Gender Action Plan

FP324: GCF Results-Based Payments Mexico 2018–2019 aimed at Forest Conservation and Sustainable Livestock

Mexico | Food and Agriculture Organization of the United Nations (FAO) | GCF/B.46/02/Add.17

28 September 2026

GREEN CLIMATE FUND

6. Gender Action Plan for Mexico's RBP proposal

Consistent with the GCF's REDD+ policy, this Gender Action Plan is part of due diligence assessments conducted in preparation of this RBP proposal. Conceived under the RBP proposal's environmental and social management framework for use of the proceeds (Annex 4.2 to the RBP Proposal), this Gender Action Plan: i) describes potential risks and impacts relevant to women and GBV in the context of activities to be supported by the RBP and defines how they will continue to be identified, assessed and managed throughout project implementation; ii) provides outstanding considerations and proposed measures to ensure stakeholder consultations undertaken during the design of the activities, as part of the project inception phase, to be supported by the RBP proceeds include women and other vulnerable and marginalized groups.

As underscored throughout Mexico's RBP proposal and its ESMF, given the high-level and strategic nature of the REDD+ Strategy, potential environmental, social and governance issues associated to on-the-ground interventions, particularly those relevant to women, will ultimately depend on how REDD+ programs are designed and implemented. Accordingly, a one-year project inception phase is envisioned to further refine technical details prior to starting on-the-ground implementation, including through analytical, participatory, and consultative efforts, as detailed in the Annex 4.2 to the RBP. Said inclusive and participatory process will also inform the refinement of environmental, social and governance potential risks identified in the ESMF into a comprehensive and actionable Environmental and Social Management Plan, the ESMP, and this GAAP will be refined as necessary. Ultimately, this will allow to inform the terms, conditions and standardized operational procedures that guide the design, implementation, and monitoring of gender-responsive on-the-ground activities to be implemented with the use of proceeds.

6.1. Potential risks to women and GBV and management measures

Stakeholders' feedback regarding issues on gender and GBV as part of RBP proposal definition

The stakeholder engagement process undertaken to date in preparation of Mexico's RBP proposal primarily involved federal institutions, state environmental authorities and REDD+ coordination platforms. Broader socialization with state-level platforms, sectoral bodies, local organizations, ejidos, communities, Indigenous and Afro-Mexican peoples, women producers, small-scale livestock producers and other territorial actors is planned for the next stage.

Gender inclusion has been identified as a relevant and cross-cutting issue in the preparation of the RBP proposal. The stakeholder mapping exercise explicitly recognizes women producers as a priority stakeholder group and identifies gender barriers as one of the main risks of exclusion. This is consistent with the lessons derived from Mexico's REDD+ readiness processes, which showed that women face structural barriers related to land tenure, participation in agrarian and community decision-making spaces, access to technical assistance, time constraints associated with unpaid care work and unequal access to benefits.

During the 13 May 2026 co-design meeting, participating institutions emphasized the need to establish affirmative measures to promote the participation of priority groups. In this context, CONAFOR proposed the inclusion of a specific support line for women's groups within ejidos and communities as part of the proposal. This measure is particularly relevant because it moves beyond general recognition of women's

inclusion and identifies a concrete operational pathway to promote women's participation and benefit-sharing through livelihood diversification and greater territorial inclusion.

The consultation process has also reinforced the idea that gender-responsive engagement must be built into both stakeholder participation and implementation design. Women should not only be informed about the project; they should also have meaningful opportunities to influence its design, participate in capacity-building and access project benefits under conditions that are compatible with their realities and constraints. This is particularly relevant in the context of livestock production, restoration and territorial governance, where women's contributions are often substantial but insufficiently recognized.

Between 15 and 30 June 2026, the proposal was socialized with key stakeholders at the state level through the seven State Forestry Councils of the participating states. Established under the General Law on Sustainable Forest Development (LGDFS), these Councils serve as consultative and advisory bodies on forestry matters. They ensure the participation of representatives from forest communities, academia, Indigenous Peoples and Afro-Mexican communities, the private sector, civil society organizations, youth, women, and federal government institutions. These consultation spaces provided an opportunity to present the objectives and proposed interventions of the project and to gather stakeholder input on potential risks, opportunities associated with the project.

Gender-related feedback received through the State Forestry Councils highlighted the persistence of structural and cultural barriers that limit the meaningful participation of women in community decision-making processes, as well as the need for stronger mechanisms to ensure the inclusion of women, youth, Indigenous Peoples, and Afro-Mexican communities. Stakeholders recommended adopting inclusive and culturally appropriate participation and eligibility criteria, monitoring the equitable distribution of project benefits, and engaging these groups from the earliest stages of project design and planning. They also emphasized the importance of continuous capacity development and the promotion of women and youth as local technicians and leaders within project implementation processes.

Between July 10 and 23, territorial consultation workshops were conducted across the project participating states. These workshops brought together a diverse range of stakeholders that provided an opportunity to capture perspectives from actors directly involved in forest conservation, livestock production, territorial development, and community governance processes in the different participating states. The workshops were designed as a participatory process that combined information-sharing, dialogue, and collective analysis using simple and visual presentation materials. The methodology and materials used can be consulted in Annex 5 of the SEP.

Summary of participation in territorial workshops conducted and documented so far:

- Chiapas. The territorial consultation workshop held in Chiapas on 10 July brought together 61 participants, including 44 men and 17 women. Participation included five Indigenous Peoples representatives (3 men and 2 women) from the Tseltal and Zoque Peoples. The workshop also included five young participants (39 years old or younger), comprising 2 men and 3 women.
- Michoacán. The workshop conducted in Michoacán on 15 July engaged 70 participants, of whom 47 were men and 23 were women. A total of three Indigenous participants (2 men and 1 woman) attended, representing the Pirinda and Nahua Peoples. Youth participation reached 10 participants, including 7 men and 3 women.

- Jalisco. The consultation workshop in Jalisco, held on 16 July, convened 60 participants, including 38 men and 22 women. Indigenous participation totaled fourteen representatives (6 men and 8 women) from the Tepehuano, Wixarika, and Nahua Peoples. The workshop also included nine young participants, composed of 7 men and 2 women.
- Quintana Roo. The workshop held in Quintana Roo on 16 July brought together 57 participants, including 39 men and 18 women. Indigenous participation was particularly strong, with 24 Indigenous participants (16 men and 8 women) representing the Maya, Chol, Chontal, Purépecha, and Totonaco Peoples. The consultation also included two young participants, one man and one woman.
- Oaxaca. The territorial consultation workshop carried out in Oaxaca on 22 July engaged 45 participants, comprising 31 men and 14 women. A total of 28 Indigenous participants (20 men and 8 women) attended, representing the Mixteco, Tacuate, Zapoteco, Chontal, Huave, Afro-Mexican, Chatino, and Zoque Peoples. In addition, three young participants took part in the workshop, including 1 man and 2 women.
- Yucatan. The territorial consultation workshop carried out in Yucatán on 24 July 2026 engaged 44 participants, comprising 28 men and 16 women. A total of 40 Indigenous participants attended the workshop, including 25 men and 15 women, all belonging to the Maya People. In addition, one young participant took part in the workshop, a young Indigenous woman.

All stakeholder inputs collected through the territorial consultation workshops were documented and analyzed. A detailed analysis of stakeholder recommendations for the design of the RBP proposal, including the participatory identification of potential environmental and social risks, opportunities, and proposed mitigation measures are included in the SEP (Annex 4). The specific findings and considerations that are relevant to gender and the prevention of GBV/SEAH can be found in Annex 3. All recommendations have been incorporated into Tables 6, 7, and 8 of this GAAP accordingly, and are presented below.

Although no specific cases of gender-based violence or sexual exploitation and abuse were raised during the consultations undertaken to date, the proposal should maintain a preventive and risk-informed approach, consistent with the GAAP and FAO requirements on prevention of sexual exploitation, abuse and sexual harassment. Consultation and implementation spaces should therefore promote respectful participation, non-discrimination, confidentiality where required and access to appropriate grievance and referral channels. The next phase of engagement should also help identify any territorial or sector-specific risks related to women's safety, participation or differential workloads.

In this regard, the stakeholder mapping points to several management measures that are directly relevant for addressing gender concerns, including affirmative measures, differentiated technical assistance, culturally appropriate participation and transparency and citizen attention mechanisms. These measures should be operationalized through this GAAP in coordination with the SEP.

