

# Gender Action Plan

GCF Funding Proposal

*Resilient Puna Project*

Resilient Puna: Ecosystem based Adaptation for sustainable  
High Andean communities and ecosystems in Peru

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Deutsche Gesellschaft für Internationale Zusammenarbeit – GIZ GmbH

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## 1. Introduction

The “Resilient Puna: Ecosystem-based approaches for sustainable High Andean communities and ecosystems in Peru” “Resilient Puna” project (hereafter “Resilient Puna”) aims to increase the resilience of Andean communities in the departments of Arequipa, Cusco, Puno, Lima (Yauyos) and Apurimac, through the management, conservation and restoration of high Andean ecosystems; to also promote an increased access to public and private financing and a stronger territorial planning towards Ecosystem-based Adaptation (EbA). It is organised into three components: (i) Puna ecosystems are restored, conserved and better managed to support climate resilient livelihoods, through the implementation of EbAs measures; (ii) Public and private financing for EbA measures and climate resilient livelihoods are in place and accessible for vulnerable communities in the Puna Ecosystem; and, (iii) EbA and climate resilience are mainstreamed into multilevel landscape governance instruments. The project will invest in EbA measures and Climate Resilient Value Chains, providing technical support to communities, producer associations and cooperatives to achieve sustainable value chains; directly benefiting the conservation and restoration of 23,914 hectares of high Andean ecosystems.

According to the GCF gender guidelines, one of the aims of combating climate change is to promote mechanisms to increase capacity for effective climate change planning and management in developing countries. This also includes a focus on women living in vulnerable communities. Specifically, the GCF proposes the need to develop a Gender Action Plan (GAP) that details the actions and measures for the empowerment of women, from the design of the intervention, the implementation and evaluation of the project, respecting and valuing the contribution of women and men. Climate change and adaptation requires the intersection of approaches that allow for the sustainable improvement of living conditions of people in coexistence with the ecosystem, especially women and girls who have been "left behind" in the attention of the main economic, climate and development policies. Therefore, key elements across this GAP are:

- (a) Supporting innovations and measures to combat climate change through a comprehensive gender perspective,
- (b) Stimulate climate investments that:
  - ✓ (i) Promote gender equality through climate change mitigation and adaptation measures.
  - ✓ (ii) Minimise social, gender and climate-related risks in all climate change action.
- (c) Contribute to reducing the gender gap in situations of social, economic and environmental vulnerability and exclusion, exacerbated by climate change, through GCF climate investments that mainstream gender equality issues.

The central objective of the GAP is to propose measures to break down barriers and reduce asymmetrical situations in the care, exploitation and use of natural resources, as well as the rights of people, especially women, within a natural ecosystem based on the Gender Analysis (see Annex 8a) conducted for the project. The design of gender measures and indicators are oriented towards developing and implementing gender-responsive<sup>1</sup> approach in order to increase women's well-being

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<sup>1</sup> Please note that the GIZ working definition for gender responsive follows the OECD Gender Equality Continuum (2022): A gender-responsive approach not only considers gender differences, inequalities, ratios and aspects, e.g., by targeting and including a certain number of women in project activities but goes a step further in responding to gender specific needs and/or requirements, or by collecting gender-disaggregated data for monitoring purposes. Gender responsiveness aims to ensure that all people can engage in and/or benefit from certain measures regardless of their gender (e.g., trainings or strategies are developed that consider gendered needs, preferences, and constraints).

by taking into account gender-specific needs, preferences and overcome gaps to ensure that women's rights are advanced and that they will benefit from programme activities.

In Peru, although progress has been made, especially in the formal regulatory sphere, gender inequality persists, which can be clearly seen in the gender gaps and barriers to the full enjoyment of the human rights of women. These gaps are aggravated in the case of Peruvian women who face multiple factors of discrimination and exclusion (ethnic origin, disability, religion, class, sexual orientation, gender identity, place of residence, etc.). The persistence of gender gaps at all levels and in all social spheres constitutes one of the main obstacles to sustainable development that leaves no one behind. In the context post Covid pandemic, it is urgent to work on gender gaps that have been reinforced, partly because of women's increasing burden of domestic and unpaid care work.

