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| **TITLE**<br>W+ Project Design Document (PDD) Template<br><br>Version 2.0 | | ORIGINAL DATE<br>April, 2015 | |
| FILE LOCATION(S)<br>www.wplus.org/ | | REVISION DATE<br>November, 2023 | |

# Costa Rica REDD+ Result-based payment financed by Green Climate Fund (GCF)

Document prepared by WOCAN

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|---|---|
| **Project Name** | Costa Rica REDD+ Result-based Payment (RBP) for results period 2014-2015 |
| **W+ Project ID** | |
| **Project Start Date** | 10 February 2021 |
| **Project End Date** | 10 February 2026 |
| **Date of PDD** | 12 January 2026 |
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# 1. DESCRIPTION OF WOMEN'S EMPOWERMENT ACTIVITIES

## 1.1 Summary Description of the Women's Empowerment Activities Implemented

a) *The location of the Project.*

Costa Rica, national level.

b) *A brief description of the scenario existing prior to the implementation of the activities.*

The Green Climate Fund (GCF) financed Costa Rica REDD+ Result-Based Payment (RBP) for results period 2014 -2015 project seeks to leverage the country's existing robust legal and institutional framework, while strengthening the Payment for Environmental Services (PES) Program as a policy instrument to ensure forest conservation and increased carbon stocks. This is being achieved through reforestation, tree planting, agroforestry, and silvopastoral systems, as well as by strengthening fire prevention measures that have proven effective in recent years. The project also seeks to increase stakeholder participation in the PES program, involving both the public and private sectors, including indigenous peoples and women.

In addition, it seeks to strengthen women's capacity to influence rural and environmental public policies through the establishment of a National Forum of Rural Women and greater participation of indigenous women in decision-making processes on forests and land through territorial forest environmental planning (e.g. through Forestry and Territorial Environmental Plans (FTEP)₎) with a gender perspective.

c) *A description of the W+ domains and activities/measures implemented by the Project.*

The justification for the project to apply the W+ Standard is based on its significant contribution to strengthening the education and knowledge of rural and indigenous women. Through various training, exchange, and knowledge-building initiatives, the project has strengthened women's technical, organizational, and social capacities. Initiatives such as the Gender, Forests, and Fire course have paved the way for women to become involved in sectors traditionally dominated by men, such as forest fire management. Field schools, based on the "women teaching women" approach, together with the inclusion of women in territorial planning processes through Territorial Forest Action Plans (PAFTs), have further expanded access to information, skills development, and practical tools on these issues. Together, these actions have fostered collective learning and contributed to a gradual cultural shift towards greater gender equality in the sustainable forest management of their territories.

At the same time, the project has intentionally promoted women's leadership by creating enabling spaces, developing capacities, and supporting meaningful participation in decision-making processes. The creation of the National Forum of Rural Women, representing 29 territories, has provided a national platform for women to influence public policy.

## 1.2 Project sector and type

Forest conservation, REDD+

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## 1.3 Project implementers

**Green Climate Fund accredited entity and executing entity**

| Organization name | UNDP, Costa Rica |
|---|---|
| Role in the project | Implementing Partner |
| Contact person | Sandra Sosa Cárcamo |
| Title | Resident Representative |
| Address | Sigma Business Center, Edificio B, Piso 4 Costado Oeste del Mall San Pedro San Pedro Montes de Oca, Costa Rica |
| Telephone | +506 2296 1544 |
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**Responsible party and W+ Project developer**

| Organization name | FONAFIFO |
|---|---|
| Contact person | Gilmar Navarrete Chacón, FONAFIFO Executive Director. |
| Title | Director Ejecutivo FONAFIFO |
| Address of Home Office and Field Office | San Vicente de Moravia. Del Mall Lincoln Plaza 200 metros oeste, 100 metros sur y 200 metros oeste. Edificio IFAM |
| Telephone | (506) 2545-3500  ext. 3501 |
| Email | gilmar.navarrete@fonafifo.go.cr |

## 1.4 Other Entities Involved in the Project's Activities

| Organization name | Secretaría Estrategia Nacional REDD+ |
|---|---|
| Role in the project | |

| Contact person | María Elena Herrera |
|---|---|
| Title | Directora Desarrollo y Comercialización de Servicios Ambientales del Fondo Nacional de Financiamiento Forestal/ Directora Estrategia Nacional REDD |
| Address of Home Office and Field Office | San Vicente de Moravia. Del Mall Lincoln Plaza 200 metros oeste, 100 metros sur y 200 metros oeste. Edificio IFAM |
| Telephone |  (506) 2545-3500 ext 3539 |
| Email | mherrera@fonafifo.go.cr |

**Beneficiary party**

| Organization name | Sistema Nacional de Áreas de Conservación (SINAC) |
|---|---|
| Role in the project | Prevention and attention of forest fires, SINAC. |
| Contact person | Oscar Mora Montero |
| Title | Coordinador Nacional del Programa Nacional de Manejo integral del Fuego del SINAC |
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| Telephone | +2522 6500 |
| Email | oscar.mora@sinac.go.cr |