Table 6 Gender and inclusion considerations identified for the RBP proposal

Issue	Relevance	Proposed response

Women's limited participation in formal community decision-making spaces	May limit women's influence over project design, access to benefits and safeguards monitoring	Dedicated engagement spaces for women, accessible schedules, culturally appropriate facilitation, coordination with women's groups, leadership and confidence-building support for women, and community-wide awareness activities engaging women and men to promote shared responsibility and reduce resistance to women's participation.
Unequal access to land, finance and technical assistance	May restrict women's participation in productive restoration, silvopastoral systems and value chains	Affirmative support for women's groups within ejidos and communities; differentiated technical assistance; review and, where feasible, adapt eligibility criteria and implementation arrangements to reduce access barriers; provide differentiated access to financing, productive resources and economic opportunities, together with organizational, administrative and financial-management capacity building for women's groups.
Potential increase in women's workloads	Productive diversification and participation processes may add unpaid or under-recognized work	Gender analysis during inception, workload-sensitive design, consultation with women, and affirmative measures.
Risk of unsafe or exclusionary participation spaces	May affect women's ability to participate freely	PSEA/SH prevention measures, respectful participation protocols, confidential grievance channels and referral pathways.
Limited recognition of women's roles in forest conservation and livestock systems	May reduce the effectiveness and equity of implementation	Integration of women into restoration, monitoring, nurseries, value chains, field schools and local governance mechanisms; tailor technical assistance to territorial conditions, existing knowledge and women's production systems, and promote the recruitment, retention and professional development of women technical advisors and facilitators.
Risk that inclusion remains merely representative rather than substantive	May affect women's engagement and participation in project activities	Dedicated engagement spaces for women, accessible schedules, culturally appropriate facilitation, and coordination with women's groups.

Risk identification

Taking potential risks identified during the REDD+ readiness phase as a basis, in compliance with the GCF's applicable safeguards and following FAO's Framework for Environmental and Social Management, FAO's Environmental and Social Risk Screening Checklist was applied to this RBP proposal (Annex 1 in ESMF). A series of environmental and social standards -ESS- have been deemed applicable including ESS 6 gender equality and prevention of GBV, and moderate risk category was assigned to the project.

FAO's Environmental and Social Risk Screening Checklist and the analysis of the project's potential to generate or contribute to direct and indirect gender-related impacts conducted through this GAAP, focused on the following risk issues:

- potential gender-based discrimination in access to project resources, services, benefits, and participation opportunities;
- the risk of unintentionally creating or exacerbating existing gender inequalities;
- possible adverse impacts on the livelihoods and rights of women and girls, particularly in relation to their access to and use of natural resources; and
- protection risks related to gender-based violence, including SEAH

During the inception phase, once specific activities and intervention sites are defined, both the risk screening and this GAAP will be updated to reflect activity-specific and context-specific gender risks, including those related to GBV/SEAH, as well as the corresponding mitigation measures adapted to local cultural and operational contexts.

Accordingly, table 7 below outlines potential risks and commensurate management measures relevant to Mexico's RBP proposal and this Gender Action Plan, the last column highlights the relevant elements/features of the RBP proposal integrate into its design to address potential risks and implement management measures.

Table 7. Gender related risks, management measures and relevant characteristics of the RBP Project

Relevant ESS	Potential risks	Management Measure	Relevant characteristics of the RBP project
ESOP 2 Stakeholder Engagement	Women, including Indigenous women, Afro-Mexican women, young women, women without formal land tenure rights, and women from forest and livestock-producing households, may face barriers to meaningful participation in consultation, socialization, and implementation processes. These barriers may include limited access to information, time constraints due to unpaid care responsibilities, mobility restrictions, language barriers, limited representation in ejido/community decision-making spaces, or lack of confidence to participate in mixed-gender meetings. There is also a risk that	Ensure gender-responsive stakeholder engagement throughout both the proposal socialization/consultation phase and implementation. This should include targeted outreach to women's groups and women producers; consultation schedules and venues compatible with women's availability and mobility; culturally appropriate and accessible information; separate or complementary consultation spaces for women where needed; participation of Indigenous and Afro-Mexican women through culturally appropriate channels; and systematic documentation of women's feedback. The proposal should also build on and reflect the voices, priorities and lessons expressed by women during Mexico's REDD+	During the project inception phase and throughout implementation, the project will ensure a minimum of 30% women's participation in all consultation processes. The project includes a dedicated target to implement productive activities specifically benefiting women. As a result, local women, women's organizations, Indigenous and Afro-Mexican women, and women producers will be considered key stakeholders throughout the consultation process, and their inputs will directly inform the design and implementation of project activities. Farmer Field Schools (ECAs), one of the project's main capacity-building mechanisms, will be designed using gender-

	consultation processes capture primarily the views of formal landholders, producers, or male community representatives, thereby excluding women's differentiated needs and priorities.	readiness and preparation process, ensuring continuity with previous participatory efforts and avoiding a consultation process that starts from zero. The project should monitor women's participation in stakeholder engagement processes using sex-disaggregated data and ensure that the MAC is accessible, confidential, and responsive to complaints or concerns raised by women.	responsive methodologies to provide technical assistance tailored to women interested in productive restoration and SPS. Since most field activities will be implemented through CONAFOR support programs, the corresponding Operating Rules include criteria to ensure that information on project opportunities, eligibility requirements, GRM, and continuous technical assistance are provided in a gender-sensitive and accessible manner. The project will implement a Improvement Plan for the institutional GRM (MAC) to strengthen its gender responsiveness and ensure effective access to information, grievance submission, complaint resolution, and referrals, including for sensitive cases.
ESS 1 Biodiversity conservation and sustainable management of natural resources	Biodiversity conservation, restoration, silvopastoral and agrosilvopastoral activities may affect women differently if their roles in natural resource use, collection of forest products, backyard production, medicinal plants, water use, or local biodiversity management are not adequately recognized. There is also a risk that technical packages or restoration models are designed without considering women's knowledge, priorities, and existing productive activities, limiting their access to biodiversity-positive livelihood opportunities.	Integrate women's knowledge and priorities into the design of restoration, silvopastoral and biodiversity conservation activities. Promote women's participation in site selection, species selection, restoration planning, nurseries, monitoring, and sustainable value chains. Ensure that biodiversity-positive activities do not restrict women's customary use of natural resources and that women have equitable access to technical assistance, training and incentives linked to restoration and sustainable management.	The project includes a dedicated intervention to support women-led productive projects, promoting entrepreneurship and business initiatives that build on women's knowledge, skills, and interests related to forest resources (e.g. carpentry, charcoal production, cosmetics, medicinal plants, handicrafts using fibres and palm, nurseries, ornamental plants, and resin). To strengthen forest conservation, the project will support the establishment of new areas under CONAFOR's PES program. The PES scheme encourages the development of sustainable productive initiatives (e.g. nurseries, ecotourism and beekeeping)

			within PES areas in which active participation of women is promoted and prioritized.
ESS 2 Resource efficiency and pollution prevention and management	The project may implement activities in areas with degraded or depleted soils, particularly in forest-livestock transition zones where productive restoration, silvopastoral or agrosilvopastoral systems are expected to be promoted. While the expected impact is positive, there is a risk that activities may not adequately address existing soil degradation conditions or may unintentionally exacerbate erosion, compaction, nutrient depletion, or contamination if site conditions are not properly assessed. Women may be disproportionately affected where soil degradation reduces household food production, increases labor burdens, affects small-scale productive activities, or limits access to livelihood opportunities.	Conduct site-level screening to identify degraded, depleted, or polluted soils before implementation. Promote soil restoration and conservation practices, including vegetative cover, erosion control, improved grazing management, organic soil management and diversified production systems. Ensure that women participate in site assessment, restoration planning and training activities, particularly where they are involved in household production, nurseries, agroforestry, forage production or local resource management.	The project will promote forest conservation and productive restoration through silvopastoral systems (SPS) in degraded landscapes. Restoration of degraded areas is one of the prioritization criteria established under CONAFOR's support programs. Across project interventions— including PES, SPS and women-led productive projects— the participation of women and women's organizations will be promoted (Operating Rules include criteria to incentivize this) in both productive activities and sustainable forest management, including timber and non-timber forest products, conservation, and restoration.
ESS 4 Decent work	Women may face unequal access to paid work, technical training, productive opportunities, extension services and leadership roles generated by the project. There is also a risk of reinforcing gender stereotypes by assigning women to unpaid, lower-paid, or less visible activities, while men access better-paid or decision-making roles. Women participating in field activities, trainings or value chains may also face occupational safety and health risks if tools, schedules, transport, protective equipment, or	Promote equal access for women to training, technical assistance, paid opportunities, leadership roles and project-supported value chains. Establish non-discrimination principles in project activities and agreements with service providers. Ensure safe and inclusive working and training conditions, including appropriate schedules, safe transport arrangements where relevant, gender-sensitive occupational safety guidance, and access to protective equipment when needed. Monitor women's participation in training, technical assistance and employment-related	All training, technical assistance and capacity-building activities delivered under the project will apply gender-responsive approaches and actively promote women's participation. This includes Farmer Field Schools, technical assistance provided through Territorial Agents, training on access to financial mechanisms, and business and market development support. Implementing arrangements will monitor women's participation and will promote gender-balanced technical teams.

