Gender Action Plan

FP323: Building Water Resilience in Bogotá and the Region

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GREEN CLIMATE FUND

SECTION III: Gender Action Plan

This Gender Action Plan (GAP) ensures that all project interventions recognize and integrate the distinct needs, uses, and priorities of both men and women. The Conservation International (CI) team brings a robust technical background in implementing gender strategies, supported by extensive experience within the region, ensuring contextualized and effective implementation. To safeguard the quality of the outcomes, a capacity assessment of the executing partners will be conducted. Should technical gaps be identified, CI will facilitate the necessary training and sensitization processes to align local capacities with international gender mainstreaming standards.

The Gender Assessment identified key structural barriers affecting women and marginalized groups within the project scope, including: (i) exclusion from decision-making processes in water governance and natural resource management; (ii) time poverty linked to unpaid care responsibilities and water-related tasks; (iii) unequal access to land, finance and project benefits; and (iv) intra-household power asymmetries affecting resource control and participation. These findings provide the basis for the design of the GAP objectives and activities presented below.

In the Action Plan, this latent risk has been addressed by adopting methodologies that work at a household level, also to engage men and prevent a backlash when women are encouraged to participate in spaces and roles that are not traditional.

In response to these realities, this Gender Action Plan (GAP) defines strategic action areas that translate into its primary objectives. The main objectives of this GAP are aligned with the strategic recommendations from the gender assessment and also respond to the technical scope of the project, as shown in the following table:

Strategic Recommendations of the Gender Assessment by Component	Gender Action Plan Main Objectives by Component
Component 1: ✓ Decouple benefits from land titles ✓ Promote inclusive financial mechanisms for women ✓ Establish gender targets in value chains. ✓ Meaningful Participation and Technical Empowerment of women. ✓ Removing barriers to participation ✓ Implement a 'Do No Harm' and survivor-centred framework to prevent potential project-induced violence (backlash due to shifting power dynamics or women's economic empowerment)	Component 1: a) Women and marginalized groups are effectively reached and equitably benefit from climate adaptation and value chain interventions through inclusive participation, barrier reduction, and fair access to opportunities generated by the project.

Strategic Recommendations of the Gender Assessment by Component	Gender Action Plan Main Objectives by Component
Component 2: ✓ Promote gender parity through capacity building for rural water systems. ✓ Redesign the PES within the existing normative framework. ✓ Implement leadership programs for women and youth.	Component 2: b)Strengthen women's agency and control over resources, by promoting changes in social norms at the household level, in water governance systems, and institutional practices to enable equitable decision-making, prevent gender-based violence, and sustain inclusive climate resilience enabled by the project."

The Gender Action Plan (GAP) has been designed to ensure full alignment and traceability between the findings of the Gender Assessment, the strategic recommendations, the GAP objectives, the corresponding activities and the monitoring indicators.

This alignment is operationalized through the translation of strategic recommendations into concrete technical measures embedded across project components. For instance, recommendations related to enhancing women's participation in decision-making are addressed through activities such as: (i) the establishment of gender-responsive governance mechanisms, including leadership training and parity targets in rural aqueduct boards, and (ii) the integration of women's Traditional Ecological Knowledge (TEK) into restoration and water management plans. These are reflected in indicators tracking women's participation and influence in decision-making processes.

Similarly, recommendations aimed at addressing structural barriers—such as land tenure inequality, time poverty, and financial exclusion—are operationalized through: (i) the design of Climate Resilient Farm Agreements requiring co-signature by adult household members, (ii) gender-responsive Payments for Conservation eligibility criteria based on conservation labor rather than land ownership, and (iii) the provision of targeted measures such as childcare services, safe transportation, and farm-to-farm technical assistance. These actions are linked to indicators that measure women's access to resources, participation in project benefits, and reduction of time burdens. These findings are directly addressed through the GAP objectives:

- **Objective 1 (Component 1):** Ensure that women and marginalized groups are effectively reached and equitably benefit from climate adaptation, restoration and value chain interventions;
- **Objective 2 (Component 2):** Strengthen women's agency and control over resources through changes in household decision-making, productive systems and water governance structures.

Each GAP activity has been designed to operationalize the corresponding strategic recommendation and is supported by gender-responsive indicators that measure not only participation, but also access to benefits, control over resources, reduction of time burdens, and influence in decision-making processes.

The proposed GAP activities provide direct contributions to the two main objectives. Under Objective 1, activities such as Climate Resilient Farm Agreements with co-signature of adult household members, the redesign of the PES mechanism based on conservation labor, and the provision of farm-to-farm assistance and water access solutions ensure that women can effectively access and benefit from project interventions. Under Objective 2, activities such as leadership and financial training programmes, participation in governance structures, and the development of women-focused business plans contribute to strengthening women's decision-making power and control over productive resources. Together, these actions demonstrate a clear link between the Gender Assessment recommendations and the expected outcomes of the GAP.