Women, due to their socially constructed roles and responsibilities, and the persistence of conceptions of male superiority in the Peruvian society, are in an inferior position with regard to access to and control of natural resources and decisions about land, water, production and sale of agricultural products. Therefore, as they are not considered as relevant actors, their needs are invisible, and their contributions are not taken into account. Equally, the fulfilment of roles in the reproductive sphere (domestic chores and family care) as almost exclusive responsibilities, overloads their daily workday, limiting the availability of time resources and access to opportunities for education, training, paid employment, and participation in decision-making spaces, which translates into under-representation in community organisations, in water users' organisations, and in decision-making spaces. This discrimination is rooted in norms and an institutional culture that reinforce women's inferior or subordinate status, as well as in the unequal assignment of hierarchical roles. In this context, violence against women is one of the main instruments to keep women in a situation of subordination, and as a means of disciplining them to prevent their access to rights, as occurs in cases where they try to access decision-making positions. This not only prevents them from participating in social, political, economic and cultural decision-making processes and bodies, but also makes it difficult and hard to transform these spaces that reproduce patriarchal structures of domination.

This project “Resilient Puna” will address existing gender gaps, especially since women are more vulnerable than men to the effects of climate change. Indeed, rural women are often in charge of collecting water for cooking and cleaning, using the land for livestock grazing, fetching firewood, among others. Women use and interact with natural resources and ecosystems on a daily basis. They are also the first to feel the effects of climate change when they have to travel longer distances to find resources to look after their families. Gender inequality and social exclusion only increase the negative effects of unsustainable and destructive environmental management on women and girls.

Considering the gender gaps, the ongoing discrimination and violence against women in Peru, this Gender Action Plan (GAP) proposes interventions in all phases of the Resilient Puna Project cycle. The project will also conduct a monitoring strategy to evaluate and verify that no negative results are produced (under the principle of do no harm).

#### Gender impact and related risks

Considering that in the Andean region women play an important role in small-scale agriculture and water harvest but are still unrepresented in local level decision making. Women are exposed to a very high workload and a high degree of domestic violence. The project will promote women's active participation in the development of value chains and income-generating measures and their involvement in decision-making and territorial planning processes and therefore enhance living conditions and economic opportunities of Andean women.

Unintentional negative impacts could be that active participation of women might not be welcome by their partners/husbands/sons and might lead to conflicts within families and/or communities and in some cases lead to domestic violence. Another risk might be that decision making bodies in traditional communities and/or governmental entities allow women's participation but don't respect women's opinion and side-line them, which could lead to frustration and finally resignation of women. Similarly, women lead businesses could not thrive due to resistance by men lead business partners.

### Methodology

The methodology of this Gender Action Plan involved a desk review and analysis of available secondary data sources such as national policies and work of national mechanisms, as well as a comprehensive review of secondary literature that includes various research reports, articles and papers on the subject from both national and international organisations. It is also based on fieldwork in Andean districts that are potential users of the project, conducted between August and November 2022. Other gender analyses carried out for projects implemented in Peru and Ecuador were also utilised in carrying out this study.

## 2. Priority areas for Gender Mainstreaming

### 2.1 Gender dimensions in country/ region/ sector

#### *Gender institutional framework*

Peru is a state that prohibits discrimination and has committed to close gender gaps by signing international agreements and treaties and launching different mechanisms nationally for mainstreaming the gender approach in public policy. At the international level, Peru is part of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 2010) and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belém do Pará); the Beijing Declaration and World Platform (1995); and the 2030 Agenda. In terms of climate change, Peru is also member of the Commission on the Status of Women (CSW) that declares that gender equality and the empowerment of women and girls are key aspects of climate change and disasters ´reduction (CSW66). It reaffirms the leadership of women and girls as main agents of change in safeguarding the environment and addressing the adverse effects of climate change. Peru has also signed the Lima Work Programme on Gender to promote gender balance and gender-responsive climate policy, launched in 2014, during the 20<sup>th</sup> UNFCCC Conference of the Parties (COP) in Lima.