	training methods are not adapted to their needs. Women may also be underrepresented among technical advisors and field facilitators, limiting access to trusted role models and gender-responsive technical support.	opportunities using sex-disaggregated indicators. Promote women's participation in technical assistance and facilitation teams. Provide women's productive groups with organizational and business-management skills that support sustainability beyond project implementation.	
ESS 5 Community health, safety, and security	The presence of project personnel, consultants, technical service providers or external facilitators in rural communities may create risks of sexual exploitation, abuse, or harassment, particularly where access to benefits, training, technical support, or project resources creates power imbalances. Women may also face safety risks when attending meetings, trainings, or field activities if these require travel, occur at unsuitable times, or take place in spaces where they do not feel safe.	Adopt and enforce codes of conduct for all project personnel, consultants, technical service providers and implementing partners, including provisions on respectful behavior and prohibition of SEA/SH. Organize meetings and trainings in safe and accessible locations and at times compatible with women's mobility and care responsibilities. Ensure confidential, survivor-centered, and accessible grievance channels through the MAC, including referral pathways to specialized services where available. Provide SEA/SH awareness and prevention information to project teams and communities.	Through its institutional strengthening component, the project will provide capacity building for CONAFOR, state-level institutions, technical personnel and local stakeholders on gender equality, inclusive facilitation, women's rights, Indigenous Peoples' rights, and the prevention of exclusion, discrimination and GBV. The project will implement a MAC Improvement Plan to strengthen its gender responsiveness and ensure effective access to information, grievance submission, complaint resolution, and referrals, including for GBV/SEAH-related cases.
ESS 6 Gender equality and prevention of gender-based violence	The project may unintentionally reinforce existing gender inequalities if women do not have equitable access to information, decision-making, technical assistance, financing, productive assets, benefit-sharing opportunities, or leadership spaces. There is also a risk that women's increased participation in productive or decision-making activities may generate backlash at household or community level, particularly in contexts	Implement the Gender Action Plan as a core risk management instrument. Include targeted actions to strengthen women's participation, leadership, and access to benefits; address unpaid care constraints; promote gender-sensitive capacity building; and ensure sex-disaggregated monitoring. Conduct gender and SEAH risk screening in target areas. Establish clear codes of conduct, confidential grievance channels, safe reporting procedures, survivor-centered response protocols and referral	During inception, consultations will be conducted with women's groups and women stakeholders in the project areas to identify existing and potential risks related to gender, including to GBV and SEAH. This will inform screening processes to be conducted prior to implementation. Field activities (SPS, PES and women-led productive projects) will be implemented through CONAFOR support programs and their Operating

	with unequal gender norms or high levels of violence against women. Although unlikely, SEAH risks may also arise in interactions between beneficiaries and those managing access to RBP project benefits.	pathways. Ensure that project communication makes clear that access to benefits is not conditioned on personal favors, relationships, or any form of sexual conduct.	Rules, which include gender-responsive eligibility and prioritization criteria designed to increase women's participation and access to project benefits, without requiring formal business registration or land ownership in cases where participation is allowed under the applicable rules. The project includes a dedicated line of action targeting women producers, Indigenous and Afro-Mexican women, women's enterprises and organized women's groups. CONAFOR support programs include affirmative care measures that help reduce barriers to women's participation. These resources may be used for childcare, care for dependent family members, reproductive health services, self-care, and activities related to the prevention of GBV. The improved MAC will strengthen confidential, safe and gender-responsive procedures for receiving and resolving complaints, including grievances related to discrimination, GBV and SEAH
ESS 8 Indigenous Peoples	Indigenous and Afro-Mexican women may face compounded barriers due to gender, ethnicity, language, geographic isolation, limited participation in formal governance spaces, and unequal access to land or productive assets. Consultation processes may not adequately capture their views if they rely only on formal authorities or mixed community assemblies where women's	Apply culturally appropriate and gender-responsive engagement with Indigenous Peoples and Afro-Mexican communities. Ensure that Indigenous and Afro-Mexican women have safe and meaningful opportunities to participate, including through women-only spaces where appropriate, use of Indigenous languages or culturally adapted materials, and engagement with women leaders, traditional authorities, and community	Activities implemented through CONAFOR support programs also incorporate Indigenous Peoples-related eligibility and prioritization criteria, facilitating the participation of Indigenous Peoples and their access to project benefits while recognizing their customs, traditions and governance systems. The affirmative care measures provided through CONAFOR programs will be particularly

	participation is limited. There is also a risk that project benefits do not reach Indigenous women or do not reflect their priorities, knowledge systems and livelihood strategies.	organizations. Respect collective decision-making structures while ensuring that women's views are actively sought and documented. Monitor participation and benefits for Indigenous and Afro-Mexican women through disaggregated indicators. Apply an intersectional approach and differentiated measures adapted to age, language, land-tenure status, vulnerability and territorial context, while respecting collective rights and strengthening women's meaningful participation and leadership.	important for Indigenous and Afro-Mexican women, who often face additional barriers to participating in productive and conservation activities. Consultations, outreach activities and project information materials will be delivered in culturally appropriate and accessible ways, respecting local languages, customs and decision-making processes. Monitoring will disaggregate participation and access to benefits for Indigenous and Afro-Mexican women.

Source: Own elaboration.

These potential risks and their respective management measures have been integrated in the project's environmental and social risk management matrix (see Annex 4.2), geared at ensuring the implementation of the ESMF. This GAAP guides the design of the project's operational and implementation instruments over the inception phase in a way that systematically ensure the rights of women and other vulnerable and marginalized groups are respected at all times when designing and implementing on-the-ground activities. In turn, the ESMP and this GAAP to be refined over the inception phase will provide dedicated criteria and standardized operational procedures to guide the prioritization, design, implementation and monitoring of on-the-ground activities and dedicated indicators to be monitored and reported on as part of the project's M&E framework to guarantee rights of women are respected at all times in the context of on-the-ground design and implementation.

The ESMF includes a detailed Exclusion List (Annex 3 in Annex 4.2 to the RBP) which will be applicable to all project activities, will be revised as relevant in preparation of the ESMP during project inception. The Exclusion List will also be integrated as part of the terms and conditions for on-the-ground implementation, and so will apply at eligibility and risk screening stages, guaranteeing no high-risk activities will be financed by the project at any time, throughout implementation. Moreover, consistent with FAO's zero-tolerance policy on GBV and SEAH, will be ensured throughout project implementation and streamlined in project documents and operational instruments.

6.2. Gender Action Plan

Mexico is committed to ensure women, as well as other vulnerable groups, fully participate, engage, and benefit from the REDD+ RBP Program. Considering this and building on the findings from the Gender Assessment (GA), its recommendations, and the gender provisions in Mexico's legal and institutional framework, a Gender Action Plan (GAP) for the proposed REDD+ RBP Program was defined. The GAP included in the table below, seeks to address existing gender barriers and gaps as highlighted by the GA, by proposing gender-responsive actions to be taken during the Program's execution.

The GAP also proposes indicators to measure and track progress on those gender actions/measures. This will allow for monitoring the extent to which gender outcomes are being achieved during the program implementation and enable adjustments where necessary. The project's full-time gender specialist will coordinate the implementation of the Gender Action Plan (GAP) in close coordination with the project's safeguards specialist, FAO personnel, and staff from the government institutions involved in the activities (at both national level within CONAFOR and at the state level), as required.