The project does not aim to alter or guarantee land tenure rights. Instead, it addresses structural barriers by ensuring that access to project benefits is not restricted by formal land ownership. Mechanisms such as Climate Resilient Farm Agreements and gender-responsive eligibility criteria are designed to facilitate inclusive participation and equitable access to resources, without intervening in legal land tenure arrangements.

While deficiencies in sanitation infrastructure and wastewater management are recognized as critical challenges that disproportionately affect women, particularly as primary managers of domestic water, large-scale, sanitation interventions fall outside the scope of the project.

However, the project incorporates complementary measures that contribute to mitigating the impacts of these challenges within its technical scope. These include: (i) the installation of rainwater harvesting and storage systems to improve water access for domestic and productive uses, including household food production (home gardens), (ii) the promotion of agroecological practices that enhance water use efficiency and reduce dependency on contaminated sources, and (iii) the implementation of decentralized, household-level water management approaches that reduce exposure to unsafe water and the time burden associated with water collection.

These measures contribute to improving water security, reducing women’s workload and exposure to water-related risks, while remaining fully aligned with the defined scope of the project.

The Payments for Conservation mechanism will incorporate a gender-responsive design to ensure inclusive participation at the household level. Eligibility criteria will recognize conservation and restoration activities (e.g. labor contributions) rather than relying exclusively on formal land ownership, allowing women without formal tenure to access benefits. To ensure equitable participation, PES agreements will require the involvement and co-signature of all adult household members. This approach ensures that women are recognized as active contributors and beneficiaries of conservation efforts, and that benefits are not captured exclusively by landowners. In addition, the project will promote that a defined portion of PES incentives is directed to activities identified as priorities by women through participatory processes. These may include activities such as home gardens, water access solutions, small-scale productive activities, restoration-related work, or value-added production activities (which were identified in the consultations at this stage). These priorities will be validated during project implementation to ensure they reflect local needs and context.

Climate Resilient Farm Agreements (CRFA) are project-level instruments that formalize commitments between the project and beneficiary households for the implementation of climate-resilient and ecosystem restoration activities. These agreements are similar in structure to conservation agreements but specifically tailored to support adaptation measures at the farm level. The CRFA defines the roles and responsibilities of household members in implementing agreed activities and serve as an entry point to access project benefits, including technical assistance, inputs and PES incentives. To ensure inclusivity, these agreements require the participation and co-signature of adult household members, recognizing women as active contributors to conservation and adaptation efforts. This approach has been applied in similar ecosystem-based adaptation and conservation initiatives, where household-level agreements are used to link incentives to sustainable land-use practices. In this project, CRFAs are adapted to incorporate a stronger gender-responsive approach, building from the lessons learned by previous projects, allowing women to access project benefits regardless of formal land tenure, without altering legal ownership structures.

The following structure ensures that the GAP complies with GCF requirements for gender-responsive action plans, including measurable indicators, defined targets, means of verification, timelines and institutional responsibilities.

Gender Action Plan

Component 1. Proof of concept to achieve the highest hydrological benefits at the Watershed scale.								
Output 1.1: Strategic High Andean ecosystems restored and conserved								
Project Outputs	**Activities to mainstream gender into Output**	**Target**	**Baseline**	**Indicator**	**Method of Verification**	**Timeline**	**Budget (USD)**	**Responsible**
Activity 1.1.1. Conserve high Andean ecosystems: High-Andean ecosystems conservation will cover selection of beneficiaries based on predefined criteria in selected private and public lands.	Incorporation of traditional environmental knowledge (TEK) from all household members, especially women, in the design, species selection, and management of restoration plans, to support that their views and knowledge are considered at the farm-level decision making	At least 50% of the restoration plans explicitly incorporate the collected traditional technical knowledge and women's recommendations on species selection and restoration management.	Pending measurement (Year 1)	• % of restoration plans that integrate women's technical knowledge.	Final documents of the "Restoration Plan" (with a specific section on TEK).	Years 2-5	*Include as part of the activities of Social Coordinator and 3 Social leads*	PMU-Technical Leader for Component 1-Gender Specialist
	Establish participatory monitoring groups where youth and women use technological tools to measure water regulation and biodiversity in restored areas, linking local knowledge with technical decision-making for protected area management.	At least 40% of participants in participatory monitoring groups are women and youth, and at least 50% of the monitoring data incorporated into management plans is generated by women and youth. To bridge the gender and generational digital divide by integrating local knowledge into technical decision-	Pending measurement (Year 1)	• Percentage of women and youth who operate technological monitoring tools whose data are incorporated into management plans.	Attendance lists	Years 2 to 5	*Include in the budget of Activity 1.1.1*	

