

TECHNICAL COOPERATION DOCUMENT

I. BASIC INFORMATION FOR TC

Country/Region:	REGIONAL
TC Name:	Support to gender equality, empowerment of women and girls, and diversity inclusion through the strengthening of the mainstreaming process
TC Number:	RG-T4591
Team Leader/Members:	Luciana Etcheverry (SCL/GDI) Team Leader, Jesus Caballero (SCL/GDI) Project Assistant, Virginia Maria Diaz Gill (LEG/SGO), Lawyer, Vitoria Lima de Moraes (ORP/REM), Mariana Beatriz Mendoza Centellas (ORP/GCM)
Taxonomy	Research and Dissemination
Operation Supported by the TC:	N/A
Date of TC Abstract authorization:	N/A
Beneficiary	IDB Borrowing Member Countries
Executing Agency and contact name	The Inter-American Development Bank (IDB), through the Gender and Diversity Division
Donors providing funding (amount and Fund's name):	Project Specific Contribution Account (PSC)
IDB Funding Requested ¹ :	US\$1,182,487
Local counterpart funding, if any:	US\$0
Disbursement period (which includes Execution period):	36 months
Required start date:	January 2025
Types of consultants:	Individual consultants and consulting firms
Prepared by Unit:	Gender and Diversity Division (SCL/GDI)
Unit of Disbursement Responsibility:	Gender and Diversity Division (SCL/GDI)
TC Included in Country Strategy (y/n):	N/A
TC included in CPD (y/n):	N/A
Alignment to the Institutional Strategy 2024-2030:	Promoting Gender Equality, Diversity, and inclusion; Social Inclusion and Equality; Institutional Capacity and Rule of Law

II. OBJECTIVES AND JUSTIFICATION OF THE TC

2.1 In Latin America and the Caribbean (LAC) region, women, girls, and persons from diverse population groups² experience gaps along multiple outcomes and dimensions of their well-being. These gaps are often even deeper along intersectional identities, limit their ability to develop to their fullest potential and reinforce each other, fueling

¹ The IDB will administer these funds through a Project-Specific Grant (PSG). The Government of Germany, through the Federal Ministry of Economic Cooperation and Development (BMZ) will contribute EUR 1,150,000 which is equivalent to US\$1,244,723 at the exchange rate of US\$0.9239, as of October 24, 2024. Out of this contribution, US\$62,236 will be set aside as an administration fee. The remaining contribution of US\$1,182,487 corresponds to the project amount as indicated in the Basic Information table.

² Indigenous peoples (IP), Afro-descendants (AD), people with disabilities (PWD), and LGBTQ+ individuals.

inequities within and across generations. The persistence of these gaps has equity implications but also efficiency ones, as it constrains the region's economic growth and productivity.

2.2 Some examples of these gaps are the following:

- (i) Fertility rates among adolescents (15-19 years old) in LAC are 50% higher than the world average (Liang, 2019; UNFPA, 2020). Additionally, maternal mortality remains high in the region and has increased since 2016 (from 85 to 89 deaths per 100,000 live births in 2021) (BMGF, 2022). These rates are higher for indigenous and Afro-descendent (AD) women in several countries of the region (GD SFD, 2022).
- (ii) Women tend to be segregated into poorly remunerated sectors. Almost 30% of women work in care-related industries (education, health, and domestic work) (Suaya et al., 2023). Among men, only 6% are employed in these sectors (Bustelo et al., 2021). This is also true for diverse groups. About 75% of AD work in low-skilled occupations, compared with 69% of the non-AD population.
- (iii) While women account for 60% of graduates from tertiary and university programs, they represent only 30% of STEM graduates, contributing to labor market segregation and the gender wage gap, decreasing women's economic empowerment (Blau & Kahn, 2017; Ñopo, 2012). Regarding secondary education, AD and Indigenous peoples (IP) have lower completion rates.
- (iv) Women remain underrepresented in leadership positions in public and private spheres. Women hold approximately one-third of seats in national parliaments. Similarly, women are underrepresented at the highest levels, as measured by the percentage of seats on boards of the largest publicly listed companies.
- (v) Globally, LAC has the third largest credit gap for women-owned/led businesses (US\$93 billion of a global gap of US\$1.7 trillion). Up to 73% of women entrepreneurs report being financially unserved or underserved, and they need access to savings, insurance, and other financial and non-financial products to strengthen their businesses. Most women's small and mediums' enterprises (WSMEs) in the region cannot access markets to sell their products, grow beyond microenterprises, or move out of lower-productivity sectors. IP also have less access to financial services, often because the geographical areas where most IP live have limited access to financial services.
- (vi) One-quarter of women ages 15-49 in LAC have experienced physical or sexual violence in their lifetime, with rates ranging from 16% to 42% (WHO, 2021). Femicide rates in LAC are among the highest in the world (UNODC, 2018). LGBTQ+ persons, and transgender women in particular, experience higher rates of sexual and gender-based violence (SGBV) than non-LGBTQ+ persons (Meyer et al., 2021). 2021 was the deadliest year for sexual orientation and gender identity (SOGI) minorities since monitoring began by Transgender Europe in 2009, with over half of the deaths occurring in LAC (TMM, 2021). Women with disabilities also experience higher rates of SGBV than women without disabilities.