The budget allocated for the implementation of this GAP, including the engagement of a full-time Gender Specialist throughout the project duration, is defined in the ESMF, which serves as the project's overarching safeguards framework. Consistent with the ESMF, the budget allocation is as follows:

- Update and implementation of the GAP: USD 362,000
- Full-time Gender Specialist: USD 350,000

Table 8. Gender Action Plan for Mexico's RBP Proposal

	Objectives: • *To ensure equal gender participation in capacity building efforts, that consultations are conducted through culturally appropriate, gender-sensitive mechanisms.* • *To strengthen capacities and benefits for women in forest activities (conservation, restoration) and sustainable livelihoods opportunities.* *To ensure that gender-specific needs are mainstreamed into institutional processes and that gender-related information is generated and monitored.*					
Gender responsive Actions	***Indicator***	***Target***	***Link to RBP proposal***	***Timeline***	***Responsibility***	***Budget***
Identify women's groups, Indigenous and Afro-Mexican women, women livestock producers, women involved in restoration, nurseries, non-timber forest products, value chains and community governance in the target states. Territorial mapping will include field interviews,	*Stakeholder mapping includes women's groups and gender-differentiated analysis.*	*Stakeholder mapping completed in all target states; includes a gender-differentiated analysis and identification of relevant women's organizations and networks.*	*Outcomes 1, 2 and 3.*	*Year 1*	FAO, CONAFOR, state governments, Gender Specialist	USD 60, 000

workshops, and annual updates in the seven participating states.						
Ensure that the socialization and consultation process for the RBP proposal integrates a gender-responsive approach from the design stage.	*Consultation process includes gender-responsive criteria, differentiated participation strategies and measures to promote women's effective participation.*	*Gender-responsive consultation methodology developed and applied in 100% of consultation activities.*	*Outcomes 1, 2 and 3.*	*Year 1*	*FAO, CONAFOR, Gender Specialist, Safeguards Specialist*	*USD 55, 000*
Organize consultation spaces that enable women's participation in the discussion of productive restoration, silvopastoral systems, territorial governance, PES, financing mechanisms and value chains. Targeted meetings, accessible venues, local travel support, facilitation, and measures to reduce participation barriers will be provided.	*Number and percentage of women participating in consultation activities.*	*At least 30% of participants in consultation activities are women.*	*Outcomes 1, 2 and 3.*	*Year 1*	*FAO, CONAFOR, Gender Specialist, Safeguards Specialist*	*USD 80, 000*
Include specific questions in the consultation process to identify gender-differentiated barriers, risks and	*Consultation tools include gender-specific questions.*	*Gender-specific questions integrated into 100% of consultation tools and instruments.*	*Outcomes 1, 2 and 3.*	*Year 1*	*FAO, CONAFOR, Gender Specialist, Safeguards Specialist*	*USD 35, 000*

opportunities related to productive restoration, silvopastoral systems, financing, PES, and value chains.						
Document and incorporate women's inputs into the final design of the proposal, including activities, implementation arrangements, safeguards, benefit-sharing, and monitoring indicators.	*Consultation report identifies women's inputs and explains how they were incorporated into the final proposal or why they could not be incorporated.*	*Substantive recommendations provided by women are documented and tracked in the final consultation report.*	*Outcomes 1, 2, 3, and 4.*	*Year 1*	*FAO, CONAFOR, Gender Specialist, Safeguards Specialist*	*USD 20, 000*
Ensure that information on the Citizen Attention Mechanism and other grievance channels is shared with women during the consultation process. Accessible MAC materials, confidential reporting information, and community-level outreach will be provided to women during consultations and implementation.	*Percentage of consultation activities where grievance channels are explained; materials include accessible information on complaint and feedback mechanisms.*	*Information on grievance mechanisms shared in 100% of consultation activities and consultation materials.*	*Outcome 4*	*Year 1*	*CONAFOR, FAO, Gender Specialist, Safeguards Specialist*	*USD 60, 000*
Mainstream gender into field schools and demonstrative productive reconversion	*Percentage of women participating in field schools and demonstrative productive*	*At least 20% of the total participants across all Farmer Field Schools and demonstrative productive*	*Outcome 1 (output 1.1)*	*Year 1 - 5*	*CONAFOR, FAO, SADER, Gender Specialist, technical*	*USD 80, 000*

models, ensuring women's participation in the design, implementation, and monitoring of sustainable livestock transition activities. Targeted outreach, facilitation, participation support, and monitoring will be provided to strengthen women's participation. Field School curricula and facilitation will be tailored to territorial conditions, existing knowledge and production systems of women, and include dedicated gender and intersectionality awareness modules; strengthen leadership and organizational capacities; and promote women's participation as technical advisors, facilitators and role models.	*reconversion models.* *Number of field school methodologies integrating gender-responsive measures.* *Percentage of women serving as technical advisors or facilitators.* *Curricula with dedicated gender and intersectionality module and territorially adapted content.*	*reconversion models are women.* *100% of field school methodologies integrate gender-responsive measures.* *At least 20% of the total technical advisors/facilitators.* *Farmer Field School curricula should include at least one module addressing gender equality and intersectionality.*			*assistance providers*	
Promote gender-responsive eligibility support,	*Number and percentage of women accessing financing support.*	*At least 1200 women accessing financing support.*	*Outcome 1 (output 1.2), Outcome*	*Year 1 - 5*	*CONAFOR, FAO, Gender Specialist*	*USD 55, 000*

targeted information and accompaniment for women producers and women in agrarian communities.			*2 (output 2.2) and Outcome 3 (output 3.2),*			
Promote women's participation in the design and implementation of Payment for Environmental Services (PES) mechanisms, including through inclusive outreach, eligibility support and recognition of women's contributions to conservation and restoration.	*Percentage of women participating in PES-related activities.*	*Women represent at least 20% of participants in PES-related activities.*	*Outcome 2 (Output 2.2)*	*Year 1 - 5*	*CONAFOR, community assemblies, ejidos and communities, Gender Specialist*	*USD 50, 000*
Promote women's participation in deforestation-free and sustainable value chains linked to silvopastoral systems, productive restoration, forage production, nurseries, non-timber forest products and locally relevant products. Field-based capacity building, market information, business development support, and follow-up will be	*Number of women accessing market information, business development support or commercialization mechanisms via ECAs and other capacity-building activities.*	*At least 2,400 women accessing market information, business development support or commercialization mechanisms.*	*Outcome 2 (output 2.1)*	*Year 1 - 5*	*FAO, CONAFOR, local producer organizations*	*USD 40, 000*

provided. Support will include leadership, administration, financial management, teamwork, accountability, and collective decision-making capacity building activities.						
Strengthen institutional and technical capacities to mainstream gender in silvopastoral systems, productive reconversion, financing, territorial governance, PES, and safeguards implementation.	*Number of events targeting CONAFOR, state-level, technical and local personnel to build capacities on gender equality, inclusive facilitation, women's rights, Indigenous Peoples' rights and prevention of exclusion and GBV.*	At least 2 events per year to build institutional capacities on gender equality, inclusive facilitation, women's rights, Indigenous Peoples' rights and prevention of exclusion and GBV.	*Outcome 4 (output 4.1)*	*Year 1 - 5*	*FAO, CONAFOR, Gender Specialist*	*USD 25, 000*
Integrate measures to prevent and respond to risks of exclusion, discrimination, sexual exploitation, abuse, and harassment in RBP-supported activities.	*SEAH/GBV prevention and response measures integrated into safeguards procedures, codes of conduct, training materials and grievance referral protocols.* *Number of grievances related to exclusion, discrimination or SEAH.*	*SEAH/GBV measures integrated into 100% of relevant project safeguards and operational instruments.* *Follow-up and resolution of 100% of registered grievances related to exclusion, discrimination or SEAH.*	*Outcomes 1, 2, 3, and 4.*	*Year 1 - 5*	*FAO, CONAFOR, Safeguards Specialist, Gender Specialist, implementing partners*	*USD 35, 000*
Schedule activities at suitable times, accessible locations, reduce participation costs and	*Percentage of women participating in proposal activities.*	*At least 20% of the total participants across all project activities are women.*	*Outcomes 1, 2, 3, and 4.*	*Year 1 - 5*	*FAO, CONAFOR, SADER, Safeguards Specialist, Gender Specialist,*	*USD 45, 000*

consider local care-related constraints and adaptable facilitation in planning.					*implementing partners*	
Ensure that monitoring systems collect and report sex-disaggregated data and qualitative evidence on women's participation, access to benefits and influence in decision-making. Monitoring will include field data collection, qualitative evidence, sex-disaggregated analysis, and semi-annual reporting.	*Monitoring system includes gender-responsive indicators; sex-disaggregated data collected and reported; periodic reports include analysis of women's participation, benefits, and barriers.*	*100% of project monitoring reports include sex-disaggregated data and gender-responsive indicators.*	*Outcome 4 (output 4.2)*	*Year 1 - 5*	*FAO, CONAFOR, M&E Specialist, Gender Specialist*	*USD 40, 000*
Document and disseminate good practices on women's participation in productive reconversion, silvopastoral systems, deforestation-free value chains, PES, and territorial governance. Case studies, knowledge products, dissemination activities, and annual learning reviews will support adaptive	*Number of gender-related case studies, lessons learned, or good practices documented and used to inform adaptive management and knowledge exchange.*	*At least 3 gender-related case studies, lessons learned, or good practices documented and disseminated during project implementation.*	*Outcomes 1, 2, and 3.*	*Year 5*	*FAO, CONAFOR, M&E Specialist, Gender Specialist*	*USD 32, 000*

management and replication.						