		making for water resource management.						
	Implement restoration measures (planting and soil rehabilitation) through "knowledge exchange sessions" where senior men, women, and youth work together, allowing youth to lead the technical and digital recording of areas while seniors provide historical memory on land use.	At least one knowledge exchange session per intervention area is conducted annually, ensuring participation of women, men and youth. To strengthen community resilience through knowledge exchange	Pending measurement (Year 1)	• Number of sessions that include women and youths	Reports from the intergenerational exchange sessions.	Years 2-5	*Include in the budget of Activity 1.1.1*	
	Establish eligibility criteria for the regional PES program that recognizes and reward conservation and restoration activities (e.g., labor) carried out by women or that are a priority for women, regardless of formal land tenure. Ensure that all adult household members sign PES agreements.[125]	At least 30% of the signed PES agreements directly benefit women or women-headed households.	Pending measurement (Year 1)	• % of direct PES payment beneficiaries who are women.	Signed PES agreements	Years 2-5	*Covered under project staff time*	
Activity 1.1.2. Restore high Andean	Implementation of active restoration using multi-purpose native species	At least 30% of the total hectares are restored using multi-	Establish hectares under active	• Percentage (%) of total hectares	Participatory selection and plot-	Years 2-5	*Include in the budget*	PMU-Technical Leader for

[125] The PES mechanism will be operationalized through a participatory process during the initial phase of the project, identifying priority activities jointly with women and communities. These may include: home gardens, rainwater harvesting systems, restoration activities, community nurseries, and productive transformation initiatives. At least 30% of PES incentives will be allocated to these activities. Eligibility will be based on conservation labor rather than land ownership, ensuring inclusion of women without formal tenure.

ecosystems: High-Andean ecosystems restoration will cover selection of key sites and landowner beneficiaries based on predefined criteria in selected private and public lands.	with socioeconomic value, the selection of species must reflect those that are a priority for women's livelihoods, as well as for men.	purpose native species identified as priorities by women through participatory selection processes.	restoration processes using priority species that directly benefit the care economy and the health of rural families.	under active restoration that incorporate multi-use native species (medicinal, food, or commercial) prioritized by women and their families.	level design reports		*of Activity 1.1.2*	Component 1-Gender Specialist

Output 1.2: Climate-resilient transformation of productive practices

Project Outputs	Activities to mainstream gender into Output	Target	Baseline	Indicator	Method of Verification	Timeline	Budget (USD)	Responsible
Activity 1.2.1. Implement climate-resilient production systems at the farm level: Farmers who will implement measures to achieve farm-level resilience for water regulation will be selected based on predefined criteria in prioritized	Conduct a participatory mapping exercise on the use of time and space prior to designing the packages. Identify women's needs and preferences when designing the packages, by facilitating inclusive household-level decision making.	Conduct a gender-sensitive participatory mapping and a needs identification in each area of intervention of the project (4)	0 (New action)	• Number of mappings carried out in relation to the total intervention landscapes	Reports or reports of the mapping with photographs	Year 2	*Include in the budget of Activity 1.2.1*	PMU-Technical Leader for Component 1-Gender Specialist
	Implement participatory farm planning using gender-sensitive methodologies that include all household members (both women and men) to ensure that	Farm plans were developed, including a gender analysis (time use) and	0 (New action)	• % of agricultural plans that specify actions for the equitable distribution of benefits and the	Property plan archive (for content review).	Years 1-5	*Include in the budget of Activity 1.2.1*	

agricultural lands.	the proposed models do not increase the overall workload of any household member, especially women, and that benefits are distributed equitably[126].	mechanisms for the equitable distribution of benefits.		management of women's workload.				
	Design "Climate Resilient Farm Agreements" at the household or family level, ensuring that women (as wives, daughters, or heads of household) are co-signatories to guarantee their direct access to and control over resources, inputs, and technical assistance, thus overcoming barriers to technology and finance.	Generate Climate Resilient Farm Agreements (CRFAs) co-signed by adult women in the household (where applicable).	0 (New action)	• % of CRFA that include the signature of at least one adult female in the household.	The project beneficiary lists, broken down by sex, allow cross-referencing with signed agreements.	Years 2-5	*Include in the budget of Activity 1.2.1*	
	Supply and installation of rainwater harvesting and storage systems in dispersed rural households, primarily for productive and complementary domestic uses (e.g. home gardens and small-scale food production), to support water access, food security and	At least 150 storage systems have been installed in high-vulnerability areas.	(Year 1) Pending measurement.	• Number of women with rainwater harvesting and storage systems installed in their homes	Signed certificates of acceptance or receipts of conformity by the female beneficiaries of the rainwater storage systems	Years 2-5	*Included in the budget of Sub-Activity 1.2.1.3*	PMU-Technical Leader for Component 1-Gender Specialist