## 1.5 Project activities start date

February 2021

## 1.6 W+ Domain and Crediting Period

| W+ Domain and title of related activities | Start Date | End Date | Crediting period:<br><br>Total Years | Any Associated Standard |
|---|---|---|---|---|

| | | | | |
|---|---|---|---|---|
| Education & Knowledge | November 2023 | November 2025 | 2 | N / A |
| Leadership | November 2023 | November 2025 | 2 | N / A |

## 1.7 Description of project activities

Based on the overall objectives of Costa Rica's REDD+ RBP project and in accordance with the activities implemented in 24 indigenous territories, 29 rural territories aimed at promoting, including, developing the capacities, management, and leadership of indigenous and rural women in Costa Rica, as well as forest firefighters in 10 conservation areas, in relation to gender, forests, and fires. It was decided to evaluate the domains of Education and Knowledge and Leadership. This was because most of the actions focused on promoting capacity building and empowerment so that women could participate more actively.

Education & Knowledge Domain

The project implemented a series of capacity-building and knowledge-sharing activities aimed at strengthening women's technical skills, their knowledge of rights, and their participation in forest governance. A key activity was the design and implementation of the course "Gender, Forests, and Fires," consisting of six modules covering gender equality, forest management, rights, and harassment prevention. The course has trained 114 forest firefighters (43 women and 61 men) and has been adapted to a virtual format to facilitate access. At the same time, gender training modules have been adapted for SINAC and FONAFIFO, integrating content on forest and gender to increase knowledge and implementation of a transformative gender approach.

Other activities focused on peer learning and territorial planning. Field schools based on the "women teaching women" model was established to facilitate the exchange of traditional knowledge and sustainable technologies. Regional exchanges between women's organizations and national institutions also contributed to strengthening soft skills such as public speaking and leadership, among others. The project also ensured the inclusion of sessions dedicated to indigenous women in the Forestry and Territorial Environmental Plans (FTEP or PAFT in Spanish) development processes and the integration of women's priority training needs—such as health, food security, indigenous rights, and leadership—into PAFT capacity-building components.

Implementation period: Activities began in 2022 and will continue throughout the duration of the project, activities will conclude on December 2025.

Expected benefits include:

- Greater access to technical knowledge and rights-based knowledge for rural and indigenous women.
- Strengthening of institutional capacities in gender issues.
- Greater inclusion of women's priorities in territorial forest planning.
- Peer learning and collective empowerment.

Leadership domain

The project supported women's participation and influence in decision-making processes at the local, territorial, and national levels. A key milestone was the creation of the National Forum of Rural Women in 2022, which brought together 80 representatives from 29 territories. The project supported the development of the Forum's strategy, action plan, and internal statutes, structured around four priority areas (economic empowerment of rural women, participation and advocacy in decision-making spaces, capacity building and leadership, and rights, gender equality, and recognition of the work of rural women). An important outcome of this process was the drafting of Bill No. 24,444, aimed at guaranteeing women's access to, use of, and control over land.

At the territorial level, the project has strengthened women's leadership through specific capacity building and institutional integration. Indigenous women have been identified and trained as cultural mediators and incorporated into PAFT planning processes. Women have also been included in PAFT monitoring and oversight committees to promote transparency and equitable distribution of benefits. In the context of forest fire management, women forest firefighters have participated in mixed brigades, assuming leadership roles and rotating responsibilities, thus challenging gender norms in a field traditionally dominated by men.

Implementation period of the project: Activities began in February 2021 and are ongoing until February 2026

Expected benefits include:
- Greater representation of women in governance and public policy processes.
- Strengthening leadership skills and confidence among rural and indigenous women.
- Improving gender sensitivity and accountability in territorial planning.
- Greater recognition of women as leaders in environmental and climate action.


## 1.8 Project's activities, boundary and scope

The main beneficiaries of the project are rural and indigenous women from forest-dependent territories in Costa Rica, where forest governance, climate action, and REDD+-related

initiatives have been implemented. The project operates in multiple territories and promotes women's participation in community, territorial, and institutional processes related to forest management, environmental governance, and forest fire prevention and response.

For the purposes of this project, beneficiaries include women who participate in community organizations, women's groups, and territorial governance structures, as well as women who participate in collective spaces promoted and strengthened by the project, including the National Forum of Rural Women and women's participation processes in PAFTs in indigenous territories. These spaces were developed as part of the project to strengthen women's leadership, participation, and collective action in forest and territorial governance.

The application of the W+ measurement framework focuses on the empowerment results generated from these project activities, specifically in the domains of Leadership and Education and Knowledge. These domains capture changes related to women's participation and influence in decision-making spaces, as well as access to, appropriation, and application of knowledge on gender, forest governance, and fire management. Although the project involves other actors, rural and indigenous women are the main beneficiaries for the purposes of this measurement.