Source: Own elaboration.

Note: This Gender Action Plan will be updated during the inception phase, when the initial diagnostic information becomes available. This will enable the project to refine the GAP, including its monitoring framework, to better reflect the specific implementation context.

7. Monitoring and evaluation

Building on the country's interpretation of the Cancun Safeguards, the ESMF includes a comprehensive environmental and social risks management matrix (Annex 2 in Annex 4.2 to the RBP proposal), conceived as a multipurpose tool to guide the on-going assessment, identification, management, monitoring and reporting of all potential risks identified for the project, including those underscored in this GAAP, consistent with the GCF's Gender Policy and FAO's ESS 6.

The project's risks management matrix should be considered a living document, which will be updated as a result of the inception phase as well as whenever revisions are identified by the project's safeguards and gender specialists, in an adaptive management approach. Detailed methodologies and approaches to monitor and assess management measures, including indicators and monitoring / reporting parameters, and information on frequency will be further determined as part of the ESMP, and dedicated procedures and disaggregated information will be considering for a comprehensive assessment, monitoring, and reporting in relation to issues relevant to women and GBV in the context of on-the-ground implementation. This GAAP will be implemented under the umbrella of the project's ESMP and complemented by the SEP.

Implementation of the ESMF (and upon project inception, the ESMP), alongside this Gender Action Plan, and the SEP (Annex 5 to the RBP), will be responsibility of the full-time safeguards and gender specialists to be hired as part of the Project Management Unit (see section 9 in the ESMF). Should additional potential risks relevant to women and GBV are identified at any time through project implementation, the gender specialist will be responsible to keep both this planning framework and the ESMP's risks and management measures matrix and the Exclusion List up to date, ensuring regular feedback loops in an adaptive management approach (i.e. when preparing semi-annual or annual reports, or identified in random spot checks).

References

Aguilar, L., & Castañeda, I. (2014). Gender Action Plan for REDD+ Mexico: PAGeREDD+. IUCN Global Gender Office; The Nature Conservancy/Mexico REDD+ Alliance. Available online at: https://www.tncmx.org/content/dam/tnc/nature/en/documents/mexico/M-REDD-PlanAccionGeneroPAGeREDD.pdf

Cavallotti Vázquez, B. A. (Coord.). (2025). Social actors in the livestock sector. Universidad Autónoma Chapingo. Available online at: https://ri.uaemex.mx/bitstream/handle/20.500.11799/143840/Titulo_3577.pdf

Comisión Nacional Forestal (CONAFOR). (2015). *SESA Report: Final Version*. Gobierno de México / Forest Carbon Partnership Facility (FCPF). Available online at: https://www.forestcarbonpartnership.org/system/files/documents/Reporte_SESA__FINAL_.pdf

Comisión Nacional Forestal (CONAFOR). (2017a). *National REDD+ Strategy 2017–2030*. Gobierno de México. Available online at: https://www.enaredd.gob.mx/wp-content/uploads/2017/09/Estrategia-Nacional-REDD+-2017-2030.pdf

Comisión Nacional Forestal (CONAFOR). (2017b). *Final Report on the Results of the Consultation Process for the National REDD+ Strategy*. Available online at: http://www.enaredd.gob.mx/wp-content/uploads/2017/03/Informe-Final-resultados-Consulta-ENAREDD.pdf

Comisión Nacional Forestal (CONAFOR). (2017c). *National Interpretation of REDD+ Safeguards in Mexico. Gobierno de México.* Available online at: http://www.enaredd.gob.mx/wp-content/uploads/2017/09/Interpretacion_de_las_Salvaguardas_REDD.pdf

Comisión Nacional Forestal (CONAFOR). (2019). *Environmental and Social Management Framework (ESMF) for REDD+ in Mexico.* Gobierno de México. Available online at: https://www.gob.mx/cms/uploads/attachment/file/537606/Marco_de_Gestio_n_Ambienta_y_Social__MGAS__2020.pdf

Comisión Nacional Forestal (CONAFOR). (2024a*). State of the Forest Sector in Mexico 2023. Gobierno de México.* Available online at: https://www.gob.mx/conafor/documentos/estado-que-guarda-el-sector-forestal-en-mexico-2023

Comisión Nacional Forestal (CONAFOR). (2024b). *Second Summary of Information on the Addressing and Respect of REDD+ Safeguards in Mexico.* Gobierno de México. Available online at: https://redd.unfccc.int/media/ris_ii_mexico.pdf

Comisión Nacional Forestal (CONAFOR). (2025a). *National Gender and Inclusion Strategy for the Forest Sector 2025–2030.* Gobierno de México. Available online at: https://www.gob.mx/cms/uploads/attachment/file/1021588/Estrategia_de_Genero_e_Inclusion_en_el_Sector_Forestal.pdf

Comisión Nacional Forestal (CONAFOR). (2025b). *Citizen Attention Mechanism.* Gobierno de México. Available online at: *https://conaf.cnf.gob.mx/atencion-ciudadana*

Comisión Nacional Forestal (CONAFOR). (n.d.). *Citizen Attention Mechanism*. Gobierno de México. Available online at: https://www.gob.mx/cms/uploads/attachment/file/54182/Mecanismos_de_Atencion_Ciudadana.pdf

Comisión Nacional Forestal (CONAFOR). (2025c). *Workplace Equality and Non-Discrimination Policy and Statement of Zero Tolerance for Sexual Harassment and Sexual Abuse*. Gobierno de México. Available online at: https://www.gob.mx/conafor/acciones-y-programas/igualdad-laboral-y-no-discriminacion-169763

Comisión Nacional Forestal (CONAFOR). (2026). *CONAFOR Rules of Operation for Support Programs for Fiscal Year 2026.* Gobierno de México. Available online at: https://www.conafor.gob.mx/apoyos/docs/adjuntos/84f05a3282f5f36d24aaf31dafee9fa1.pdf

Convention on Biological Diversity (CBD). (2022). *Kunming-Montreal Global Biodiversity Framework*. United Nations. Available online at: https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-04-en.pdf

Diario Oficial de la Federación (DOF). (1917, last amendment: 2026). *Political Constitution of the United Mexican States.* Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/CPEUM.pdf

Diario Oficial de la Federación (DOF). (1992, last amendment: 2025). *Ley de Desarrollo Rural Sustentable*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LAgra.pdf

Diario Oficial de la Federación (DOF). (2001, last amendment: 2024). *Ley Agraria*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LDRS.pdf

Diario Oficial de la Federación (DOF). (2007, last amendment: 2026). *Ley General de Acceso de las Mujeres a una Vida Libre de Violencias*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LGAMVLV.pdf

Diario Oficial de la Federación (DOF). (2012, last amendment: 2024). *Ley General de Cambio Climático*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LGCC.pdf

Diario Oficial de la Federación (DOF). (2018, last amendment: 2024). *Ley General de Desarrollo Forestal Sustentable*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LGDFS.pdf

Diario Oficial de la Federación (DOF). (1988, last amendment: 2026). *Ley General del Equilibrio Ecológico y la Protección al Ambiente*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LGEEPA.pdf

Diario Oficial de la Federación (DOF). (2006, last amendment: *2026). Ley General para la Igualdad Sustantiva entre Mujeres y Hombres.* Gobierno de México*.* Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LGISMH.pdf

Diario Oficial de la Federación (DOF). (2003, last amendment: 2025). *Ley Federal para Prevenir y Eliminar la Discriminación*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LFPED.pdf

Diario Oficial de la Federación (DOF). (1983, last amendment: 2026). *Ley de Planeación*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LPlan.pdf

Diario Oficial de la Federación (DOF). (2006b, last amendment: 2026). *Ley Federal de Presupuesto y Responsabilidad Hacendaria*. Gobierno de México. Available online at: https://www.diputados.gob.mx/LeyesBiblio/pdf/LFPRH.pdf