[126] The use of the **Gender Action Learning System (GALS**) methodology is recommended for this activity and all others where feasible, as its household-based approach facilitates the achievement of transformative results. On the following website, you will find a guide to its implementation. The document details a step-by-step approach to the design, execution, and monitoring of GALS, integrating its operational aspects into existing management tools, such as the monitoring and evaluation system: https://www.ifad.org/en/w/publications/how-to-do-note-integrating-the-gender-action-learning-system-in-ifad-operations

	resilience. These systems contribute to reducing the time burden associated with water collection and the use of unsafe water sources, particularly for women as primary managers of domestic water..				installed in households.			
Activity 1.2.2. Commercialization and opening of markets that value rural products that contribute to water regulation	Develop and implement targeted business plans for value chains with high female participation, including: (i) identification of priority value chains, (ii) tailored technical assistance for women producers, and (iii) support for transition into higher value-added roles such as processing, commercialization and financial management.	At least 10 business plans have been developed (2 per intervention area), focused on value chains with high female participation (e.g., processing, transformation, local marketing).	0 (New action)	• # of business plans developed that explicitly target links in the value chain dominated by women.	Archive of more than 10 business plans for content review.	Years 2-5	*Include in the budget of Activity 1.2.2*	PMU-Technical Leader for Component 1-Gender Specialist
	Implement "Farm to Farm" technical assistance with a gender perspective[127], replacing urban workshops with direct visits to the production plots of women and other	100% of women-led farms receive on-site technical assistance (Farm-to-Farm).	0 (New action)	• % of farms run by women that receive on-site technical support. • % of farmers (disaggregated by sex and age) reporting high	Visit reports techniques with photos georeferenced Results from a standardized	Years 2-5	*Include in the budget of Activity 1.2.2*	

[127] Urban workshops will be replaced by direct on-site technical visits to overcome mobility barriers and the time poverty identified among female producers in the region. As a mandatory prerequisite, all extension personnel—specifically male staff—must certify their training in gender-sensitive approaches and Prevention of Sexual Exploitation and Abuse (PSEA) protocols. To mitigate security risks in isolated areas, visits will be coordinated through the Community Action Boards (JACs). Priority will be given to "paired visits" or "learning nodes," where small associations of neighboring women gather at a nearby property, ensuring a safe, transparent, and community-validated environment

	groups, such as the elderly, to overcome mobility barriers.			satisfaction with the quality, relevance, and safety of the assistance received.	perception survey			
	Implement a comprehensive training program in soft skills and financial education for women, and young people, to strengthen their leadership and spokesperson skills, with tools to autonomously manage their income and lead reinvestment in their productive units.	25% of women and youth who participate in the training implement at least one financial management practice (savings, reinvestment, or income planning) in their productive units within 6 months after completing the training	Year 1 Pre-test	• Number of participants (disaggregated by sex and age) who complete the training programme. • % of women and youth reporting increased confidence to participate in decision-making and leadership roles.	Disaggregated attendance lists, certificates of participation, and capacity assessment reports (pre- and post-training). Qualitative surveys or focus group reports using a Likert scale.	Years 2-5	*Include in the budget of Activity 1.2.2*	PMU-Technical Leader for Component 1-Gender Specialist
Activity 1.2.2. Commercialization and opening of markets that value rural products that contribute to water regulation	Training in the technical management of grant resources to men, women, and youth of the associations, focused on rural administration, ensuring transparency and guaranteeing that women and youth actively participate in strategic and financial decision-making,	At least 30% of participants demonstrate improved technical capacities in rural administration and financial management.	Year 1 Pre-test	• % of participants (disaggregated by sex) who demonstrate an improved level of technical competence in rural administration and financial reporting.	Pre- and post-training technical evaluations	Years 2 to 5	*Include in the budget of Activity 1.2.2*	PMU Technical Lead for Component 1: Gender Specialist

	promoting equitable co-responsibility in the management of economic benefits and the sustainability of the countryside. Sub-grants under this activity will include gender considerations in the evaluation criteria[128].							
Activity 1.2.3. Implement efficient water use measures efficiency in community-run water supply systems in prioritized watersheds	Develop gender-responsive training and awareness-raising processes targeted at men, women, and youth associated with community water systems, promoting equitable practices in water efficiency and co-responsibility for water management at the domestic and community levels.	At least 50% of people linked to community water systems improve their knowledge of the gender perspective on efficient water use.	0	• Number of people trained, disaggregated by sex and age.	• Attendance lists • Pre/post training surveys	Years 2 to 5	*Covered under project staff time*	
Component 2: Finance mobilization and scale-up								
Output 2.1 Financing instruments and mechanisms for scaling water volumetric benefits								
Project Outputs	**Activities to mainstream gender into Output**	**Target**	**Baseline**	**Indicator**	**Method of Verification**	**Timeline**	**Budget**	**Responsible**

[128] Include specific eligibility and evaluation criteria that provide additional scoring to women-led organizations, in alignment with Colombian regulatory definitions. See the Grants Manual Annex for further information.