**The number of women beneficiaries for activities under the Education & Knowledge domain is 108. The number of women beneficiaries for Leadership is 3,557, from which 62% are indigenous women and 38% rural women.**


## 1.9 Conditions Prior to the Project's Initiation of Activities

Before the start of women's empowerment activities related to the REDD+ RBP project, Costa Rica had established a solid national political and institutional framework for gender equality and the implementation of REDD+ with a gender perspective, including the National REDD+ Strategy and its Gender Action Plan. These frameworks demonstrated political commitment and laid the foundation for the integration of a gender perspective into environmental governance. However, significant structural gender gaps persisted, especially in rural, forest-dependent, and indigenous contexts, limiting the fulfilment of these commitments in practice.

Prior to the implementation of the project, rural and indigenous women faced systemic disadvantages in terms of access to land, productive resources, technical assistance, and financial mechanisms. Women owned a small proportion of farms nationwide, their properties were generally smaller, and much of their contribution to agricultural and forestry activities was informal and unpaid. In indigenous territories, women played a central role in

traditional agroforestry and forest conservation; however, their land use and tenure rights were often undocumented or not formally recognized.

Women's participation and influence in forest governance and decision-making spaces were also limited prior to the project. Despite existing participation mechanisms, women— particularly indigenous women—were underrepresented in environmental institutions and local decision-making bodies, and their priorities were not systematically reflected in territorial planning and benefit-sharing processes. At the institutional level, while gender policies existed, the capacity to implement gender-responsive approaches varied among implementing agencies. Limited practical experience, tools, and training constrained the systematic integration of gender considerations into forest management, fire prevention, extension services, and environmental financing mechanisms.

Finally, women faced structural barriers related to unpaid care responsibilities, time poverty, mobility constraints, and unequal access to information, which reduced their ability to participate in training, leadership spaces, and incentive programs such as PES. These conditions underscored the need for specific actions aimed at strengthening women's empowerment to address both institutional gaps and structural inequalities at the territorial and community levels.

## 1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks

The project complies with all Costa Rican laws, statutes, and national regulatory frameworks.

The project developed a general implementation guide for indigenous territories; however, the technical team responsible for implementation played a crucial role in adapting this guide to the norms, traditional practices, and organizational systems of each indigenous territory. This adaptation was carried out in accordance with the national legal framework and the rights of indigenous peoples, recognizing their traditional forms of governance, decision-making, and relationship with the territory. This process was decisive for the level of ownership of the Territorial Forest Environmental Plan (PAF) by indigenous peoples, ensuring that its formulation and implementation responded to the specific cultural, social, and territorial contexts of each community.

## 1.11  Project Implementer's Right to Engage in the Project

There are no barriers to UNDP's right to participate in this Project or in the W+ Standard measurement process.

## 1.12  Other Forms of Environmental or Social Credit

The project is linked to Costa Rica's national PES framework and to the country's REDD+ RBP mechanism, which incentivizes sustainable forest management, forest conservation, and climate change mitigation at the national level. In particular, the project is implemented under Costa Rica's REDD+ RBP program, through which the country receives payments for verified emission reductions achieved in the forest sector.

In regards to this REDD+ RBP project, the RBPs  are provided by the GCF and are channelled through UNDP as the GCF Accredited Entity on the project, in coordination with national institutions  (FONAFIFO and SINAC) responsible for forest governance and REDD+ action in the country. Payments are made at the national level based on independently verified emission reductions, following the GCF's RBP framework, and are subsequently allocated to support policy measures, institutional strengthening, and benefit-sharing arrangements that contribute to forest conservation and sustainable land use.

While PES and REDD+ RBP provide financial incentives linked to environmental and climate outcomes, they are not third-party certification or accreditation schemes, nor do they generate tradable environmental or social credits. Importantly, payments derived from PES or REDD+ RBP are not associated with quantified, certified, or monetized results related to women's empowerment.

The application of the W+ Standard is therefore complementary to the existing PES and REDD+ RBP mechanisms. W+ credits exclusively recognize verified social outcomes related to women's empowerment, which are not accounted for, quantified, or claimed under PES or REDD+ RBP frameworks. As such, there is no risk of double counting.

No separate third-party registration numbers are applied under PES or REDD+ RBP for social outcomes, further reinforcing the complementarity and additionality of the W+ Standard within the project.

## 1.13  Additional Information Relevant to the Project

*NA*

## 2. GENDER AND STAKEHOLDER ANALYSIS

The participatory gender analysis carried out with rural and indigenous women in Costa Rica, using activity profiles, focus groups, time use clocks, and mobility maps, reveals a set of interrelated structural inequalities that systematically limit women's ability to develop and realize their productive, economic, social, and personal potential. Although these barriers are present in the different territories analysed, the exercise reveals significant variations in their intensity and form of manifestation, particularly between regions and between rural and indigenous women, highlighting the importance of a territorial and intersectional approach. The inequalities and variations identified are described in more detail below:

**Structural overload and division of labour**

The profile of activities shows a sexual division of labour strongly marked by gender roles. Women concentrate most of the reproductive and care activities—cooking, cleaning, washing, caring for children, caring for the elderly and sick—in addition to taking on multiple productive tasks related to the farm, food processing, handicrafts, and community tourism. In contrast, men are mainly engaged in productive activities that generate higher incomes and, in many cases, are part of more formal economic circuits.