Diario Oficial de la Federación (DOF). (2025). *Programa Sectorial de las Mujeres 2025-2030*. Gobierno de México. Available online at: https://www.gob.mx/cms/uploads/attachment/file/1039841/Programa_sectorial_DOF.pdf

Diario Oficial de la Federación (D0F). (2026). *Programa Nacional Forestal 2026 – 20230.* Gobierno de México. Available online at: https://sidof.segob.gob.mx/notas/5787686

Economic Commission for Latin America and the Caribbean (ECLAC). (2018). *Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean*. United Nations. Available online at: https://treaties.un.org/doc/Treaties/2018/03/20180312%2003-04%20PM/CTC-XXVII-18.pdf

Economic Commission for Latin America and the Caribbean (ECLAC). (2022). *The care society: A horizon for sustainable recovery with gender equality*. United Nations. Available online at: https://oig.cepal.org/sites/default/files/s2200703_en.pdf

Food and Agriculture Organization (FAO). (2022). *Framework for Environmental and Social Management*. FAO. Available online at: https://openknowledge.fao.org/server/api/core/bitstreams/ec26b74f-4470-4e40-a7c6-aa07d7c96f6f/content

Food and Agriculture Organization of the United Nations (FAO). (2024). *The climate crisis is unjust for rural women: FAO gender expert. United Nations.* Available online at: https://www.fao.org/newsroom/detail/the-climate-crisis-is-unjust-for-rural-women--fao-gender-expert/en

Green Climate Fund (GCF). (2018). *Environmental and Social Policy*. GCF. Available online at: https://www.greenclimate.fund/sites/default/files/document/environment-social-policy_0.pdf

Green Climate Fund (GCF). (2019). *Gender Policy*. GCF. Available online at: https://www.greenclimate.fund/document/gcf-b37-inf11

Gobierno de México. (2025). *Plan Nacional de Desarrollo 2025–2030*. Gobierno de México. Available online at: https://www.gob.mx/cms/uploads/attachment/file/981072/PND_2025-2030_v250226_14.pdf

Instituto Nacional de Estadística y Geografía (INEGI). (2020). *Population and Housing Census 2020. Basic questionnaire.* Available online at: https://www.inegi.org.mx/programas/ccpv/2020/default.html

Instituto Nacional de Estadística y Geografía (INEGI). (2021). *National Survey on the Dynamics of Household Relationships (ENDIREH)* 2021. Available online at: https://www.inegi.org.mx/programas/endireh/2021/

Instituto Nacional de Estadística y Geografía (INEGI). (2022). *Agricultural Census 2022.* Available online at: https://www.inegi.org.mx/programas/ca/2022/

Instituto Nacional de Estadística y Geografía (INEGI). (2023). *National Survey of Demographic Dynamics (ENADID) 2023.* Available online at: https://www.inegi.org.mx/programas/enadid/2023/

Instituto Nacional de Estadística y Geografía (INEGI). (2024). *Multidimensional poverty 2024: Estimates based on ENIGH 2024 data, using CONEVAL methodology.* Available at: https://www.inegi.org.mx/programas/enigh/ ; and complementary methodology: https://www.coneval.org.mx/Medicion/Paginas/PobrezaInicio.aspx

Instituto Nacional de Estadística y Geografía (INEGI). (2025). *National Occupation and Employment Survey (ENOE); Quarters 1, 2, 3, and 4 of 2025.* Available online at: https://www.inegi.org.mx/programas/enoe/15ymas/

Instituto Nacional de Estadística y Geografía (INEGI). (2026). *Life expectancy at birth by federal entity and sex. National System of Statistical and Geographic Information (SNIEG), National Indicators Catalogue.* Available online at: https://www.snieg.mx/cni/escenario.aspx?idOrden=1.1&ind=6300000011&gen=146&d=n

Instituto Nacional de Estadística y Geografía (INEGI). (2024). *Resultados adicionales del Censo Agropecuario 2022.* INEGI. Available online at: https://www.inegi.org.mx/contenidos/saladeprensa/boletines/2024/CA_Adic/CA_Adic2024.pdf

Instituto Nacional de las Mujeres (Inmujeres). (2023). *Diálogos: Mujeres rurales, agentes de transformación. Inmujeres*. Available online at: https://cmdrs.agricultura.gob.mx/sites/default/files/cmdrs/informe_final_mujeres_rurales_agentes_de_transformacion.pdf

Instituto Nacional de las Mujeres (INMUJERES). (2024). *Gender Indicators System (SIG). General overview.* Available online at: http://estadistica-sig.inmujeres.gob.mx/formas/index.php

International Labour Organization (ILO). (1989). *Indigenous and Tribal Peoples Convention, 1989 (No. 169)*. Available online at: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C169

Miranda, F., Castañeda, I., Román, P., & Velázquez, M. (2022). *Acción climática con igualdad de género: hacia una recuperación transformadora para la sostenibilidad y la igualdad de género en América Latina y el Caribe*. Economic Commission for Latin America and the Caribbean (ECLAC). Available online at: https://www.cepal.org/es/publicaciones/48447-accion-climatica-igualdad-genero-hacia-una-recuperacion-transformadora-la

Organization of American States (OAS). (1994). *Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women ("Convention of Belém do Pará")*. Available online at: https://www.oas.org/juridico/english/treaties/a-61.html

Organization of American States (OAS). (2013a). *Inter-American Convention against Racism, Racial Discrimination and Related Forms of Intolerance*. Available online at: https://www.oas.org/en/sla/dil/inter_american_treaties_A-68_racism.asp

Organization of American States (OAS). (2013b). *Inter-American Convention against All Forms of Discrimination and Intolerance*. Available online at: https://www.oas.org/en/sla/dil/inter_american_treaties_A-69_discrimination_intolerance.asp

Priego, K., Vidal, L., Aparicio, R., Martínez, B., Patiño, P. y Arrese, P. (2021). *Mujeres rurales en México: Una mirada desde la perspectiva de género.* Instituto de Liderazgo Simone de Beauvoir. Available online at: https://ilsb.org.mx/wp-content/uploads/2021/10/Mujeres-Rurales_FINALpdf.pdf

Programa de las Naciones Unidas para el Desarrollo (PNUD). (2023). Mujeres rurales, agentes de cambio para conservar la biodiversidad en México. PNUD. Available online at: https://www.undp.org/es/mexico/historias/mujeres-rurales-agentes-de-cambio-para-conservar-la-biodiversidad-en-mexico

Registro Agrario Nacional (RAN). (2025). Gender Statistics 2025. Available online at: http://www.ran.gob.mx/ran/index.php/sistemas-de-consulta/estadistica-agraria/estadistica-con-perspectiva-de-genero

Secretaría de Agricultura y Desarrollo Rural (SADER). (2025a). *1er Informe de Labores 2024 - 2025*. Gobierno de México. Available online at: https://www.gob.mx/cms/uploads/attachment/file/1021906/1_Informe_de_labores.pdf

Secretaría de Agricultura y Desarrollo Rural (SADER). (2025b). *Escuelas de Campo: mujeres y hombres que transforman el campo mexicano*. Gobierno de México. Available online at: https://www.gob.mx/agricultura/es/articulos/escuelas-de-campo-mujeres-y-hombres-que-transforman-el-campo-mexicano

Secretaría de Hacienda y Crédito Público (SHCP). (2025). *Presupuesto de Egresos de la Federación 2025: Anexo 13. Erogaciones para la igualdad entre mujeres y hombres*. Gobierno de México. Available online at: https://www.ppef.hacienda.gob.mx/work/models/PP3F2609/PPEF2026/Fiw326fP/paquete/egresos/Proyecto_Decreto.pdf

Secretaría de Medio Ambiente y Recursos Naturales (SEMARNAT). (2025). *Actualización de la Contribución Determinada a nivel Nacional 3.0 de México*. Gobierno de México. Available online at: https://unfccc.int/NDCREG

Secretaría de Medio Ambiente y Recursos Naturales (SEMARNAT). (2023). *Programa Especial de Cambio Climático 2021–2024*. Gobierno de México. Available online at: https://www.gob.mx/semarnat/documentos/programa-especial-de-cambio-climatico-2021-2024

United Nations. (1992). *Convention on Biological Diversity*. Available online at: https://www.cbd.int/doc/legal/cbd-en.pdf

United Nations. (1979). *Convention on the Elimination of All Forms of Discrimination against Women*. Available online at: https://www.un.org/womenwatch/daw/cedaw/text/econvention.htm