2.1.1.1. Define and validate indicators and methodologies to demonstrate the cost-effectiveness of water-resilience investments.	Develop a socio-economic valuation methodology that includes "time poverty" and family health variables, and measures the economic savings for women from improved water regulation.	At least 1 validated cost-effectiveness model that integrates gender-differentiated benefits.	Pending measurement (Year 1)	• Number of gender variables incorporated into the socioeconomic valuation methodology.	Final methodology document and technical validation report.	Year 2	*Include in the budget of Activity 2.1.1*	PMU-Technical Leader for Component 2-Gender Specialist
2.1.1.2. Implement systematic reporting for authorities that measure investment effectiveness in hydrological outcomes.	Design a gender reporting module within the Bogotá Water Utility (EAAB) monitoring system to visualize how investments financed by the environmental fee impact female-headed households.	100% of annual reports to authorities (CRA, SDA) include an analytical section on the equitable distribution of water benefits.	Pending measurement (Year 1)	• Periodic reports available that disaggregate beneficiaries by sex and type of household headship.	Annual reports submitted to regulatory authorities.	Years 2-5	*Include in the budget of Activity 2.1.1*	
2.1.1.3. Develop replication models for other water utilities	Elaborate a "Gender-Responsive and Resilient Water Investment Guide" as part of the replication package, systematizing lessons learned on women's participation in environmental fee design.	1 replication toolkit was produced, including a specific protocol for gender equity in water finance.	0 (New action)	• Number of water utilities receiving and validating the gender-responsive toolkit.	Published toolkit and distribution/training records.	Years 4-5	*Include in the budget of Activity 2.1.1*	

Activity 2.1.2 Operationalize a long-term financial mechanism for private investments	Design and implement access rules and eligibility criteria for the financial mechanism that reduce barriers for women and women-led organizations, including simplified requirements, targeted outreach, and technical support during application processes	Increased level of awareness and participation of women in the calls for proposals and benefits of the financial mechanism.	Pending measurement (Year 1)	• Number of women reached by dissemination campaigns, disaggregated by region and economic activity.	•Disseminatio n materials (brochures, radio spots, social media posts). • Attendance lists from information sessions.	Years 2-5	*Include in the budget of Activity 2.1.1*	PMU-Technical Leader for Component 2-Gender Specialist
Crosscutting issues								
Project Outputs	**Activities to mainstream gender into Output**	**Target**	**Baseline**	**Indicator**	**Method of Verification**	**Timeline**	**Budget**	**Responsible**
Crosscutting issues	GBV and SEAH Awareness: Sensitize all project staff, and particularly men in the communities, on the benefits of gender equality	Provide staff and men in the communities with tools to identify, prevent, and act in situations of violence and inequality.	0 staff trained / No previous protocols in place.	• Improved response protocols and gender perspective applied in interventions.	Attendance lists, training reports, and a published protocol manual.	Year 1	*Covered under project staff time*	Gender Specialist
	Incorporate time-use analysis into at least 50% of farm plans and include specific measures to reduce women's unpaid workload, such as labor-saving practices, improved water access	Develop plans that include time-use analysis to ensure models do not overburden women.	0 plans with a time management approach.	• % of conservation plans that specify actions for workload management.	Good practice guides and minutes from awareness sessions.	Years 1-5	*Covered under project staff time*	

	and task redistribution mechanisms.							
	Baseline Estimation of gender activities as required in each of the project's three landscapes.	Collect baseline gender information across the three landscapes.	Lack of gender-disaggregated data at the start.	• Number of project landscapes where qualitative and quantitative baseline information was collected.	Social mapping reports with photographic records.	Year 1	**54,730**	
	Continuous mapping and updating of institutions and available referral pathways within the territories for the care of GBV (Gender-Based Violence) and SEAH (Sexual Exploitation, Abuse, and Harassment) survivors.	To map, update, and socialize institutional referral pathways for survivors of Gender-Based Violence (GBV) and Sexual Exploitation, Abuse, and Harassment (SEAH) across project territories.	No formal mapping or coordination of GBV and SEAH referral pathways currently exists within the project framework.	• Number of referral pathways mapped and updated within project territories. • Number of socialization/outreach processes conducted regarding referral pathways and the GRM.	Referral pathway mapping document. Socialization and outreach materials.	Years 1–5	*Covered under project staff time*	Gender Specialist
	Emergency funds for immediate urgent response in GBV or SEAH cases.	To guarantee an immediate and appropriate response to GBV and SEAH cases within the project framework.	Emergency fund established and operational.	Number of cases assisted through the fund (without disclosing sensitive information).	Fund guidelines and protocols. Administrative records of fund usage (anonymized).	Years 1 to 5	**2,000**	

Budget

The Gender Action Plan (GAP) is fully costed and financed through a combination of dedicated gender personnel, consultant inputs, monitoring resources, workshops, and component-level implementation budgets. Most of the activities outlined in the GAP do not have separate budget lines, as they are implemented through the core budgets of their respective project components and supported through the technical oversight of the Social, Safeguards, and Gender staff of the Executing Entities.

