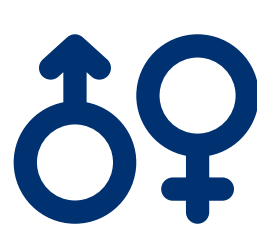


The Gender Action Plan is a document that **sets out strategies for integrating a gender perspective into every stage of the Fi Wi Riif initiative**. It seeks to guarantee equitable participation of women and men in activities and decisions. It promotes fair access to resources, opportunities, and benefits, recognizing their different roles, contributions, and challenges. It also focuses on their safety and on recognizing the value of their work in key areas such as artisanal fishing, tourism, and community development.

Guiding Concepts



Gender

A **social and cultural construct** that defines roles, responsibilities, and opportunities.



Gender equity

A conceptual and methodological tool that **allows the identification, understanding, and addressing of the needs**, perceptions, interests, roles, responsibilities, and levels of participation of women and men. It is expressed through:

- **Protection and participation** of children and adolescents.
- **Recognition of gaps** in the use and control of natural resources.
- **Empowerment to influence** social and community **decisions**.



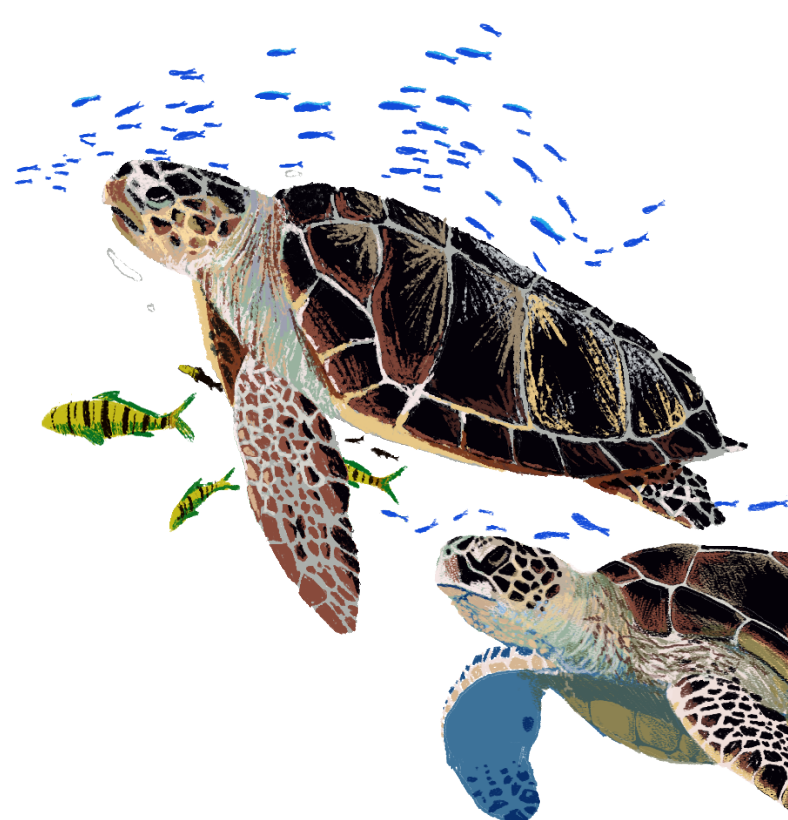
Gender-based violence prevention

Actions to prevent physical, sexual, or psychological **harm** that limits participation, particularly among women.



Transformative approaches

- **Grounded in human rights**.
- **Inclusive** (not focused solely on women).
- **Intersectional** (recognizes multiple identities and factors).



Principles

- **Eliminate, prevent, and address any act of discrimination, exclusion, violence, or violation** of rights on the grounds of gender.
- **Eliminate, prevent, and address any harm, damage, or injury** to children and adolescents, whether physical, sexual, psychological, or of any other kind.
- **Promote empowerment** and gender equality.
- **Strengthen protective environments** for early childhood, children, and adolescents.

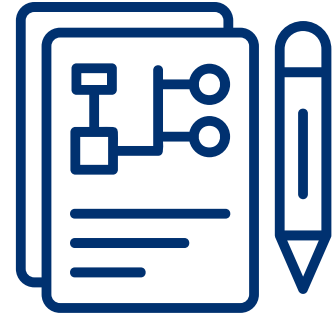


How do we implement it?