United Nations. (1995). *Beijing Declaration and Platform for Action*. Available online at: https://www.unwomen.org/en/how-we-work/intergovernmental-support/world-conferences-on-women/the-beijing-platform-for-action

United Nations. (2007). *United Nations Declaration on the Rights of Indigenous Peoples*. Available online at: https://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html

United Nations. (1993). *United Nations Framework Convention on Climate Change*. Available online at: https://unfccc.int/files/essential_background/background_publications_htmlpdf/application/pdf/conveng.pdf

United Nations. (2015). *Transforming our world: the 2030 Agenda for Sustainable Development*. Available online at: https://sdgs.un.org/2030agenda

United Nations Department of Economic and Social Affairs, Population Division (UN DESA). (2024). *World Population Prospects 2024*. United Nations. Available online at: https://population.un.org/wpp/

United Nations Framework Convention on Climate Change (UNFCCC). (2011). *Report of the Conference of the Parties on its sixteenth session, held in Cancun from 29 November to 10 December 2010*. FCCC/CP/2010/7/Add.1. Available online at: https://unfccc.int/resource/docs/2010/cop16/eng/07a01.pdf

Vásquez García, C. M., & Vargas Vásquez, L. V. (2023). *Situación general de las mujeres rurales e indígenas en México.* International Land Coalition. Available online at: https://mujerestierrayterritorio.org/wp-content/uploads/2023/06/Mujeres-rurales-Mexico_publicado.pdf

World Bank. (2018). *Cerrando la brecha de género en programas de manejo de recursos naturales en México.* World Bank. Available online at: https://openknowledge.worldbank.org/handle/10986/30164

World Bank Group. (2019). *United Mexican States: Programmatic Forest Country Note*. World Bank Group. Available online at: https://documents1.worldbank.org/curated/en/639041556249435926/pdf/United-Mexican-States-Programmatic-Forest-Country-Note.pdf

World Bank Group. (2020). *Mexico Country Partnership Framework FY2020–FY2025.* World Bank Group. Available online at: https://documents1.worldbank.org/curated/en/927991583031630169/pdf/Mexico-Country-Partnership-Framework.pdf

World Bank. (2024). *Informe de pobreza y equidad en México.* World Bank. Available online at: https://openknowledge.worldbank.org/handle/10986/41221

World Economic Forum. (2025). Global Gender Gap Report 2025. World Economic Forum. Available online at: https://www.weforum.org/publications/gender-gap-report-2025/

Quesada, A., Martin, G., Magariños, P., Ivanovic, C., & Haro, L. (2023). *Las voces de las mujeres rurales en América Latina y el Caribe ante las crisis multidimensionales.* UNDP, FAO & RED-LAC. Available online at: https://www.undp.org/latin-america/publications/las-voces-de-las-mujeres-rurales-en-america-latina-y-el-caribe

Annex 1. National Legal Framework Relevant to Gender Equality, Social Inclusion and Safeguards for Mexico's REDD+ RBP Proposal.

National Law	Relevant Articles for the RBP Proposal	Relevance for the REDD+ Results-Based Payment Proposal
Political Constitution of the United Mexican States	Articles 1, 4, 8, 21, 41, 73, 116, 122, 123	Establishes the constitutional basis for substantive equality, non-discrimination, parity, access to justice, petition rights, and gender-responsive public governance. Provides the overarching legal framework for safeguards, participation, and grievance redress within REDD+ implementation.
General Law for Substantive Equality between Women and Men (LGISMH)	Articles 3, 5, 16, 17, 33, 34	Establishes the legal framework for substantive equality, women's participation in rural development, equal access to land and productive resources, and integration of gender perspectives into public policy and territorial governance.
General Law on Women's Access to a Life Free of Violences (LGAMVLV)	Articles 4, 5, 20 Ter, 33, 41, 46 Ter, 52	Provides the legal basis for prevention, attention, and protection against gender-based violence, including in Indigenous and rural territories. Supports gender-responsive safeguards, culturally appropriate grievance mechanisms and protection of women participating in REDD+ processes.
Federal Law to Prevent and Eliminate Discrimination	General provisions	Establishes obligations for public institutions to prevent discriminatory practices and guarantee equal access to public programs and services for women, Indigenous Peoples, and marginalized populations.
Planning Law	General provisions	Requires integration of gender perspectives into national planning instruments and public policy coordination mechanisms.
Federal Budget and Fiscal Responsibility Law	General provisions	Establishes gender mainstreaming obligations in public expenditure and supports financing mechanisms such as Annex 13 for substantive equality actions.
General Law of Ecological Balance and Environmental Protection (LGEEPA)	Articles 15, 21	Recognizes women's role in sustainable development and establishes principles of social equity, interculturality and gender perspective within environmental policy and economic instruments.
General Law on Climate Change (LGCC)	Articles 26, 51, 71	Incorporates gender equality, social equity, and inclusive participation into climate governance, including gender parity within the Climate Change Council and gender-responsive state climate programs.
General Law on Sustainable Forest Development (LGDFS)	Articles 2, 3, 7, 8, 24, 153	Establishes affirmative actions, gender equality, safeguards, and inclusive participation within forest governance. Promotes women's participation in forest management, forest incentives, and State Forestry Councils.
Sustainable Rural Development Law (LDRS)	Articles 15, 118, 144, 154, 162	Incorporates gender equality and inclusion into rural development policy, promoting women's

		productive participation, technical assistance, training, and access to rural development programs.
Agrarian Law	Articles 4, 12, 37, 63, 71, 108	Strengthens women's rights within agrarian governance through parity in ejido authorities, recognition of women as ejido rights holders and promotion of Women's Agricultural and Industrial Units (UAIMs).

Annex 2. International Commitments Relevant to Gender Equality, Social Inclusion and Safeguards for Mexico's REDD+ RBP Proposal.

International Commitment	Relevance and Brief Description
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	Ratified by Mexico in 1981, CEDAW constitutes the principal international instrument on women's rights and non-discrimination. It establishes State obligations to eliminate discrimination against women in political, economic, social, and rural contexts. Article 14 is particularly relevant for REDD+ because it recognizes the specific rights of rural women, including participation in rural development processes and access to productive resources, training, and community activities.
Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belém do Pará)	Ratified by Mexico in 1998, this convention establishes State obligations to prevent, investigate and sanction gender-based violence in public and private spheres. It provides an important normative basis for integrating prevention and response measures related to gender-based violence and SEAH risks within REDD+ safeguards and grievance mechanisms.
Beijing Declaration and Platform for Action	Adopted in 1995, the Beijing Platform promotes gender mainstreaming and women's participation across all sectors, including environmental governance, natural resource management, and decision-making. It has strongly influenced Mexico's institutional framework on substantive equality and intersectionality.
2030 Agenda for Sustainable Development and Sustainable Development Goals (SDGs)	Adopted by Mexico in 2015, the SDGs provide an integrated framework linking gender equality, climate action, poverty reduction and biodiversity conservation. SDG 5 on gender equality is especially relevant for the RBP proposal, together with SDG 13 (Climate Action), SDG 15 (Life on Land), SDG 1 (No Poverty), and SDG 10 (Reduced Inequalities).
ILO Convention 169 on Indigenous and Tribal Peoples	Ratified by Mexico in 1990, the convention establishes obligations regarding Indigenous Peoples' participation, consultation, cultural identity and collective rights over territories and natural resources. It is central for REDD+ safeguards, FPIC processes and the inclusion of Indigenous women in territorial governance.
United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)	Endorsed by Mexico in 2007, UNDRIP reinforces rights related to self-determination, traditional knowledge, participation and Free, Prior and Informed Consent (FPIC), which are highly relevant for REDD+ implementation in Indigenous territories.
United Nations Framework Convention on Climate Change (UNFCCC)	Ratified by Mexico in 1993, the UNFCCC provides the overarching international framework for climate action and REDD+ implementation. It supports the integration of safeguards, participation, and differentiated vulnerability considerations within climate governance.
Paris Agreement	Ratified by Mexico in 2016, the Paris Agreement reinforces obligations related to climate mitigation, adaptation, and inclusive climate action. Mexico's Nationally Determined Contributions (NDCs) incorporate gender-responsive and socially inclusive approaches consistent with the Agreement.
Cancun Safeguards	Adopted during COP16 in Cancun in 2010, the Cancun Safeguards establish principles for REDD+ implementation, including respect for Indigenous Peoples' rights, full and effective participation, transparent governance and consistency with biodiversity conservation and social safeguards objectives.
Convention on Biological Diversity (CBD)	Ratified by Mexico in 1993, the CBD promotes biodiversity conservation, sustainable use of ecosystems and recognition of traditional knowledge and participation of Indigenous and local communities. The CBD Gender Plan of Action reinforces gender-responsive biodiversity governance.