The table below presents the project budget lines from which GAP implementation is financed. These include personnel, consultancies, workshops, and other implementation activities that support the delivery, monitoring, and reporting of the GAP. While the full value of each budget line is shown, a percentage of these resources will be allocated to GAP-related activities during project implementation. This approach reflects the project's commitment to integrating gender considerations across all components, rather than implementing the GAP as a separate or parallel workstream. By embedding gender-related activities within core implementation budgets, the project ensures that gender equality objectives are systematically incorporated into project planning, delivery, monitoring, and reporting.

1. Budget for Gender Action Plan (GAP) Implementation

Staff

CI		
Safeguards Manager	Lead the implementation and adaptive management of the Environmental and Social Management Plan (ESMP), related safeguards plans, and the grievance redress mechanism for CI-Colombia activities. Build the knowledge and capacity of project staff, sub-grantees, and stakeholders regarding safeguards; lead safeguards-related monitoring and reporting, including safeguards screening of local organizations (Activities 1.1.2 and 1.2.1) and properties (Activity 1.2.1); and coordinate safeguards activities with Fondo Acción's Social Specialist.	**342,474**
Gender Manager	Lead the implementation and adaptive management of the Gender Action Plan (GAP); build the knowledge and capacity of project staff and stakeholders on gender issues; oversee gender-related monitoring and reporting in coordination with Fondo Acción; and ensure the gender-responsive design of calls for proposals.	**342,474**
FA		
Social Specialist	The Social Specialist leads the implementation, adaptive management, and monitoring of the ESMP, Gender Plan, and grievance mechanism, while coordinating closely with the PMU's Safeguards lead. The role ensures social safeguards and equity in PES implementation (Activity 1.1.1), supports producer associations in integrating gender and inclusion into commercialization sub-grants (Activity 1.2.2), and oversees community engagement and safeguards for water system upgrades (Activity 1.2.3). It also manages grievance tracking and ensures compliance through ongoing safeguard monitoring, evaluation, and reporting across all activities.	**191,716**

Consultants

CI			
Activity	**Type**	**Purpose**	**Total**
A.1.1.1	**Participatory Biodiversity Conservation and Monitoring Leader - Landscape 1 -2, Landscape 3 and Landscape 4 (3 consultants)**	Lead and coordinate the conservation team across four landscapes, support activities in protected areas, and strengthen biodiversity monitoring and engagement with key stakeholders. (GAP)	**123,926**
	Participatory Biodiversity Conservation and Monitoring Leader - Landscape 1 -2, Landscape 3 and Landscape 4 (3 consultants)	Coordinate Strengthen participatory biodiversity monitoring networks by integrating data into platforms and promoting intercultural knowledge management including (GAP)	**193,226**
	Land Tenure, Legal Analysis and Private Conservation Registry; and Private Civil	Two consultancies: legal and land-tenure analysis to determine eligibility and support landowners in registering Private Civil Society Natural Reserves (RNSC); and	**165,907**

	Society Natural Reserves Zoning and Registration Specialists (RNSC) (2 consultancies)	provide technical and environmental support to align land-use zoning with conservation objectives and complete the registration process. Include GAP responsibilities	
A.1.1.2	**Local Extensionist for restoration (25 consultants)**	Provide technical, social, and operational support for the implementation of restoration and productive transformation initiatives. Visit the sites, motivate the beneficiaries, and coordinate logistics in clusters 1, 2 and 3, includes GAP responsibilities	**1,337,838**
	Social Lead — Farm Restoration (4 consultants)	Oversee the implementation of restoration and rehabilitation strategies for degraded areas in Core Areas 1, 2, 3 and 4 includes GAP responsibilities	**454,251**
A.1.2.1	**GAP Land-Use Transformation Consultant**	Coordinate, guide, and supervise the production transformation; design plans and protocols; and monitor and supervise contracts, includes GAP responsibilities	**88,389**
	Sustainable Land-Use and Farm-Level Transformation Specialist – Landscapes 1, 2, 3 and 4 (4 consultants)	Support farm planning and transformation through socioeconomic analysis, resilience, agreements, restoration, capacity building, and reporting. Includes GAP responsibilities	**319,100**
	Social Coordinator — Farm Transformation	Coordinate social processes for farm transformation, including capacity building, stakeholder engagement and facilitation of agreements at farm level. Includes GAP and SEP responsibilities.	**89,533**
	Social Coordination and Capacity Building Lead – Farm Transformation - Landscapes 1, 2, 3 and 4 (4 consultants)	Lead social coordination for farm transformation through capacity building, beneficiary engagement, agreements, planning, and reporting. (SEP+GAP)	**319,100**
	ESMP/GAP Enumerators to conduct surveys for the Gender Action Plan.	Enumerators for collecting time-use data and Gender Action Plan indicators (baseline, midline, and endline) in Area of Intervention 1, 2 and 3. See more details in Annexes 8 and 6.	**54,730**
	GBV/SEAH Emergency Response Fund	Emergency budget to provide survivor-centered support for GBV/SEAH cases linked to project activities. See details in Annex 8.	**2,000**

