women can have.</p>

<p>candidates for positions chosen by popular election.</p>	
<p>Law 1448 of 2011: which sets policies for the care, assistance and comprehensive reparation offered to victims of the internal armed conflict and establishes other provisions</p>	<p>This law and its regulatory decrees put in place a series of specific measures aimed at female victims of the conflict. These include measures for the restitution of land to women.</p> <p>It will be important for the project, in cases where we will be working in areas affected by the conflict and where there is going to be land restitution, to prioritize female heads of household who are in this situation.</p>
<p>Law 1496 of 2011: which guarantees equality in terms of salaries and wages between women and men, establishes mechanisms to eradicate any form of discrimination and establishes other provisions</p>	<p>This law regulates penalties for companies that do not guarantee equal pay between men and women.</p> <p>It is a priority to ensure that all companies that receive contracts through the project comply with this legislation.</p>
<p>Decree 2369 of 2015 from the Ministry of Agriculture and Rural Development, which modifies the structure of the Ministry of Agriculture and Rural Development</p>	<p>This decree deserves special mention as it created the Directorate of Rural Women within the Vice-Ministry of Rural Development. Among its functions are those related to policies, plans, programs and projects with a regional focus; coordination between national and regional entities, regulations, procedures and differential instruments for rural women; and the generation of information or coordination between the State, the community and the private sector, among others.</p>

In La Mojana region, the three departments include development of women among other priorities within their Departmental Development Plans. In the department of Córdoba, the Development Plan "United for Córdoba 2016 - 2019" has a specific component for Women and Gender and includes a

Program of Gender Rights and Human Rights for Women.⁴⁸ Among the priorities identified in this program are the strengthening of municipalities in gender issues and the creation of a Gender Issues Observatory. For both of these cases, coordination with this project should be sought through the Secretariat for Women, Gender and Social Development.

The Department of Bolivar, through the Departmental Development Plan "Bolívar Moves Forward; a Government of Results"⁴⁹, not only proposes a line of action related to women as a driving force for development (including consultancy to municipalities), but also identifies female head of households in a condition of poverty in the Depresión Momposina and Loba areas. That is why actions are proposed to create more job openings for these women and to support women involved in fishing, pig farming and homegardens. The Department also proposes the creation of comprehensive care centers for women, where they are offered psychosocial care, as well as opportunities for entrepreneurship through productive projects. In this case, coordination with this project will be through the Social Development Directorate, the responsible party for this line of work.

In the cases of Córdoba and Bolivar, it is important to mention that both departments have Public Gender Policies titled "Gender Equity and Autonomy for the Women of Bolívar 2013-2023", which will be updated during this period of government, in the case of Bolivar, and "Departmental Public Policy for Women and Gender 2014 - 2023" in the case of Cordoba.

Sucre does not have a Public Gender Policy, although the Departmental Development Plan "Sucre progresses in Peace"⁵⁰ does include the program "Women protagonists of the development of Sucre". This program includes the creation of an Office for Women and Gender Equity as well as training actions for women in the department. Coordination with this project can be sought in both of these areas.

Despite all regulatory efforts, the reality for rural women is that they are far from being offered the best conditions to develop themselves with the same rights and opportunities as any other human being. In addition to the inequities previously described, phenomena such as forced migration, sexual violence, extreme poverty, access to well-paid employment opportunities, or limited exercise of their responsibilities and political rights, are impacting rural women of Colombia drastically.

⁴⁸ Government of Córdoba. Departmental Development Plan "United for Córdoba 2016 – 2019"

http://www.cordoba.gov.co/descargas/plan_desarrollo_2016/Plan-Desarrollo-2016-2019-Unidos-Cordoba.pdf

⁴⁹ Government of Bolívar. Departmental Development Plan "Bolívar Moves Forward; a Government of Results"

http://www.funcicar.org/sites/default/files/archivos/plan_de_desarrollo_5_de_mayo_16.pdf

⁵⁰ Government of Sucre. Departmental Development Plan. "Sucre Progresses in Peace"http://sanantoniodepalmito-sucre.gov.co/apc-aa-files/35306136343037643433346466333735/plan-de-desarrollo-de-sucre-2016-2019_2.pdf

VI. Gender issues in response to water management in Colombia

The stakeholder engagement component of this annex, under section VI Recommendations, lists the specific issues and difficulties that women face in responding to water management in La Mojana region of Colombia. An additional annex to this proposal shows the full results from the stakeholder consultations outlining how women's security is affected by these issues.