2.3 In response to this context, the IDBG has two instruments that guide its work, determine priority lines of action, and establish targets along the different windows of the institution for G&D. The [Gender and Diversity Sector Framework Document](#) (G&D SFD) and the [Gender and Diversity Action Plan 2022-2025](#) (GDAP).

- 2.4 The G&D SFD has identified three challenges to address these persistent inequities: structural inequities, unequal treatment for the same characteristics, and weak institutional capacity to design and execute gender and diversity (G&D) policies. These challenges limit opportunities, generate barriers to inclusion, and manifest persistent gaps in economic empowerment, access to quality services, and agency and voice for women and diverse groups. The first challenge refers to long-standing structural factors contributing to inequalities such that gaps persist even if opportunities are equal at face value. The second challenge refers to biased treatment predominantly documented by race, ethnicity, SOGI. Lastly, the third challenge points to insufficient resources, frameworks, and data, which limits the ability to design and implement effective G&D policies in the region.
- 2.5 The IDBG [Gender and Diversity Action Plan](#) (GDAP) operationalizes the IDBG commitments to G&D into concrete targets through financial operations, country strategies, analytical work, and other initiatives. The GDAP (as well as the previous gender and diversity action plans) places substantial emphasis on quality mainstreaming in the design of operations, which has resulted in significant progress in the number of operations that satisfy specific criteria for gender and/or diversity strategic alignment (GSA, DSA).³ IDB's commitment to this plan is evident from the fact that in 2023, 95% of its operations were aligned with gender, and the percentage of operations with DSA grew from 25% in 2021 to 77% in 2023. The GDAP organizes the objectives and areas of action under four pillars: (i) contribute to the creation of an enabling environment for advancing gender equality and diversity in the IDBG borrowing member countries through data collection, country strategies, knowledge generation, communications, and capacity building; (ii) expand the quantity and quality of IDBG projects that support G&D throughout the project cycle, including mainstreaming gender and diversity-focused projects and project components, mainstreaming, and focused technical cooperation; (iii) strengthen the IDBG's focus on G&D results in project execution and evaluation; and (iv) refine internal incentive structures for improved synergies and collaboration.
- 2.6 Relevant opportunities for improvement remain open. Although 2023 saw a remarkable increase in the number of projects supporting G&D across IDBG windows, progress is not uniform across sectors or countries. All operations approved in 2023 by the Infrastructure and Energy Sector and the Integration and Trade Sector were aligned with gender. The Institutions for Development Sector had 97% of approved operations with GSA, the Social Sector 91%, and the Climate Change and Sustainable Development Sector 88%. In terms of countries, the Country Department Southern Cone led with 97% of its operations mainstreaming gender, followed by the Country Department Andean Group and Country Department Central America, Mexico, Panama, and Dominican Republic with 96% GSA, and the Country Department Caribbean Group with 82% GSA. For diversity, the percentage of operations with DSA in the IDB is 77%, a significant increase over previous years. However, this upward trend is greater in some groups than others, as less than 20% of operations in 2023 focused on Afro-descendants or LGBTQ+ populations.
- 2.7 The quality of G&D mainstreaming can vary significantly across operations. Projects can increase the quality of alignment, by increasing the depth of the interventions,

³ Gender (and/or diversity) strategic alignment requires an operation to have a precise diagnostic of a gender (and/or diversity) issue or gap, at least one activity or solution that addresses the issue identified in the diagnostic, and at least one indicator related to gender (and/or diversity).

using intersectional approaches, being more ambitious in what they expect to achieve, and strengthening their implementation. The level of indicators in the project results matrix at design can be considered a proxy for the quality of mainstreaming at entry. Including specific indicators that measure differentiated project results at the level of a specific or general objective is considered higher quality mainstreaming and more ambitious in what they expect to achieve than those that only include output indicators. Of all IDB projects approved in 2023 with gender-related results in design (90), a total of 64% (58) included indicators related to the general or specific objectives, slightly below the baseline for 2019-2021 of 67%. For the case of diversity, of all the projects with diversity-related results approved in 2023 (72), 51% (37) had at least one indicator related to the general or specific objective, a slight improvement from the baseline level of 49%.