Travel, Meetings and Workshops

CI			
A.1.1.2	**Restoration Workshop**	Training workshop for extension workers and community leaders to support community training under restoration plans, integrating gender considerations. (GAP+ESMP+GRM)	**27,099**
A1.2.1	**Conservation Workshop**	Watershed workshop with leaders launching conservation training, integrating gender and participatory governance agreements aligned with SEP. Annex 7	**36,572**
		Workshop on site selection with leaders, integrating gender, with on-farm dialogues on sustainable production and water impacts under the SEP. Annex 7	**55,955**

SECTION IV: Monitoring and Reporting

In compliance with Conservation International's (CI) Gender Mainstreaming Policy, this project will systematically collect and analyze sex-disaggregated data. This approach will provide the foundation for a gender-responsive monitoring and evaluation process that periodically reports on the progress of the strategic activities detailed in the Gender Action Plan. CI prioritizes documenting how its projects contribute to closing inequality gaps in natural resource management. By generating specific indicators, such as participation in decision-making and access to financial incentives, the project aims to reduce the technical information gap and strengthen gender statistics, which remain limited in the environmental sector.

Generating socio-economic benefits and services for women:

o No contribution

o Yes contribution *(explain)*. How do you plan to measure this?

To evaluate the impact on women's quality of life and financial autonomy, the project will implement a monitoring system focused on ownership and access to resources. A fundamental pillar is the formalization of control over productive assets through the co-signing of the Adaptation Agreements (CRFAs), ensuring that women have a legal voice in the inputs and technical assistance they receive. Economically, the creation and operation of financing lines with gender criteria will be measured, including seed capital funds that remove traditional barriers such as mandatory land titles.

This financial progress will be complemented by training indicators that track the number of women who complete financial literacy and business management programs. Additionally, the project will monitor that at least 40% of Payments for Ecosystem Services (PES) directly benefit women or women-headed households. Furthermore, work in nurseries and restoration brigades will be formally remunerated to prevent it from being treated as unpaid community volunteer work. Finally, socioeconomic well-being will be verified through the delivery of "Safe Water" kits in vulnerable households and the use of farm planning methodologies that analyze time use to prevent new activities from disproportionately increasing women's domestic workload.

Closing gender gaps in access to and control over natural resources:

o No contribution

o Yes contribution *(explain)*. How do you plan to measure this?

The project addresses women's systemic "invisibility" by requiring the co-signing of the Climate Resilient Farm Agreements (CRFAs) at the household level, granting them legal standing and direct control over resources, inputs, and technical assistance. To overcome historical barriers related to land tenure, the strategy establishes gender-sensitive financing lines and seed capital funds that utilize non-conventional guarantees, specifically removing the mandatory requirement for land titles to access credit. This financial inclusion is further strengthened by training in financial literacy and by modifying eligibility criteria for the regional Payment for Ecosystem Services (PES) program, which now recognizes and rewards conservation labor performed by women, regardless of formal land ownership.

Beyond contractual adjustments, the project institutionalizes the value of women's expertise by requiring that the restoration plans explicitly incorporate their Traditional Environmental Knowledge (TEK) into species selection and ecosystem management. This shift from passive participation to active management is solidified by prioritizing the hiring and remuneration of women's associations to manage community nurseries and restoration brigades, ensuring their labor is economically compensated rather

than treated as unpaid volunteer work.

Increasing women's influence in environmental decision making:

o No contribution

o Yes contribution *(explain)*. How do you plan to measure this?

Regarding empowerment and political representation, the plan sets clear metrics to observe how women transition from passive beneficiaries to active leaders. In the area of water governance, compliance with a quota for women in leadership positions within rural aqueduct boards will be measured and verified through official election minutes. The influence on public policy design will be evaluated by the number of priorities identified by "Women's Water Focus Groups" that are formally integrated into the Climate Resilient Farm Agreements.