At the national level, in 2015, Peru launched a Gender and Climate Change Action Plan (PAGCC) to reduce gender gaps in the fight against climate change. Moreover, the National Gender Equality Policy (PNIG) launched in 2019, identifies structural discrimination against women as a public problem. It includes priority objectives to increase women's access to and control over natural resources, capacity building and the elimination of institutional and socio-cultural barriers, information management and monitoring of information on investment and public spending with a gender perspective. To promote the gender approach in the fight against climate change with the civil society, in 2019, the MINAM installed the National Committee of Women and Climate Change (CONAMUCC) as an open space for the informed, effective, timely and continuous participation of women in Peru's comprehensive climate management. CONAMUCC hosts more than 50 women's organizations and NGOs at the national level to work on gender and climate change issues.

Despite these institutional efforts, there is structural discrimination against women which limits the state capacity at the local and subnational levels to actually implement these policies. As a consequence, women lack opportunities to fulfil their autonomy (physical, economic and decision-making), increasing gender gaps in different dimensions such as education, reproductive health, empowerment, labour market, political participation, use of time, among others. This situation worsens especially in rural settings including the south high Andes of Peru (SHAP area).

#### *Gender barriers in the rural Andes and opportunities for gender mainstreaming*

According to the conclusions drawn from the Gender Analysis conducted for the project (see Annex 8a) following Gender barriers are faced in the rural Andes:

#### *Barrier 1: Economic and financial barriers based on conclusion 2*

Women and men in de Andes have unequal access to loans. In 2012 only between 5% and 20% of men farmers took out a loan; and for women farmers it is even lower, between 4% and 12% (INEI 2012). Moreover, income generation is also unequal among Andean women and men. According to the National Agricultural Census (2012), there are more women with no income of their own. For example, in Apurimac 32.8% of women no have income in their own compared to only 12.1% of men.

In the case of Arequipa women without income of their own (38.1%) while men (22.3%). In Cusco women (30.5%) and men (18.2%). Finally in Puno, women 25.1% while men 17.4%. In the case of women in agricultural occupations, 37.6% are unpaid family workers and only 46.3% of women in agricultural occupations received cash income.

Although women's participation in farming production has increased in the Andes, this growth has not necessarily translated into improvement in women's living conditions. When men leave communities looking for better jobs, women have to take care of the household and the farm, with limited access to resources and prospects for better income due to lack of time, access to water, linkage to markets, and capital (workforce). Rural women raise domestic animals, process primary products or sell their small surpluses in local markets, while men's participation in productive activities is more closely linked to more competitive and profitable value chains<sup>2</sup>. In addition, another important gender gap in the project's region is related to the limited access and control over natural resources due to socially constructed gender roles and male superiority. On average, women manage between 30%-34% less farming land than men in the SHAP area.

### Barrier 2: Technical barriers based on conclusion 2

Women have limited opportunities for education, training, paid employment, and participation in decision-making spaces, perpetuating gender gaps. Despite this, women actively participate in managing key natural resources such as water and land. The availability of safe water in rural households in the Andes is less than 50%, with women being the main carriers of water for human and animal consumption, and while irrigation tasks are considered masculine, families can easily access water from springs. Regarding the family economy in rural households, breeding and selling guinea pigs is the most important economic activity for women, while men tend to control the income from livestock and by-products and show little or no participation in the commercialization of textile products.

Rural women also face other barriers (lower levels of education (indicated by a 23% illiteracy rate compared to 8% among men), speaking a language other than Spanish (as over 35% of women use Quechua as their mother tongue), low empowerment and leadership and the burden of domestic and productive work, among others) that prevent them from having equal access to communal government positions compared to men, leading to a significant gap in women's participation in decision-making inside the communities, but as well as in decision-making spaces local, regional, and national levels.

Finally, the incorporation of the gender approach in the territorial planification processes and investment projects (including measures acknowledging women's knowledge, needs, responsibilities and domestic burden) development is a pending and necessary task. It is necessary to include conceptual frameworks and formal tools of the Peruvian State that incorporate the needs and women's visions from the formulation, implementation and evaluation of projects.