This gender division of labour is not solely the result of individual decisions, but is reinforced by deeply rooted sociocultural norms, the intensity of which varies depending on the territory. In regions such as Tainy, women point to the persistence of particularly intense forms of *machismo* that restrict their participation in public spaces, their economic autonomy, and their decision-making capacity, deepening their domestic burden and limiting their opportunities for development.

**Time poverty**

To identify possible differences in the burden of responsibilities between men and women who have participated in the REDD+ RBP project in Costa Rica, an activity clock analysis was applied, differentiating the types of activities linked to men and women (see Figures 1 and 2). Based on these diagrams, a plenary analysis was conducted comparing both clocks and generating conclusions about the main differences.

The time use clock for women (Figure 2), compared to the time use clock for men (Figure 1), shows long and highly fragmented working days, which begin before dawn and extend into

the night. The time available for rest, self-care, training, or community participation is minimal or non-existent. This situation reflects a triple workload for women, combining productive activities, domestic work, and caregiving, severely restricting their possibilities for personal, organizational, and economic development.

This analysis shows that women suffer from time poverty, which is intensified in areas where distances, limited infrastructure, and restricted access to basic services increase the hours required to complete daily tasks. This condition disproportionately affects indigenous and rural women living in more isolated contexts, reinforcing a structural cycle of exclusion.

It should be noted that women living in rural areas experience even greater time poverty, as their travel, infrastructure, and access to services are even more complex than those of rural women, which marks a difference also associated with socioeconomic status.
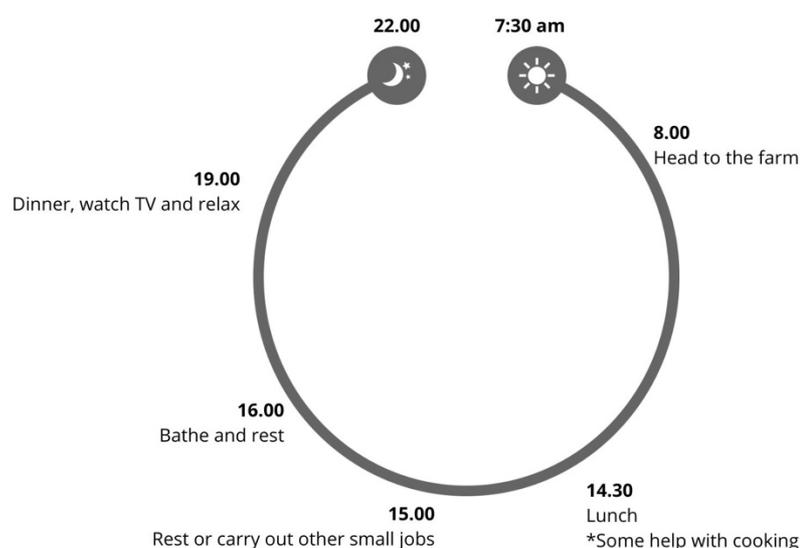


**Figure 1.** Activity clock for rural men.
Participatory exercise developed and analyzed by a group of 15
rural women who collaborated on the REDD+ Results-Based Payments project
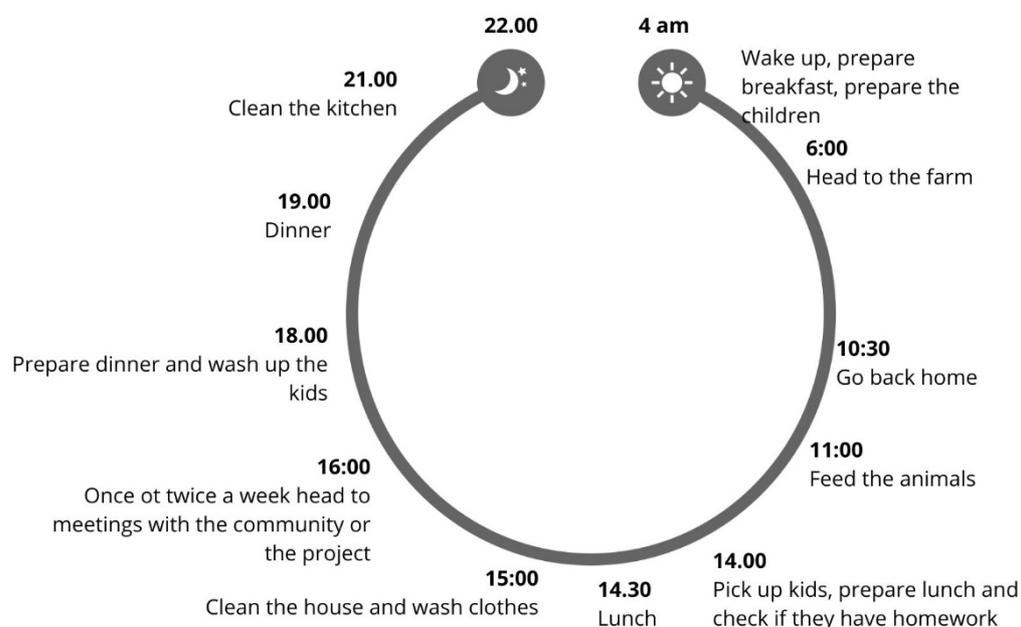in Costa Rica..