To ensure this participation is effective rather than merely symbolic, the project will track the success of mentorship programs in public speaking, administration, and governance. A critical success indicator will be the provision of logistical support, such as transportation and childcare services, and the number of women who were able to access decision-making spaces thanks to these facilities. Finally, the plan will verify that women's associations lead community nurseries and restoration brigades and have direct representation in the technical secretariat of the public-private Alliance, ensuring their commercial and labor interests are present at the highest levels of project decision-making.

The following table presents the indicators that the project will use to track the implementation of the Gender Action Plan.

Indicator	**Target**[129]	
	Men	***Women***
1. *Number or percentage of direct (e.g., socio-economic) project beneficiaries*	**1,476,558**	**1,536,825**
2. *Number of strategies, plans (e.g., management plans and land use plans) and policies derived from the project that include gender considerations*	At least 5	
3. *Indicative percentage of women who report increased access to and control of natural resources*	*TBD following the Year 1 baseline assessment.*	
4. *Average daily time (minutes/hours) saved by women and men in water collection, treatment, and management activities.*	*TBD following the Year 1 baseline assessment.*	
5. *Percentage of persons (disaggregated by gender) reporting stable or improved income compared to baseline*	*TBD following the Year 1 baseline assessment.*	
6. *Number and percentage of persons (disaggregated by gender) who received livelihood restoration benefits (disaggregated by type)*	*TBD following the Year 1 baseline assessment.*	
7. *Percentage of persons (disaggregated by gender) who report adopting improved productive or climate-resilient practices*	*TBD following the Year 1 baseline assessment.*	

[129] Targets should be ambitious yet realistic. Please be prepared to explain how the targets were determined and how the data will be collected. Indicators and targets can also be made to capture intersectional components (e.g., age of men and women, or IPLC status).

8. *Percentage of women who have control over productive assets and/or income generated through project-supported activities*	*TBD following the Year 1 baseline assessment.*
9. *Percentage of consultation participants who report that their views and recommendations were incorporated into agreements*	*TBD following the Year 1 baseline assessment.*
10. *Percentage of women who report greater autonomy over their use of time as a result of project-supported activities*	*TBD following the Year 1 baseline assessment.*

Calculation Methodology for indicator 3

The indicator is determined by comparing a Baseline (initial) with a Final Evaluation, utilizing three core analytical pillars.

1. Measurement Dimensions

To be included in the "percentage with increased access and control," progress must be verified across the following pillars:

Dimension	Objective Evidence (Documentary)	Perception (Subjective)
Legal	Signing of Climate Resilient Farm Agreements (CRFA).	Sense of autonomy in decision-making.
Financial	Records of credit disbursements or PES payments in their name.	Ability to invest in climate technologies without "asking for permission".
Governance	Election minutes from water boards (minimum 35% quota).	Social recognition of their technical leadership.

2. Steps for Calculating the Indicator

- Initial Collection (Baseline): Surveys and social mapping are utilized to identify how many women currently exercise real control over their resources.
- Verification of Control Mechanisms: Throughout the project, disbursement records and signed agreements are audited to ensure women have the legal standing to manage capital and inputs.
- "Time Poverty" Evaluation: Participatory Time-Use Mapping is used to verify if access to new infrastructure (e.g., filters or water systems) effectively freed up hours for women to engage in productive control.
- Final Calculation: The final percentage is established by identifying women who, at the end of the period, documentally prove ownership or leadership AND report a perceived improvement in autonomy via final surveys.

SECTION VI: Considerations for the Implementation of the GMP

1. Alignment + integration

The activities, budget, and staffing outlined in this action plan are integrated into the project's overall Project Document + Results Framework.

a. The activities identified in this Action Plan have been integrated into the project's proposal document, including the results framework. (Y/N)-YES

b. The necessary budget for activities identified in this Action Plan has been integrated into the project's overall budget. (Y/N)-YES

2. Staffing capacities

   a. Who will be responsible for overseeing the implementation of the actions? Will that person need to be hired or is s/he already on staff?

      The Conservation International (CI) team includes institutional gender specialists to provide strategic support. Additionally, the Project Management Unit (PMU) will hire a social specialist with extensive experience in mainstreaming and implementing a gender perspective in climate change adaptation initiatives.

   b. Does that person have the technical background and skills appropriate for the level of complexity of this GMP? If not, how will this be addressed?

      The Terms of Reference (ToR) for the Gender Specialist will require knowledge of the Gender Mainstreaming Policy (GMP). Should the selected candidate lack this specific experience, the Conservation International (CI) core team will provide the necessary technical training to ensure its proper implementation.

   c. What percentage of that person's time will be focused on implementation of this plan?
      The primary function of the Social and Gender Specialist will be to fully implement this plan, dedicating 100% of their time to achieving the established gender targets and indicators.