### Barrier 3: Knowledge and information barriers based on conclusion 2

Women tend not to participate in briefings outside their homes and also receive less training, technical assistance, and entrepreneurship assistance, which limits them on the one the one hand to have an informed decision in case they participate in decision-making platforms and on the other hand their prospects for increasing their income, and emphasizes the importance of providing timely and appropriate training to improve access to markets and financial services. There are also low loan rates among farming producers, particularly women. Women and men tend to be organised in associations, committees, or cooperatives in the same rate in Arequipa, Apurimac, Cusco but show poor association in Puno (less than 8%). In addition, gender traditional norms in the Andes often

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<sup>2</sup> Challenges and opportunities in family agricultura in Peru. retos y oportuidades de la agricultura familiar en Perú : care Perú



prevent women from achieving the same level of visibility as men, or benefit from the same opportunities and recognition, despite their deep knowledge of agriculture, water and ecosystems.

*Barrier 4: Institutional barriers based on conclusion 1 and 3*

In general terms, in Peru there is a fairly advanced regulatory framework at different levels of government requiring the mainstreaming of a gender perspective in public policies, however, there is still no adequate guarantee for the full realisation of the right to equality. There is a formal institutional framework for gender mainstreaming in public institutions, but the mechanisms to operationalise them are fragile. This is characterised by a high rotation of human capital and a type of management that usually lacks resources and capacities for the fulfilment of its functions.

*Opportunities for gender mainstreaming*

Based on the identified barriers in the Gender Analysis (as described above) the Resilient Puna with the project activities and measures (please see chapter 3) proposed has the potential to contribute to women empowerment and gender mainstreaming both in financial instruments and in territorial planning processes at community and regional levels to strengthen women's economic and adaptative capacity to climate change. This only could be achieved through greater access to financial resources and participation of women in training, dialogue, and decision-making processes. For this project, working with political partners, public staff, agriculture and water stakeholders and users' providers is an opportunity to contribute to closing the gaps and tackle the barriers through gender mainstreaming, making visible the need to carry out actions that, in the long term, collaborate in achieving a social and institutional transformation towards greater equality in highly masculinised sectors and in a post-pandemic context.

## **2.2 Gender expertise, gender responsiveness, and equal opportunities in the partner organizations**

Although there is a formal institutional framework for gender mainstreaming in public institutions, the mechanisms to operationalise them are fragile. This is characterised by a high rotation of human capital and a type of management that usually lacks resources and capacities for the fulfilment of its functions. Despite these challenges, SERNANP have shown a sustained interest in incorporating the gender approach in their actions that should be strengthened and visibilized. In the case of MIDAGRI, some efforts have been made to promote gender equity. This is indeed an opportunity to better promote the incorporation of the gender approach into MIDAGRI actions. Profonanpe has a Gender Policy<sup>3</sup> place to mainstream gender in its activities. In general, the Resilient Puna project has the potential to contribute to gender mainstreaming both in management and planning instruments and through greater participation of women in training, dialogue, and decision-making processes.

## **2.3 Gender expertise and responsiveness in the project team**

All team members will be trained in gender equity and interculturality approaches. It is important to mention that some project members already have intermediate knowledge on gender and interculturality approaches based on previous academic and professional experience. The project will also count with a focal point for safeguards and gender. GIZ South Cone staff in Peru has been trained in gender topics during their induction process. Moreover, it has a gender focal point which allows for the exchange of experiences among colleagues from different projects and sectors, as well as collegial advice related to gender-responsive project design.

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<sup>3</sup> <https://profonanpe.org.pe/wp-content/uploads/2021/08/Politica-de-Genero.pdf>

### 3. Gender Action Plan and Indicators table

Guiding principle of this Gender Action Plan is as follows: Considering that in the Andean region women play an important role in small-scale agriculture and water harvest but are still unrepresented in local level decision making. Women are exposed to a very high workload and a high degree of domestic violence. The project will promote women's active participation in the development of value chains and income-generating measures and their involvement in decision-making and territorial planning processes and therefore enhance living conditions and economic opportunities of Andean women.