**Figure 2.** Activity clock for rural women.
Participatory exercise  developed and analyzed by a group of 15
rural women who collaborated on the REDD+
Results-Based Payments project in Costa Rica.

## Mobility Restrictions

Mobility maps revealed that women's movement is primarily concentrated within their immediate home and community. Access to health services, markets, public institutions, or training spaces involves longer journeys, significant time costs, and, in some cases, risks associated with the lack of safe roads and adequate transportation.

The analysis reveals stark differences related to territory and mobility between Indigenous and rural populations. Women living in Indigenous territories, which coincide with the most remote localities, must spend more than eight hours accessing basic health services or markets, forcing them to plan infrequent trips. These restrictions significantly limit their participation in training processes, decision-making spaces, and economic activities, and reinforce their dependence on others for mobility.

## Gaps in Access to and Control of Media

Access to media and information constitutes another structural barrier that limits the full development of the potential of rural and Indigenous women. Although a significant proportion of women own cell phones, this access is frequently precarious and unequal. In many areas, especially in Indigenous communities and remote rural zones, signal coverage is limited, unstable, or non-existent, restricting the effective use of these devices for communication, access to relevant information, coordination of productive activities, and participation in organizational or institutional processes.

Gender analysis shows that formal access to devices does not necessarily translate into real control over the means of communication. In various contexts, men concentrate greater control over telephones, radios, internet access, and other information channels, which conditions when, how, and for what purpose women can communicate. This situation was explicitly highlighted in cases such as that of the Ciudad Neily Group, where, even when women have cell phones, it is usually men who manage contacts, external information, and relationships with institutions or markets.

These gaps are even more pronounced in the case of Indigenous women, who simultaneously face linguistic, technological, and territorial barriers. Limited digital connectivity, coupled with sociocultural norms that restrict women's communication autonomy, reduces their timely access to information about programs, incentives, training, rights, and productive opportunities, reinforcing their dependence on intermediaries—generally male—for decision-making.

**Invisibility and Low Recognition of Women's Work**

Qualitative evidence shows a low social and economic valuation of the work performed by women, particularly unpaid work and productive activities carried out in the domestic or community sphere. This invisibility weakens women's bargaining power within the home and community, limits their access to resources, and reduces their individual and collective self-esteem.

In contexts where patriarchal norms are more rigid, this lack of recognition also translates into less legitimacy for women as economic actors, community leaders, or territorial managers, despite their central contribution to family and community well-being.

**Community Specificities and Intersectionality**

The analysis confirms that structural barriers manifest themselves differently depending on the territory, degree of isolation, and cultural identity:

- Tsini Kicha: high concentration of mobility around the home and nearby services, with restrictions closely linked to caregiving responsibilities.
- Alto Pacuar: greater distances and territorial isolation that limit participation in external spaces and access to services.
- Namaldí: particularly long workdays, accompanied by a recurring perception of exhaustion, overload, and lack of social recognition.

These differences highlight the need for an intersectional perspective, in which gender, ethnicity, territory, and infrastructure conditions interact to deepen or mitigate inequalities.

Overall, the main structural barriers faced by rural and Indigenous women include the burden of caregiving, time poverty, mobility restrictions, the invisibility of women's work, and intersectional inequalities. While these barriers are shared, their intensity varies significantly between territories, being more severe in regions with greater geographical isolation

## 3. SELECTION OF W+ DOMAINS

The domains selected to evaluate the influence of the REDD+ RBP project on women's empowerment are: Education & Knowledge, and Leadership. Both domains will be measured based on the methodology developed by the W+ Standard, which is described below:

| *W+ Domain* | *Benefits* | *Challenges/ Risks* |
|---|---|---|
| *Education & Knowledge* | Strengthening women's access to technical, institutional, and contextual knowledge improves their ability to participate effectively in forest and land management, sustainable production, environmental governance, and financial mechanisms. Better knowledge and skills development reduces information asymmetries, supports informed decision-making, and increases women's ability to participate meaningfully in REDD+, PES, and land-use planning processes. These advances contribute to more inclusive and effective implementation of environmental and climate actions. | There is a risk that training and knowledge transfer activities may not be accessible to all women due to time constraints, mobility, language barriers, or literacy levels. There is also a risk in acquiring knowledge, as it may not translate into practice while institutional or structural barriers remain. Monitoring should ensure that learning outcomes go beyond participation and capture actual increases in understanding and application. |
| *Leadership* | Strengthening women's leadership promotes their participation and influence in decision-making spaces at the community, territorial, and institutional levels. Greater leadership capacity enables women to define priorities, contribute to | There is a risk of promoting token participation if the inclusion of women does not translate into real influence over decisions. Social norms and power dynamics can limit women's ability to |