The main issues regarding women's vulnerabilities and capacities to face Climate Change are:

1. Women's participation in community meetings is limited for several reasons (meetings are far from their homes and it is expensive to get there or patriarchal cultural patterns inhibit them). That means they will not have the same information regarding the effects of Climate Change in their communities including to water access which prevents them from taking the necessary measures and action against climate change.
2. Women's roles in the management of natural resources are not valued among the communities or the institutions. For this reason the project and the community initiatives usually do not take into account their knowledge and needs.
3. Female households have less resources to face not only the effects of Climate Change, but also the productivity of their land in general. Female households not only have less access to land, machinery and knowledge but they live in single-parent households and they do not have a partner to share responsibilities with.
4. The visible and invisible gender based violence not only inhibits their participation, but also undermines their self-esteem and their trust making them more vulnerable to Climate Change impacts.
5. The lack of co-responsibility for family related issues not only undermines the importance of women's role but also relegate them to certain tasks considered of less importance (cooking for the community meetings for instance) and also causes them not to have time to participate or acquire the knowledge and expertise to diversify their employment opportunities.

It is essential to consider these barriers in order to address them during all phases of the project.

VII. Gender analysis and Recommendations

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. Stakeholder consultations took place from October 31 to November in the 11 municipalities of La Mojana. Results from the consultations are detailed below in the Stakeholder engagement section and Gender Action Plan and are included in full as an additional annex to this proposal.

The gender analysis, through stakeholder engagement and consultation, enabled:

- Engagement, development and input into the design of the Integrated water management in La Mojana region of Colombia project and the approach when moving forward;
- Recognition of the important role of women in the management and conservation of natural resources.
- Recognition of the specific barriers that restrict women from participating in the projects.
- Recognition of the institutions' need to strengthen gender-related knowledge.
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline with which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Action Plan.

Project design and implementation

Addressing gender dimensions within the project design and implementation, this proposal identifies and integrates interventions to provide gender responsive and transformative results. As women are key players in the agricultural sector and also natural resource management and water management, particularly in the rural areas of La Mojana, and therefore food security, it is integral to the success of the project that women are encompassed throughout the entirety of this project.

The project design and implementation will take into consideration the following gender implications:

- Specific strategies to include / target female-headed households;
- Differing conservation incentives faced by women;
- Identification of gaps in gender equality through the use of gender-disaggregated data enabling development of a gender action plan to close the gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality.
- Raising awareness and strengthening the capacity of national, local and community-based authorities to include a gender-based approach in the project's activities.
- Identification of strategies and methodologies to ensure not only the equal participation of men and women, but also the change of gender roles and closing of gaps based on the project's activities. To this end, identified gender roles, differences in access to resources and platforms for decision-making, and time allocated to non-remunerated work will be taken into account.

- Identification of specific, female-oriented actions allowing for an equal participation in all aspects of the project and its implementation in the communities.
- Inclusion of the gender-based approach in all Terms of Reference drawn up for the project's implementation, whether they apply to individual persons, advisors, companies or agreements with institutions.
- Inclusion of a Gender Specialist position/provision of advice within the project to implement gender-related activities.

During the project's implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated with the project. This will be incorporated into the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include:

- Number of men and women that participate in water-management mechanisms.
- Number of men and women that possess information on the risks associated with water resources.
- Number of men and women with access to efficient and adapted alternatives to water resources.
- Number of men and women that generate income from the project.
- Number of men and women whose capabilities related to water management and conservation are seen to improve.
- Drawing up and dissemination of knowledge management material.

Monitoring and evaluation

Through onset analysis, data has been collated to establish a baseline. This data shall be monitored again throughout project implementation and evaluation.

The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators can be measured:

Quantitative outcomes:

- Female-headed households as beneficiaries;
 - Efficient and adapted alternatives to water resources.
- Improvements in health and well-being;

- Measures implemented by health centers.
- Sanitary measures implemented in homes.
- Business development services component targeting rural women entrepreneur groups.
- Women participating in water-management mechanisms.

Qualitative outcomes:

- Opportunities to generate additional income. Women are more likely to respond to incentives that address their family's basic needs, such as better health and nutrition, linking to water management practices;
 - Time-saving for women as a result of fewer working hours required for agricultural and water management practices, as compared to prior to the implementation of the project;
 - Contribution to improved self-esteem and empowerment of women in the community;
 - Expanded involvement in public and project decision-making as a result of the initiation of women into active participation in income-generating activities;
 - Support for training and educational activities which may include activities related to climate change, water management, agriculture, leadership, business, finance, entrepreneurship and decision-making, thereby enabling empowerment and involvement (or increased involvement) of women to participate with confidence in community meetings:
 - Increasing effectiveness of awareness on the impacts of climate change on water management approaches among men and women.
 - Role of men and women in management and rehabilitation of natural resources, including water catchments.
 - Perception of women and men regarding their vulnerability to the impacts of climate change on water management.
 - Ability of women and men to identify their environmental changes and risks based on their different roles and access to resources.