- 2.8 Increasing the quality of mainstreaming opens opportunities to influence more complex and nuanced G&D gaps. Consider the education sector as an example. If the indicator associated with an objective is to close the gap in learning outcomes across gender and ethnicity, intercultural bilingual education is more likely to be considered since it has been shown to improve learning outcomes, especially for Indigenous students.⁴ While the IDB is committed to increasingly reaching higher quality mainstreaming in all of its operations, it recognizes this is a gradual process that encounters many challenges, including country priorities, executing agency and client leadership, limited G&D evidence, data, and capacity within the executing agency and clients, insufficient availability of technical support by IDB Group in-country, or lack of continuity of key activities identified in project design during implementation. For sectors with a younger portfolio of projects addressing G&D, establishing more ambitious results will require enhanced technical support and dialogue with counterpart agencies.
- 2.9 **German Support for Gender Mainstreaming.** Germany and the IDB have long partnered to promote sustainable and inclusive development in LAC. Climate action, greening the financial markets, TVET, and green skills, to name a few, are critical areas of joint action. More recently, with the adoption of Germany's new development policy priorities, G&D are equally relevant areas of collaboration. In embracing a feminist development policy, Germany aims to address the region's challenges, exacerbated by the COVID-19 pandemic, and promote rights, resources, and representation for all. On their part, IDB is committed to collaborating with LAC countries to promote gender equality and women and girls' empowerment and inclusion of diverse groups using IDB's financial, technical, and knowledge instruments.
- 2.10 The IDB has extensive experience in project design, implementation, and evaluation in diverse areas of G&D issues in LAC. The Bank has helped countries manage the challenges related to G&D through knowledge creation and dissemination, policy dialogues, technical assistance, and loan operations.
- 2.11 The technical cooperation (TC), supported by the Government of Germany through the Federal Ministry for Economic Cooperation and Development (BMZ), focuses on G&D mainstreaming, including intersectionality, and will respond to public client's requests and identified needs by supporting regional and country-specific technical assistance activities. Specifically, this technical cooperation will receive the resources

⁴ For a meta-analysis please see [Näslund-Hadley & Santos \(2022\)](#).

that will be used to: (i) generate knowledge and tools that will strengthen the technical capacities of IDB teams and government counterparts to mainstream G&D in sectors that have had slower progress in this area; and (ii) support G&D mainstreaming in prioritized projects. Additionally, this TC complements other TCs that have the goal of supporting the mainstreaming of G&D at the regional level (RG-T4121) and the country level (BO-T1633, EC-T1540, BR-T1560, and ME-T1508).

- 2.12 **Objective.** The objective of this TC is to support the existing efforts of the IDB towards achieving gender equality, empowerment of women and girls, and diversity inclusion by strengthening its mainstreaming process. Its goal is to generate and strengthen analytical and operational knowledge and the institutional capacities for designing and implementing programs and policies to contribute to gender equality, empowerment of women and girls, and diversity inclusion in the region, specifically in the sectors where it has been most difficult. The specific objectives are: (i) to generate technical knowledge and tools on how to increase the depth and quality of G&D mainstreaming (as proxied by the inclusion of outcome or impact level indicators) for public sector counterparts and IDB staff; and (ii) to support G&D mainstreaming in specific projects through activities and evaluations.
- 2.13 **Beneficiaries.** All borrowing member countries of the IDB will be eligible to benefit from this project. Specific countries that would be beneficiaries will be defined during the project implementation phase. The results from Component 1 will be public goods benefiting all member countries. The activities resulting from Component 2 financed by this TC will support investment projects financed by the IDB.
- 2.14 **Strategic Alignment.** This TC is consistent with the Institutional Strategy of the IDBG: Transforming for Greater Impact and Scale (CA-631) and is aligned with the objective of reducing poverty and inequality since it will support the strengthening of the G&D alignment of operations, contributing to decrease inequalities by G&D. This TC is also aligned with the following areas of operative focus: (ii) gender equality and inclusion of diverse population groups, and (iii) institutional capacity, rule of law, and citizen security. It is also aligned with the Gender and Diversity SFD (GN-2800-13) and the IDB GDAP 2022-2025 (GN-3116-1), where priorities are identified for the IDB to strengthen institutional capacity on G&D and contribute to the creation of a stronger enabling environment for advancing gender equality, development with identity, and inclusion of diverse population groups in the development process.