| | governance processes, and participate in oversight and accountability mechanisms. These changes contribute to more inclusive decision-making and more equitable and sustainable environmental governance outcomes. | exercise leadership, especially in traditional or male-dominated governance structures. Leadership outcomes take time and sustained commitment, and may vary across territories and cultures. |
|---|---|---|

## 4. WOMEN'S EMPOWERMENT PLAN (WEP)

**Education & Knowledge**

| Results Level | Statement | Indicator(s) | Means of Verification (MoV) | Challenges Addressed / Assumptions |
|---|---|---|---|---|
| Impact | Women forest firefighters have the knowledge, skills, and conditions necessary to participate safely, effectively, and with dignity in the prevention and management of forest fires, in coordination with other territorial actors. | • % of women reporting confidence in applying knowledge related to fire management, safety, and a gender-responsive approach.<br>• Evidence of active and safe participation in prevention and response actions. | Endline survey, focus group discussions, case studies. | Training and operational environments are safe, inclusive, and recognize women's roles in collective fire management efforts. |
| End Outcome | Women apply and share the knowledge acquired in forest fire prevention, control, and management activities, both individually and collectively. | • % of women applying learned safety and fire management practices.<br>• Evidence of knowledge exchange within brigades or community-based teams. | Field observations, trainer evaluations, testimonies. | Institutional and operational conditions enable the application of knowledge and teamwork. |
| Intermediate Outcome | Women forest firefighters access, understand, and use technical and gender-responsive knowledge related to forest fire management. | • Number of women completing trainings on fire management and gender.<br>• % of women reporting that they understand and can explain key content. | Attendance records, learning assessments, self-assessments. | Trainings are accessible in terms of timing, location, and format, and are articulated as part of a continuous process rather than isolated events. |
| Immediate Outcome | Women strengthen their knowledge of fire prevention and management, personal and collective safety, and gender equality. | • % improvement in pre- and post-training evaluation scores.<br>• % of women reporting greater clarity in applying protocols and tools. | Pre- and post-tests, training evaluations. | Literacy levels, physical demands, and the diversity of participants' experiences are considered. |
| Outputs | Gender-responsive training processes on fire management, safety, and equality are implemented and adapted to the territorial context. | • # of trainings delivered.<br>• # of women trained.<br>• # of adapted training modules | | |

## Leadership

| Results Level | Statement | Indicator(s) | Means of Verification (MoV) | Challenges Addressed / Assumptions |
|---|---|---|---|---|
| **Impact** | Women exert sustained influence over decisions related to environmental governance and territorial development through collective, intercultural, and territorially grounded leadership. | • % of women who report having effective influence in governance decisions.<br>• Evidence of collective advocacy influencing policies, plans, or territorial agreements. | Endline survey, focus group discussions, case studies, policy documents. | Influence is consolidated when recognized advocacy spaces exist, institutional legitimacy is present, and enabling conditions to allow sustained participation (time, mobility, recognition). |
| **End Outcome** | Women exercise leadership and representation roles in community, territorial, and institutional spaces, with the capacity to influence processes, agendas, and outcomes. | • % of leadership spaces where women report influence over outcomes.<br>• Diversity of women's profiles participating (age, territory, ethnic identity). | Committee and meeting minutes, testimonies, institutional records. | Influence depends not only on presence, but on political recognition, institutional openness, and collective mechanisms for articulation. |
| **Intermediate Outcome** | Women participate regularly and sustainably in decision-making, oversight, and representation bodies through inclusive organizational arrangements. | • Number of women in leadership or spokesperson roles.<br>• % of sustained participation over time.<br>• Existence of spokesperson mechanisms, networks, or expanded representation structures. | Institutional records, attendance lists, process systematizations. | Sustained participation requires addressing structural barriers such as time poverty, territorial distance, economic costs, and access to information. |
| **Immediate Outcome** | Women strengthen their confidence, leadership skills, and capacity to communicate, negotiate, and articulate diverse interests in complex contexts. | • % of women reporting increased confidence to speak and make decisions.<br>• % of women reporting greater capacity to articulate collective interests. | Self-assessments, facilitator observations, qualitative testimonies. | Safe, collectively supportive, and culturally relevant spaces exist, enabling progressive leadership development and the management of tensions. |
| **Outputs** | Leadership development and participation processes are implemented, strengthening individual and collective capacities and expanding spaces for influence. | • # of leadership trainings, mentoring, or accompaniment processes.• # of collective spaces (forums, working groups, territorial processes) | Activity reports, attendance lists, systematization documents. | Processes take into account real time constraints, mobility, language, care responsibilities, and diverse forms of leadership. |