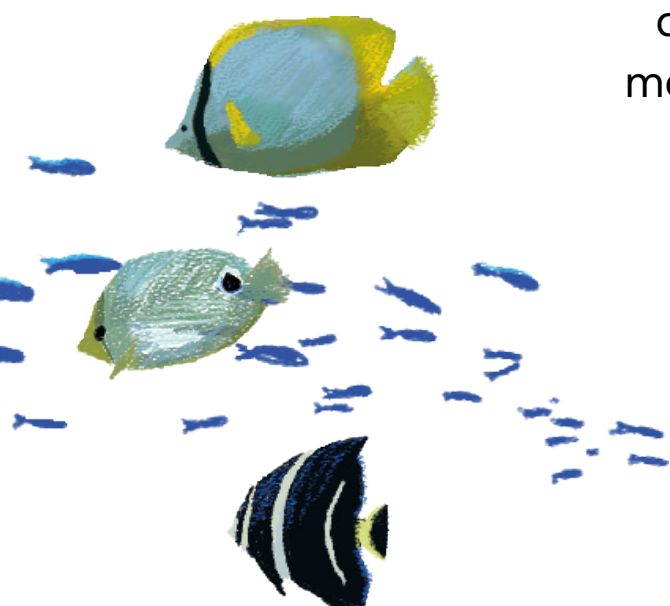
Gender-focused analysis

Applied throughout the different phases of the project: planning, design, implementation, monitoring, and evaluation.



Gender assessment

We analyze the socioeconomic context, roles and access to resources, spaces and forms of participation and decision-making, barriers and risks, and gender-based violence.



What risks have we identified, and how do we address them?

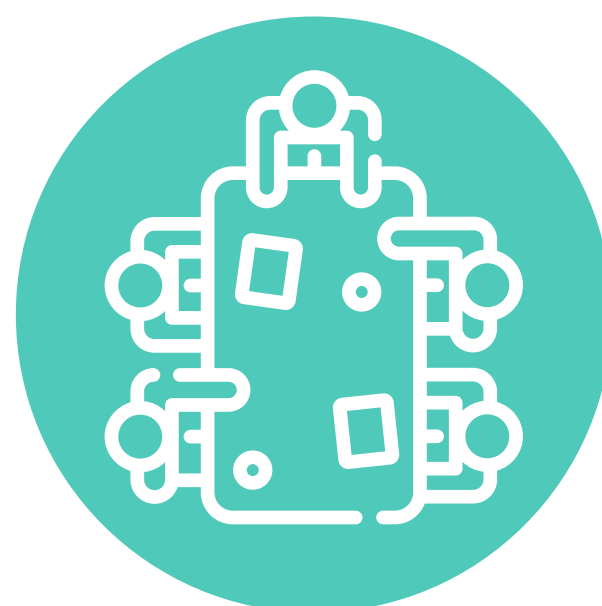


During the formulation of Fi Wi Riif, **we identified certain risks** with a very low likelihood of occurrence, that could arise from the implementation of project activities:

- Discrimination against men or women.
- Inequality.
- Adverse impacts on rights or livelihoods.
- Gender-based violence.

As **mitigation measures** to prevent and avoid these risks, we promote:

- Balanced participation.
- Diverse teams (in terms of age, gender, ability, and other factors).
- Identifying and including women as a heterogeneous group.
- Calls for proposals focused on women, as a positive measure.
- Training and capacity-building spaces.
- Communication materials designed for the sociocultural context.
- Monitoring of results.



What do we promote through the project?



- Inclusive and meaningful participation.
- Economic and training opportunities.
- Participation in decision-making.
- Awareness-raising on equality and coexistence.
- Monitoring and complaint mechanisms with a gender approach.

More Information

Second Floor, José Chidling Archbold Parish Hall
St. Mary Star of the Sea Parrish
San Luis, Flat Form Sector – San Andrés Island
Email: fiwiriif@fondoaccion.org
Cell phone: +57 315 8179258