III. DESCRIPTION OF ACTIVITIES/COMPONENTS AND BUDGET

- 3.1 **Component 1. Strengthening the analytical and operational knowledge of G&D mainstreaming (US\$300,000).** This component will support the depth and quality of G&D mainstreaming by strengthening analytical and operational knowledge and tools of G&D issues in selected sectors. This component will finance: (i) assessments or guides containing best practices and recommendations designed to aid project teams and public sector counterparts to mainstream G&D during all project phases for selected sectors. This includes a review of the state of the knowledge on the topic, literature review, international agreements, opportunities for improvement, identification of key partners and stakeholders, and lessons learned from IDB's operations; (ii) dissemination and communication of assessments and guides through audiovisuals, webinars, workshops, or events, aimed at generating dialogue and sharing technical and operational knowledge among key stakeholders about G&D mainstreaming

- 3.2 **Component 2. Supporting G&D mainstreaming in prioritized projects (US\$822,487).** This component will support strengthening the quality of G&D alignment by contributing to generating inputs that make it possible to execute key G&D activities in prioritized operations. Operations that are in execution and that include a gender and/or diversity result or impact indicator will be prioritized. This component will finance: (i) training to project teams and executing agencies in topics such as gender-sensitive budgeting, inclusive stakeholder engagement, and impact monitoring; and (ii) technical support and inputs to develop tools and/or products that increase the quality and depth of the G&D activities of selected projects (such as digital tools, G&D assessments tailored to the project, communication materials, etc.).
- 3.3 **Other costs (US\$60,000).** Other expenses include a consultancy to support the supervision, monitoring, and evaluation of the TC. These resources may not supplement the budget of the IDB for routine and customary activities.
- 3.4 **Expected Results.** The expected results of this TC are (i) the strengthening of IDB teams and public sector counterpart capacity to mainstream G&D in selected sectors through the production of technical knowledge and best practices; and (ii) the increase in the percentage of operations that have and maintain quality GSA and DSA during execution. Specifically, the TC will produce at least seven guides under Component 1 and directly support the mainstreaming of G&D in at least five projects under Component 2.
- 3.5 **Budget.** The total cost of this TC is US\$1,182,487.00. The Government of Germany, through the Federal Ministry of Economic Cooperation and Development (BMZ) expects to commit EUR €1,092,500.00 to this project, which is equivalent to US\$1,182,487.00, based on the exchange rate of US\$0.9239 as of October 24th of 2024. Final resources in US dollars will depend on the exchange rate of the date when the resources are received by the Bank and converted into US Dollars. If a fluctuation in the exchange rate reduces or increases the amount of US dollars in this budget and, in case of reductions, the contingency line cannot cover such amount, the project activities will be increased or decreased as appropriate, and the budget will be adjusted accordingly by the project team.

Table Indicative Budget (US\$)

Component	Description	Amount
Component 1	Strengthening the analytical and operational knowledge of gender and diversity mainstreaming	300,000
Component 2	Supporting gender and diversity mainstreaming in prioritized projects	822,487
Other	Support to the supervision, monitoring, and evaluation of the TC	60,000
Total		1,182,487

- 3.6 Resources for this project will be received from the Government of Germany through the Federal Ministry of Economic Cooperation and Development (BMZ) through a Project Specific Grant (PSG). A PSG is administered by the Bank according to the

“Report on COFABS, Ad-Hocs and CLFGS and a Proposal to Unify Them as Project Specific Grants (PSGs)” (Document SC-114).⁵ As contemplated in these procedures, BMZ's commitment will be established through a separate Administration Agreement. Under such agreement, the resources for this project will be administered by the Bank. The disbursement and execution period is 36 months and there will not be counterpart funding.