| | | strengthened.• # of processes incorporating intercultural and differentiated approaches. | | |
|---|---|---|---|---|
| **Inputs** | Human, technical, and organizational resources are mobilized to support women's leadership in a sustained and context-sensitive manner. | • Resources allocated to women's leadership. <br> • Availability of cultural mediators and translators. <br> • Availability of travel allowances, logistical support, and arrangements facilitating participation. <br> • Existence of institutional support for the sustainability of collective spaces. | Project records, budgets, institutional agreements. | Institutions recognize that women's leadership requires sustained investment, inter-institutional coordination, and political backing beyond the project cycle. |

## Project's intentionality

| Policy for gender/women's empowerment | Budget targeted for women's empowerment | M&E plan for women's empowerment | Internal capacities for gender analysis and women's empowerment | Project's selection criteria of beneficiaries *to demonstrate equal opportunity for participation of women from all social groups in project activities* |
|---|---|---|---|---|
| **Yes**/*No* | **Yes**/*No* | **Yes**/*No* | **Yes**/*No* | **Yes**/*No* |
| UNDP has a gender policy, and the project developed a Gender Action Plan. | Yes, the Gender Action Plan has a budget to implement each of the actions. | As part of the Gender Action Plan, an M&E plan was developed. | The technical team has extensive experience in integrating gender perspectives into projects, programs, and public policies. In addition to having specific experience in women's empowerment in the conservation sector, the technical team also has experience in | The PAFT development process followed selection criteria that allowed for equal opportunities for women from different social groups to participate. However, due to the nature of the National Rural Women's Forum process, the women who had access to participatory spaces and training were those who |

| | | | intersectionality and, specifically, working with indigenous peoples. | already had a history of political advocacy. |
|---|---|---|---|---|

## 5. MONITORING AND EVALUATION PLAN

| Outcome | Indicator | Methodology | Means of Verification (MoV) | Frecuency | Responsibility |
|---|---|---|---|---|---|
| Ability to apply knowledge | % of women who report confidence in applying tools and protocols | Surveys + focus groups | Surveys, testimonials | Annual | WOCAN technical support |
| Access to training programs | Number of women who complete training | Administrative records | Attendance lists, reports | Annual | WOCAN technical support |
| Capacity building and trust building | % of women who report greater confidence in expressing themselves and leading | Self-assessments, focus groups | Surveys, meeting minutes | Annual | WOCAN technical support |
| Collective leadership and support networks | Evidence of active collective spaces (forums, networks, spokespeople) | Document review, interviews | Minutes, systematizations, testimonies | Annual | WOCAN technical support |
| Effective influence on processes and decisions | % of women who report influence on outcomes or agreements | Surveys + focus groups | Surveys, minutes, testimonies | Annual | WOCAN technical support |
| Enabling conditions for participation | Identification of persistent barriers (time, mobility, language) | Focus groups | Discussion notes, qualitative matrices | Annual | WOCAN technical support |
| Improvement in technical and gender knowledge | % improvement in scores before and after training | Before/After Tests | Learning assessments | Annual | WOCAN technical support |
| Sustained participation of women in leadership and governance spaces | % of women who report active participation in decision-making spaces | Surveys | W+ surveys, monitoring surveys | Annual | WOCAN technical support |

| Understanding and appropriation of the content | % of women who report und erstanding and explaining the content | Surveys, self-assessments | W+ surveys | Annual | WOCAN te chnical sup port |
|---|---|---|---|---|---|
| Intercultural and gender approac h | Evidence of the use of cultura l mediation, translation, and adapted formats | Document review | Project reports | Annual | WOCAN te chnical sup port |

**Methodology**

Baseline and follow-up data will be collected through a combination of survey questionnaires and focus group discussions.

Survey questionnaires will be administered to women participating in project-supported activities to establish baseline conditions and measure changes over time in relation to selected W+ domains of Knowledge, Education, and Leadership. The same or comparable questionnaires will be used at baseline and during follow-up to ensure consistency and contrast of results. Group discussions will be held with participating women to supplement survey data and gather qualitative information on knowledge acquisition, participation, leadership, and perceived changes because of project activities. Group discussions will also support contextual interpretation of survey findings and contribute to learning and adaptive management.

**Sample size**

| Education & Knowledge | |
|---|---|
| Number of beneficiaries | 108 |
| *Sample size* | *42* |

The sample size will be distributed across the different territories, as the training was implemented at the national level.

| Leadership | |
|---|---|
| Number of beneficiaries | *3557* |
| *Sample size* | *67* |

The sample size will reflect the percentages of female beneficiaries in the different territories. It will be distributed as follows:
62% of the women interviewed will be indigenous women
38% of the women interviewed will be rural women

## 6. DO NO HARM

As part of the monitoring process and in compliance with the Do No Harm indicators of the W+ Standard, an initial assessment was conducted of the potential negative impacts associated with its implementation. This assessment was carried out in a participatory manner, through focus group discussions, which allowed for open, contextualized, and in-depth dialogue with the beneficiaries.