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ID	Component/ Output/ activity/barrier	Risks and potentials concerning gender equality  (=derived from the barriers above)	Description of the Measure/Action:  (=mitigation measures for risks  =promotion measures for potentials)	Indicators	Baseline	Target and Evaluation Criteria  (=indicators for successful implementation, quantitative and qualitative indicators are possible, where applicable sex aggregated)	Timeframe	Resources needed for Implementation  (human and material resources)	Responsible entity for the implementation	Cost Estimation in EUR
1	All (Core Indicator 2)	Risk of not collecting disaggregated data	Gender-sensitive M&E system to track female and male beneficiaries and ensure gender-	M&E system elaborated and operating.	0	1 Gender-sensitive M&E system.	Y: 1	M&E systems and focal point of all EEs	GIZ- M&E specialist  GIZ- Safeguards	M&E system 250,000  GIZ- M&E specialist 954,940

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			responsive project management.						and Gender advisor  Profonanpe-Social and Gender Safeguard specialists	
2	All (cross-cutting)/Barrier 2	Failure to design communication materials and guidelines packages per activity which include a gender equality and social inclusion approach.	Establish cooperation between gender advisor and communication team to ensure that all project communication materials and guidelines include a gender equality and social inclusion (GESI) perspective. Including, when necessary, training	All project communication materials and guidelines packages per activity include a gender equality and social inclusion approach.	0	100% of the project communication materials and guidelines packages per activity include a gender equality and social inclusion approach.	Y: 2-6	Safeguards and Gender advisor  Communications advisor  Profonanpe-Gender specialist  IdM- Gender specialist	GIZ-Safeguards and Gender advisor  GIZ-Communications advisor  Profonanpe-Gender specialist  IdM- Gender specialist	GIZ-Safeguard and Gender advisor 144,000  GIZ-Communication advisor 300,300  Profonanpe-Social and Gender

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			on GESI for the communications team.							specialist 197,813  IdM- Gender specialist 32,176  Communication material 60,000  GESI training 6,000 <sup>4</sup>  Capacity Building Strategy with a Gender Focus 37,519
3	All (Cross-cutting)	Beneficiaries not using the Grievance	Gender based Violence (GbV) and	Operative gender- and culturally	0	2 Operative gender- and culturally	Y:1-6	GIZ- M&E System	GIZ-M&E specialist	GRM 25,00

<sup>4</sup> At least 1 training per year. Costs per training approx. EUR 1,000.

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		Redress Mechanism (GRM) for fear of harassment.	Sexual Exploitation Abuse and Harassment (SEAH) aspects are included in the Grievance Redress Mechanisms (GRM) of the project and financial mechanism (Puna Facility) which are gender and culturally sensitive to ensure anonymity of protection of complaint.	sensitive GRMs which includes GbV and SEAH aspects.		sensitive GRMs which includes GbV and SEAH aspects.		Profonanpe- M&E System  Grievance Redress Mechanisms  Trainings and workshops with local CSOs  Communication materials	GIZ- Safeguards and Gender advisor  GIZ-Staff in the regions  Profonanpe- Monitoring specialists  Profonanpe- Social and Gender and Safeguard specialists  Profonanpe- Technical monitors in the regions	Trainings and workshops 6,000 <sup>5</sup>  Profonanpe- Monitoring specialists 232,840  Profonanpe- Social and Gender (see ID 2)  Profonanpe- Environmental Safeguard specialists 197,813  Profonanpe- Technical monitors in the

<sup>5</sup> At least 1 training per year.

