

ANNEX II

GENDER AND SOCIAL INCLUSION ACTION PLAN -G + I

The Action Plan Gender and Social Inclusion TIene three levels: i) minimum, ii) medium and III) optimal.

The following is a description that allows you to develop the G + I action Plan

i) Minimum level: Minimum compliance.

1. The Gender and Social Inclusion Action Plan has a logical framework, which includes a baseline, goals, follow-up indicators and data disaggregated by sex.
2. The Gender and Social Inclusion Action Plan has a monitoring and evaluation system or methodology.
3. They conduct awareness and training sessions on gender equity and social inclusion to the contractor's team, as well as the community directly impacted with the project. These sessions must include international and national legislation on the issue and generate capacity on gender issues to multiply the issue.
4. One or more programs are included that address the practical needs identified in the diagnosis of gender and social inclusion in relation to the project.
5. The firm has an expert in social or gender development, who is consulted throughout the execution of the project and supports the Gender and Social Inclusion Action Plan.
6. The firm requires that it suppliers and/or partners have gender equality in their businesses and processes, verifying that they promote economic practices for women and/or vulnerable groups.

ii) Mid-level: empowerment for decision-making

1. The firm has a good capacity and knowledge in gender equity and has an internal policy on gender equity and social inclusion.
2. The Gender and Social Inclusion Action Plan incorporates programmes whose scope is to generate capacities and opportunities for women and vulnerable groups; like for example building economic assets, income generation, promotion of associativity and/or linkage in the commercial chains.
3. The firm promotes gender equity in their programs and projects, it also asks its partners and suppliers to plan for gender equity, obtaining a limited influence.
4. The firm promotes contractual mechanisms for partners and/or suppliers to promote gender equity and to have a gender and social inclusion action plan.
5. The firm has a Gender and Social Inclusion Action Plan in its institutional policies, plans and programs.
6. The participation of women's groups is included in the design and implementation of the program.
7. Gender equity policies promoted by the firm are able to strengthen women's capacities, economic empowerment and institutional changes.
8. Partners and/or suppliers have some experts in social and/or Gender development.
9. The firm has a budget line for the Gender and Social Inclusion Action Plan.

10. The tools of the gender and Social Inclusion Action plan are a reference for programme managers and/or non-expert advisors on gender and social inclusion.

iii) **Optimum Level: Transformation Control**

1. All the members of the firm have the ability to implement compliance with a gender and social inclusion action plan.
2. It has a proactive scope in influencing partners and suppliers on the implementation of a gender and social inclusion action plan.
3. The policies and programs of the firm and/or the project address strategic needs, systematic barriers and the participation of women in the economy.
4. The participation of women and women's organizations is active.
5. The project generates systematic economic empowerment for women.
6. The project has a proven positive impact on women.