During these sessions, the main questions aimed at identifying possible risks or adverse effects of the project were addressed collectively, including the time required for participation, indirect economic impacts, family or community tensions, and possible situations of physical or emotional violence. The discussions were guided by questions Q_401 to Q_406 of the W+ Standard, but were conducted as open conversations rather than question-and-answer exercises, allowing for a deeper exploration of perceptions, experiences, and nuances.

- Q_401. Did the time required to attend training prevent you from participating in other income-generating activities or employment?
- Q_402. Did you spend more time than expected on project training activities?
- Q_403. In cases where the project generated employment, did the income gap between men and women widen?
- Q_404. Did you have to sell assets (jewellery, livestock, or other goods) to cover costs associated with the project?
- Q_405. Did your participation in project activities lead to physical or emotional violence, or family or relationship conflicts?
- Q_406. Did your participation in the project lead to physical or emotional violence at the community level?

**Results**

In none of the groups consulted did the participants identify any direct harm attributable to the project. Consistently, the women indicated that participation in the activities did not generate negative impacts in terms of increased physical or emotional violence, either within the home or at the community level, nor did it lead to the sale of assets to cover project-related costs, nor did it widen income gaps between men and women.

The main aspect mentioned repeatedly was the time required to participate in the activities, which in some cases meant reorganizing domestic, caregiving, or work responsibilities. However, participants explicitly stated that, although the time investment represented an additional effort, the benefits obtained—in terms of learning, personal empowerment, support networks, access to information, and opportunities—were perceived as significantly greater than the associated costs.

During the discussions, some women shared previous experiences of gender-based violence, explicitly clarifying that these situations were not related to their participation in the project. On the contrary, the networks, spaces of trust, and content addressed through the project helped several participants strengthen their knowledge of care pathways, support mechanisms, and steps to take to seek help, which was valued as an unexpected positive effect.

## 7. BENEFIT SHARING MECHANISM

Possible mechanisms for distributing the benefits derived from the sale of W+ credits were discussed with UNDP's technical team with the aim of ensuring that any transfer of resources to women and women's groups is transparent, traceable, auditable, timely, and secure.

As a result of these discussions, two possible routes for distributing benefits were identified:

**Option 1: Distribution through Integral Development Associations (ADI)**

A first option considers using the mechanism that has been employed so far in other project processes, channelling resources through the ADIs. This route would allow for the use of existing organizational structures at the territorial level. However, the project team identified significant challenges associated with this modality, particularly in terms of operational times, administrative costs, and the complexity of accountability processes. Although this option has not been ruled out, its implementation would require a detailed review of the procedure to ensure that it complies with the principles of efficiency, transparency, and direct access to benefits by women.

**Option 2: Use of the UNDP mini-grants mechanism**

The second option identified is to use the UNDP mini-grants structure, which would reduce intermediaries and facilitate a more direct transfer of resources to women's groups and organizations. Under this scheme, funds could be allocated directly to beneficiary

organizations, which would submit a consultatively developed action plan, defining the use of resources in a participatory manner. This approach would strengthen the autonomy of women's groups, facilitate the traceability of funds, and allow for the application of monitoring and accountability mechanisms already established by UNDP.

Once the credits have been obtained, the project will evaluate both options considering criteria of transparency, operating costs, administrative feasibility, accountability, and alignment with the principles of the W+ Standard.

# 8. DECLARATION OF NON-INVOLVEMENT IN ANY FORM OF DISCRIMINATION, SEXUAL EXPLOITATION, ABUSE OR HARASSMENT (SEAH)

Hereby declare that, to the best of my knowledge, neither (name of project implementer) or any other entity involved in project design or implementation has not been involved in or will be involved in any form of discrimination, sexual exploitation, abuse, or harassment (SEAH).

This signed declaration is made in good faith and with my full consent, without pressure or coercion. I understand that any breach thereof may/will result in the termination of the W+ Application.

This signed declaration forms part of the requirements of the application of the W+ Standard.

**Signature of authorized representative submitting this Project Design Document**

Name: Gilmar Navarrete Chacón

Title: Executive Director.

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| W+ Project Design Document Template Revision History | | |
|---|---|---|
| # | Date | Description |
| 1 | 2015 | Original |
| 2 | 22 May 2017 | Edits to nomenclature for consistency. Removal of redundant information requests. Addition of time-frames and specificity regarding multiple domains and prevention of double-counting. |
| 3 | 16 June 2017 | Expansion of PDD requirements, transferred text from W+ Standard responding to public comments. |
| 4 | 12 February 2019 | Edits to clarify content of each section |
| 5 | 27  October 2020 | Edits to clarify content of each section |
| 6 | 7 November 2023 | Edits to clarify content of each section and include Women's empowerment plan and intentionality |