ID	Component/ Output/ activity/barrier	Risks and potentials concerning gender equality  (=derived from the barriers above)	Description of the Measure/Action:  (=mitigation measures for risks =promotion measures for potentials)	Indicators	Baseline	Target and Evaluation Criteria  (=indicators for successful implementation, quantitative and qualitative indicators are possible, where applicable sex aggregated)	Timeframe	Resources needed for Implementation  (human and material resources)	Responsible entity for the implementation	Cost Estimation in EUR
										regions (4) 381,517
5	Activity 1.1.1 Setting up the basis for financing and implementing EbA measures and Climate Resilient Value Chains /Barrier 2	Failure to design gender-responsive territorial local plans due to poor participation of women in the design of territorial plans, either because they do not have the time, they do not feel capable of participating or because it generates family conflicts o because men capture main leadership roles.	Promoting a gender-responsive territorial planning process for Climate Resilient Value Chains investing in EbA measures.	N° of gender-responsive territorial local plans for investing in climate change adaptation.	0	At least 100 gender-responsive territorial local plans for investing in climate change adaptation.	Y: 2-4	Promoters Local CSOs supporting communities, producers' associations and/or cooperatives  Trainings for local promoters	GIZ and Instituto de Montaña coordinating with MIDAGRI and SERNANP	Included within the budget of activity 1.1.1. 2,199,853  IdM- Gender specialist 32,176

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6		Failure to collect, monitor and analyse disaggregated data due to lack of baseline information.	Collect information for baseline related to the number of women producers and for women led initiatives	Baseline report	0	1 Baseline report developed	Inception Phase	Secondary and primary information (e.g. surveys, desk review)	GIZ	Monitoring & Evaluation surveys EUR 59,000
7	Activity 1.1.2 Financing and implementing of EbA measures and Climate Resilient Value Chains (Co-benefit 5)/Barrier 2	Designing EbA measures without considering women's knowledge, needs, responsibilities, and domestic burden.	Designed and implement of innovative Local initiatives (including EbA and CRVC) with a gender-responsive approach.	N° of innovative Local initiatives (including EbA and CRVC) with a gender-responsive approach implemented.	0	127 innovative Local initiatives (with EbA and CRVC) with a gender-responsive approach implemented.	Y: 2-6	Technical experts  Promoters  Trainings  Local CSOs supporting communities, producers' associations and/or cooperatives  Profonanpe technical	GIZ- Safeguards and Gender advisor EbA Experts  Profonanpe- Technical assistance providers	Included within the budget of activity 1.1.1 see ID 5, 1.1.3 9,461,507 and activity 1.2.2 2,955,526



ID	Component/ Output/ activity/barrier	Risks and potentials concerning gender equality  (=derived from the barriers above)	Description of the Measure/Action:  (=mitigation measures for risks =promotion measures for potentials)	Indicators	Baseline	Target and Evaluation Criteria  (=indicators for successful implementation, quantitative and qualitative indicators are possible, where applicable sex aggregated)	Timeframe	Resources needed for Implementation  (human and material resources)	Responsible entity for the implementation	Cost Estimation in EUR
								assistance providers  Community monitoring		
8	Activity 1.1.3 Technical Assistance for implementing EbA measures and Climate Resilient Value Chains at local landscape level/Barrier 3	Insufficient participation of women in technical trainings provided through the project due to the family burden e.g., traditional gender roles which limit women to participate in trainings.	Ensure women's access to technical assistance including financial education, access to markets, implementation of Local initiatives	N° of female members of the beneficiaries of the Puna Facility that receive technical assistance for implementing EbA measures and Climate Resilient Value Chains, including financial education and	0	50% of female members of the beneficiaries of the Puna Facility receive technical assistance for implementing EbA measures and Climate Resilient Value Chains, including financial education and access to markets.	Y: 2-4	Profonanpe technical assistance providers  Gender responsive trainings schemes (e.g., provide childcare, respect certain timeframes, provide assistance for travel or organize training in proximity to women homes)	Profonanpe	Included within the budget of activity 1.1.3 see ID 6.