IV. EXECUTING AGENCY AND EXECUTION STRUCTURE

- 4.1 **Executing Agency.** This TC will be executed by the IDB, through the Gender and Diversity Division (SCL/GDI), due to being a regional TC and the technical and operational expertise of the Bank which allows for an effective implementation.
- 4.2 **Technical and Fiduciary Responsibility.** The IDB, through SCL/GDI, will be responsible for implementing and supervising the BMZ resources as a PSG contribution. SCL/GDI, through the project team, will be responsible for the technical supervision of this project in coordination with the corresponding sector division of the Vice Presidency for Sectors and Knowledge (VPS) and the respective Country Office. The IDB will lead the country's dialogue, implementation, and programmatic oversight of project implementation activities.
- 4.3 **Eligibility and Prioritization.** Beneficiary countries will benefit from this TC through the support to investment projects implemented in the IDB borrowing member countries. Investment projects to be supported will be prioritized based on the following criteria: (i) First priority will be given to projects with direct investment components. If the number of such projects exceeds available resources, preference will be given to those with interventions that can be implemented at scale, followed by those that mobilize additional resources to generate evidence. If no direct investment projects are presented, (ii) Second priority will go to projects with impact-level indicators, with further prioritization for interventions that can be implemented at scale and those that mobilize additional resources to generate evidence. If no projects with impact-level indicators are submitted, (iii) Third priority will be assigned to projects with outcome-level indicators, applying the same sub-criteria of scalability and resource mobilization for evidence generation. The planned resource allocation will follow a phased approach: 35% of resources will be allocated in 2025 to at least two projects, 40% in 2026 to at least two projects, and 25% in 2027 to at least one project, with assessments conducted the first quarter of each year to select projects.
- 4.4 Activities sponsored must contribute to the Results Matrix as a condition for eligibility and the target areas described in each component. Actions contributing to transferring capacities and learning about G&D issues for the countries participating in this TC will be considered.
- 4.5 **Procurement.** All procurement to be executed under this Technical Cooperation have been included in the Procurement Plan (Annex II) and will be hired in accordance with the applicable Bank policies and regulations as follows: (a) Hiring of individual consultants, as established in the regulation on Complementary Workforce (AM-650); and (b) Contracting of services provided by consulting firms and the contracting of

⁵ Document SC-114 is an IDB official document that unifies COFABS, Ad-Hocs and CLFGS and regulates project specific grants (PSG)

logistics services and non-consulting services in accordance with the Corporate Procurement Policy (GN-2303-33) and its Guidelines.

- 4.6 The Team Leader will be responsible for supervising the consultancies hired, with support from the project team members.
- 4.7 Resources are expected to be executed during a period of 36 months upon the approval of the technical cooperation. With resources from the technical cooperation, the Bank will hire a part-time consultant for the life of the TC who will support the team leader in managing the TC. Therefore, the IDB, through the Gender and Diversity Division (SCL/GDI), will oversee budget execution. SCL/GDI will supervise the coordination with the rest of the Group for the preparation and execution of individual activities.
- 4.8 **Monitoring and Reporting.** The Project Team Leader will be responsible for the preparation and submission of the project report to the Donor, which will be fulfilled in compliance with the stipulations of the Administration Agreement. The project team will comply with the submission of the TC Monitoring and Reporting System (TCM), according to the document OP-1385-4.
- 4.9 **Intellectual Property Rights.** The Bank shall own any and all intellectual property rights in relation to any Material developed with the resources of the Contribution. The Bank will grant to the Donor a royalty-free, irrevocable and perpetual license to use, publish or distribute all such Materials or any other intellectual property rights. The word "Materials" may include, but is not limited to reports, studies, photographs, computer programs, drawings, writings or other similar works or documents, along with all supporting data and material, produced under the Administration Agreement. The Bank agrees to provide the Donor with copies of the Materials at no cost.

V. PROJECT RISKS AND ISSUES

- 5.1 The work proposed in this TC is mostly technical and some of these topics are relatively new in the region. Risks are mainly associated with low engagement of the different stakeholders, difficulties/delays related to mainstreaming efforts, and sustainability. To mitigate these risks, the team will ensure close technical follow-up and quality control of the support provided, which is also one of the reasons why this TC is executed by IDB. Success is also contingent on strong ownership of the beneficiaries. Capacity-building activities, such as training workshops and participatory knowledge-sharing events, will equip project teams and public sector counterparts with the skills and frameworks necessary to advance gender and diversity (G&D) mainstreaming efforts. To enhance engagement, beneficiaries will be actively involved in the design and implementation phases, ensuring their needs and priorities shape the outputs. To promote sustainability, the TC will emphasize creating replicable and scalable tools that can be institutionalized. Resources such as operational guides, diagnostic tools, and training modules will be developed with a long-term perspective, enabling continued use beyond the duration of the TC.

VI. EXCEPTIONS TO BANK POLICY

- 6.1 This TC does not contemplate exceptions to Bank policies.

VII. ENVIRONMENTAL AND SOCIAL STRATEGY

- 7.1 This technical cooperation is not intended to finance pre-feasibility or feasibility studies of specific investment projects or environmental and social studies associated with them; therefore, this TC does not have applicable requirements of the Bank's Environmental and Social Policy Framework (ESPF).

REQUIRED ANNEXES

- Annex I. Results Matrix.
- Annex II. Procurement Plan.
- Annex III. Terms of Reference.
- Annex IV. Gender and Diversity Alignment Checklist.