Kunming-Montreal Global Biodiversity Framework	Adopted in 2022 under the CBD framework, it strengthens commitments related to gender equality, Indigenous Peoples' participation and equitable biodiversity governance, all of which are relevant to forest and climate initiatives.
Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters (Escazú Agreement)	Entered into force for Mexico in 2021, the Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters strengthens obligations related to environmental transparency, participation, access to justice and protection of environmental human rights defenders, including Indigenous and rural women.
Inter-American Convention against Racism, Racial Discrimination and Related Forms of Intolerance	Ratified by Mexico in 2019, reinforces State obligations related to equality, non-discrimination, and protection of historically marginalized populations, including Indigenous and Afro-Mexican women in rural and forest territories.
Inter-American Convention against All Forms of Discrimination and Intolerance	Ratified by Mexico in 2019, establishes regional commitments related to equality, intersectionality and prevention of discrimination affecting vulnerable groups and populations facing multiple forms of exclusion.
Green Climate Fund Gender Policy	Establishes requirements for gender-responsive climate finance, including gender assessments, action plans, participation measures, and monitoring mechanisms. It provides the operational gender framework applicable to the RBP proposal.
Green Climate Fund Environmental and Social Policy	Establishes safeguards requirements related to environmental and social risk management, participation, accountability, and protection of vulnerable groups within climate finance operations.
FAO Framework for Environmental and Social Management	Provides safeguards standards applicable to the RBP proposal, including requirements related to gender equality, prevention of gender-based violence, equitable participation, and non-discrimination in project implementation.

Annex 3. Stakeholder Recommendations Relevant to the Gender Action and Inclusion Plan (GAAP) from the Consultation on the RBP Proposal (10–23 July 2026)

Theme	Recommendation from stakeholders	States where this was mentioned	Document where this is addressed
Gender equality and women's participation	**Adopt affirmative measures to increase women's participation across all project components, including outreach, beneficiary selection, technical assistance and decision-making processes.** Affirmative measures should be incorporated from project design through implementation and monitoring to address persistent gender gaps in participation and access to project benefits.	Chiapas; Michoacán; Oaxaca; Quintana Roo; Yucatán	GAAP; ESMF; SEP
Gender equality and women's participation	**Promote women's meaningful participation and leadership in project decision-making and components.** The project should strengthen women's voice through leadership development, confidence-building and institutional support for inclusive decision-making.	Jalisco; Michoacán; Oaxaca; Quintana Roo; Yucatán	GAAP; ESMF; SEP
Gender equality and women's participation	**Address discriminatory social norms, gender stereotypes and cultural practices that limit women's participation in project activities and learning processes.** Community-wide awareness-raising activities should engage women and men to promote shared responsibility, reduce resistance to women's participation and encourage more equitable gender relations. It is recommended to integrate gender and intersectionality throughout the training activities included in the different components of the proposal, such as the Farmer Field Schools, and to include dedicated awareness-raising modules on these topics.	Chiapas; Jalisco; Michoacán; Oaxaca; Quintana Roo; Yucatán	GAAP; ESMF
Gender equality and women's participation	**Strengthen the capacity of technical personnel to implement gender-responsive approaches.** Technical teams should receive continuous training on gender equality, women's rights, inclusive facilitation, and prevention of gender-based discrimination and violence to ensure that technical assistance responds appropriately to women's needs and circumstances.	Jalisco; Oaxaca; Quintana Roo; Yucatán	GAAP; ESMF
Gender equality and women's participation	**Increase the participation of women within technical assistance teams and field facilitation.** Recruiting and supporting women technical advisors and facilitators can improve women's confidence, participation, and retention, while providing positive role models and strengthening communication with women beneficiaries.	Chiapas; Oaxaca; Quintana Roo; Yucatán	GAAP; ESMF
Gender equality and women's participation	**Adapt project implementation arrangements to women's time availability and care responsibilities.** Activities should include flexible schedules, accessible meeting times, childcare or community care arrangements, and locations that reduce travel burdens in order to facilitate women's	Chiapas; Oaxaca; Quintana Roo; Yucatán	GAAP; ESMF

	sustained participation throughout project implementation.		
Gender equality and women's participation	**Strengthen women's access to productive resources, project financing, and economic opportunities regardless of land ownership status.** The project should recognize that many women face structural barriers to accessing land, productive assets, and financial resources, and should incorporate implementation mechanisms that reduce these constraints.	Chiapas; Jalisco; Oaxaca; Quintana Roo; Yucatán	GAAP; ESMF
Gender equality and women's participation	**Promote safe and respectful working and learning environments free from discrimination, harassment, and gender-based violence.** The project should establish preventive measures, codes of conduct, awareness activities, and accessible reporting mechanisms to ensure women's safety throughout implementation.	Michoacán; Oaxaca; Quintana Roo	GAAP; ESMF
Gender equality and women's participation	**Support women's organizational strengthening through training in leadership, administration, financial management, teamwork, accountability, and collective decision-making.** Capacity-building should enhance the long-term sustainability of women's productive groups beyond project implementation.	Chiapas; Oaxaca; Quintana Roo	GAAP; ESMF
Gender equality and women's participation	**Promote women's economic empowerment through productive initiatives that generate sustainable livelihoods and strengthen household well-being.** Women's productive projects should contribute to income generation, economic autonomy, and greater recognition of women's contributions within households and communities.	Chiapas; Jalisco; Michoacán; Oaxaca; Quintana Roo; Yucatán	GAAP; ESMF
Gender equality and women's participation	**Incorporate an intersectional gender approach that recognizes the different barriers experienced by Indigenous women, young women, older women, and women living in vulnerable conditions.** Gender-responsive measures should be adapted to territorial and cultural contexts to ensure that no group of women is disproportionately excluded from project opportunities and benefits.	Chiapas; Oaxaca; Quintana Roo; Yucatán	GAAP; IPPF; ESMF
Indigenous Peoples, Afro-Mexican communities, and other priority groups	**Recognize and strengthen the participation of Indigenous and Afro-Mexican women within culturally appropriate governance and decision-making processes, while respecting both collective rights and gender equality principles.** Project activities should avoid reinforcing existing exclusion patterns affecting Indigenous women.	Chiapas; Oaxaca; Quintana Roo; Yucatán	IPPF; GAAP; ESMF; SEP
Strengthening capacities and the technical assistance model	**Tailor technical assistance to the needs, capacities, and production systems of different beneficiary groups rather than applying standardized training packages.** Capacity-building should respond to territorial characteristics, existing knowledge, production objectives and the different needs of women, youth, and Indigenous Peoples.	Chiapas; Jalisco; Oaxaca; Quintana Roo; Yucatán	ESMF; GAAP; IPPF
Accessibility, inclusion and	**Review and, where feasible, adapt eligibility criteria to reduce unnecessary barriers that may exclude otherwise eligible beneficiaries, particularly women, Indigenous**	Chiapas; Jalisco; Michoacán; Oaxaca;	ESMF; GAAP; IPPF

equitable access to project benefits	**Peoples, smallholders, people without land tenure, users, and other historically vulnerable groups.** Eligibility requirements should remain consistent with project objectives while promoting equitable access to project opportunities.	Quintana Roo; Yucatán	
Accessibility, inclusion and equitable access to project benefits	**Adopt differentiated implementation measures to ensure that women, Indigenous Peoples, youth, older persons, and other priority groups can participate on an equitable basis according to their specific needs and circumstances.** Equitable access may require differentiated support rather than uniform implementation arrangements.	Chiapas; Jalisco; Michoacán; Oaxaca; Quintana Roo; Yucatán	GAAP; IPPF; ESMF
Accessibility, inclusion and equitable access to project benefits	**Establish monitoring mechanisms to assess whether project benefits are being accessed across different beneficiary groups and territories.** Monitoring should identify different beneficiary groups participation and inform adaptive measures to improve inclusion throughout project implementation.	Chiapas; Jalisco; Oaxaca; Quintana Roo; Yucatán	ESMF; GAAP; IPPF
Accessibility, inclusion and equitable access to project benefits	**Ensure that project implementation does not unintentionally reinforce existing inequalities in access to resources, technical assistance, or financial incentives.** Periodic reviews should identify exclusion risks and guide corrective actions where needed.	Chiapas; Jalisco; Michoacán; Oaxaca; Quintana Roo; Yucatán	ESMF; GAAP; IPPF