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				access to markets.						
9	Activity 1.2.1: Recover, innovate and scale up ancestral knowledge and practices/Barrier 2 & 3	Women avoid disclosing ancestral knowledge to the dismissed women's knowledge by men.	Innovative people centred approach for example through storytelling for systematization of best practices of women's knowledge for replication. The project will promote women's involvement in the development of publications together with universities/public institutions, etc.	N° of best practices in EbA and/or Climate Resilient Value Chains initiatives led by women systematized.	0	At least 6 best practices in EbA and/or Climate Resilient Value Chains initiatives led by women systematized.	Y: 4-6	Workshops Field trips Interviews Systematization	Instituto de Montaña (IdM)	Included within the budget of activity 1.2.1 2,707,713
10			Dissemination of best practices of women's knowledge for	N° of best practices and lessons learned in EbA and/or	0	At least 6 <sup>6</sup> best practices and lessons learned in EbA and/or	Y: 6	Publications Dissemination event	IdM-Communication specialist	Included within the budget of

<sup>6</sup> The target of 6 best practices led by women in EbA and/or CRVC were chosen by estimating an approximately 50% of the total eligible EbA measures and CRVA (i.e., 10 EbA measures and 2 CRVC) .

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			replication. The project will promote the development of publications together with universities/public institutions, etc.	Climate Resilient Value Chains initiatives led by women are included in publications for dissemination.		Climate Resilient Value Chains initiatives led by women disseminated in Quechua through publications such as brochures, pamphlets, plans, handbooks, radio spots and videos.			GIZ-Communications advisor	activity 1.2.1 see ID 8
11	Activity 1.2.2. Implement community monitoring and observation systems to measure the impact of EbA measures	Failure to promote women's participation in community monitoring systems, because they do not have the time, they do	Ensure the participation of women in the observation, registration, and dissemination of information in the environmental community monitoring	N° women that participate in community monitoring committees.	0	At least 2 women out of the 6 members that participate in community monitoring committees.	Y: 2-5	Monitoring trainings  Contracts between Profonanpe and beneficiaries of the Puna Facility	IdM  Profonanpe	Included within the budget of activity 1.2.2 see ID 6 and 1.1.2 39,429,820

ID	Component/ Output/ activity/barrier	Risks and potentials concerning gender equality  (=derived from the barriers above)	Description of the Measure/Action:  (=mitigation measures for risks  =promotion measures for potentials)	Indicators	Baseline	Target and Evaluation Criteria  (=indicators for successful implementation, quantitative and qualitative indicators are possible, where applicable sex aggregated)	Timeframe	Resources needed for Implementation  (human and material resources)	Responsible entity for the implementati on	Cost Estimation in EUR
	and provide feedback on regional and national policies/Barrier r 2	not feel capable of participating or because it generates family conflicts.	committees under the approaches promoted by the project.							
12	Activity 2.1.1. Establish the Puna Facility for the long- term financing of EbA measures and Climate Resilient Value Chains /Barrier 1	Inability to find women-led associations, communities, cooperatives and/or organizations that accomplish formal requirements to apply.	Ensure the approval of Local initiatives proposed by women led associations, communities, cooperatives and/or organizations.	At least 30% of the selected Local initiatives should either support a women's association, cooperatives and/or organizations.	0	At least 30% Local initiatives approved should either support a women's association, cooperatives, organizations and/or a women led enterprise.	Y: 2-5	Facility Management Unit	Profonanpe	Included in the activity 2.1.1 4,203,150
13	2.1.2 Strengthen capacities to develop and	Inability to find 25% of female water utility	Train water utility officers of PES/MERESE to promote the	N° of water utility officers trained to promote the	0	30 water utility officers (at least 25% women) trained to	Y: 2-5	Trainings Consultants	GIZ- Safeguards and Gender advisor	Include in the activity 2.1.2 938,756

ID	Component/ Output/ activity/barrier	Risks and potentials concerning gender equality  (=derived from the barriers above)	Description of the Measure/Action:  (=mitigation measures for risks =promotion measures for potentials)	Indicators	Baseline	Target and Evaluation Criteria  (=indicators for successful implementation, quantitative and qualitative indicators are possible, where applicable sex aggregated)	Timeframe	Resources needed for Implementation  (human and material resources)	Responsible entity for the implementation	Cost Estimation in EUR
	implement innovative mechanisms for EbA in high Andean ecosystems/Barrier 2	officers willing to participate.	inclusion of gender aspects into the MERESE's processes (agreements, governance platforms, project development, monitoring)	inclusion of gender aspects into the MERESE's processes		promote the inclusion of gender aspects into the MERESE's processes.			GIZ-MERESSE advisor	
14	2.1.3 Support the greening of microcredits to promote EbA and Climate Resilient Value Chains /Barrier 1	Failure to promote new and/or adjusted financial products meeting women's needs.	Support the design and/or adjustment of gender-responsive financial products to promote EbA and Climate Resilient Value Chains. The design will include a diagnostic identifying gender gaps and needs.	N° of gender-responsive financial products targeting woman and young producers.	0	At least 2 gender-responsive financial products designed and/or adjusted that include women needs.	Y: 3-5	Trainings GIZ- Microfinance advisor  GIZ-Safeguards and gender advisor	GIZ- Microfinance advisor  GIZ- Safeguards and Gender advisor	Included in the activity 2.1.3 1,295,103  GIZ- Microfinance advisor 228,000  GIZ- Safeguards and Gender advisor (see ID 3)

ID	Component/ Output/ activity/barrier	Risks and potentials concerning gender equality  (=derived from the barriers above)	Description of the Measure/Action:  (=mitigation measures for risks =promotion measures for potentials)	Indicators	Baseline	Target and Evaluation Criteria  (=indicators for successful implementation, quantitative and qualitative indicators are possible, where applicable sex aggregated)	Timeframe	Resources needed for Implementation  (human and material resources)	Responsible entity for the implementation	Cost Estimation in EUR
15	Activity 3.1.1. Strengthen the capacities for territorial planning and governance processes integrating EbA and climate resilience/Barrier 3	Failure to promote planning processes with gender perspective due to the refusal of public officials acceptance, even though there is a fairly advanced regulatory framework that obliges all sectors of the State and all levels of government to mainstream a gender perspective in public policies	Ensure gender perspective during the planning processes training public officials.	N° state officials involved within the project target areas receiving trainings for the incorporation of EbA and Climate Resilient Value Chains measures with gender perspective in their planning processes.	0	X state officials (X men and X women) trained using existing state training programs.	Y: 2-6	GIZ-Safeguards and Gender advisor	GIZ- Team leader component 3  GIZ- Safeguards and Gender advisor	GIZ- Team leader component 376,920  GIZ- Safeguards and Gender advisor (see ID 3)

ID	Component/ Output/ activity/barrier	Risks and potentials concerning gender equality  (=derived from the barriers above)	Description of the Measure/Action:  (=mitigation measures for risks =promotion measures for potentials)	Indicators	Baseline	Target and Evaluation Criteria  (=indicators for successful implementation, quantitative and qualitative indicators are possible, where applicable sex aggregated)	Timeframe	Resources needed for Implementation  (human and material resources)	Responsible entity for the implementation	Cost Estimation in EUR
16		Women have difficulties in participation in planning processes due to the long distances and family burden	Promote and support the participation of women in decision making planning processes.	% of female project beneficiaries take part in local and regional decision-making planning processes.	0	At least 5% of female project beneficiaries take part in local and regional decision-making planning processes.	Y: 3-6	Facilitation of women participation through provision of transport  Family orientated information and training sessions	GIZ-Safeguards and Gender advisor  GIZ-Local and regional advisors for component 3	Included within the budget of activity 3.1.1 2,975,216
17	Activity 3.1.2 Strengthen regulatory frameworks and M&E systems at national level/Barrier 3	Failure to collect, monitor and analyse disaggregated data at national level to be used afterwards for gender equal policy development.	Strengthening the M&E systems of MIDAGRIs programs <sup>7</sup> within the project to ensure the disaggregation of data.	N° of M&E systems with disaggregated (gender and EbA approach) information.	1	At least 3 M&E systems include disaggregated data (gender and EbA approach) information.	Y: 3-5	Trainings Technical Assistance	GIZ-Safeguards and Gender advisor  GIZ-M&E Specialist  MIDAGRI	Included within the budget of activity 3.1.2 1,928,804

<sup>7</sup> AGROIDEAS, SSE, SENASA, AGORURAL, SIERRA AZUL, INIA, DSFFA, PSI and SERFOR

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