

TECHNICAL COOPERATION DOCUMENT

I. BASIC INFORMATION FOR TC

▪ Country/Region:	BRAZIL
▪ TC Name:	Strengthening the analytical and operational agenda of gender and diversity mainstreaming in Brazil
▪ TC Number:	BR-T1536
▪ Team Leader/Members:	Rachter De Sousa Dias, Laisa (SCL/GDI) Team Leader; Morrison, Judith Anne (SCL/GDI) Alternate Team Leader; Andrea Beltran (SCL/GDI); Catalina Quintero Rodriguez (SCL/MIG); Delvasto Otalora, Nicolas (SCL/MIG); Gouvea Gomes, Livia (SCL/LMK); Moreno, Michelle Leonor (ITE/IPS); Pia Zapata Penaloza (SCL/GDI); Verissimo Da Silva, Carolina (LEG/SGO) Gouvea Gomes, Livia (SCL/LMK); Pia Zapata Penaloza (SCL/GDI); Verissimo Da Silva, Carolina (LEG/SGO)
▪ Taxonomy:	Client Support
▪ Operation Supported by the TC:	.
▪ Date of TC Abstract authorization:	29 Sep 2022.
▪ Beneficiary:	Federative Republic of Brazil, through the Ministry of Women, Family and Human Rights
▪ Executing Agency and contact name:	Inter-American Development Bank
▪ Donors providing funding:	OC SDP Window 2 - Social Development(W2E)
▪ IDB Funding Requested:	US\$300,000.00
▪ Local counterpart funding, if any:	US\$0
▪ Disbursement period (which includes Execution period):	36 months
▪ Required start date:	January 1st, 2023
▪ Types of consultants:	Individuals, Firms
▪ Prepared by Unit:	SCL/GDI-Gender and Diversity
▪ Unit of Disbursement Responsibility:	SCL/GDI-Gender and Diversity
▪ TC included in Country Strategy (y/n):	No
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Diversity; Gender equality; Institutional capacity and rule of law

II. OBJECTIVES AND JUSTIFICATION OF THE TC

- 2.1 **Justification:** Brazil is a continental country with very different characteristics among its regions, states, and municipalities. These regional inequalities are expressed in various sectors and are deeply influenced by markers of sex and race. Women, indigenous peoples, Afro-descendants, people with disabilities, and LGBTQ+ individuals jointly comprise at least two-thirds of the region's population. Still, sheer numbers do not ensure full social and economic inclusion. While progress has been made in reducing poverty and improving social indicators, Brazil continues to be characterized by persistent social and economic inequalities across gender and diverse groups, with wider gaps along intersectional identities.

Women earn, on average, 30% less than men with the same qualifications¹, a wage penalty that has not declined over the past two decades. The gap of 10 percentage points in formal employment across Afro-descendants and non-Afro-descendants is also persistent, with Afro-descendant women least likely to be employed in formal jobs². While health outcomes have improved considerably, infant mortality rates and chronic malnutrition rates for children remain higher for indigenous populations and Afro-descendants in many regions of the country. People with disabilities continue to be excluded from schooling and face higher poverty rates than people without disabilities, while LGBTQ+ individuals face disproportionately high rates of violence. Moreover, the evident and disproportionate impacts of the COVID-19 crisis on women and diverse groups revealed that the progress achieved had been fragile.

- 2.2 However, for several sectors and population groups, there is a demand for an updated diagnosis and data to identify these gaps at the subnational level. The delay of the 2022 Census, still in progress, and the difficulty of processing administrative data hinder the generation of data at the municipal level with sex and race disaggregation, which is essential to develop diagnosis and prioritizing issues for mainstreaming G&D in the Bank's operations. Although the country has a rich set of administrative data to generate information to overcome this limitation, Big Data demands computation capacity and analytical skill, demanding the availability of data analytics tools to collect, manage, and analyze the data to inform intelligent decision-making.
- 2.3 From the view of government strategy, the lack of diagnosis based on disaggregated data also poses a challenge to designing strategies to promote equality of opportunities between men and women. Besides, policies targeted at reducing these inequalities are still pulverized in various initiatives in the country. For example, the Women's Qualification Program from Brazil's Ministry of Women, Family, and Human Rights (MWFHR), targeted to promote women's employment, needs to have standard guidelines for its implementation at the national and sub-national level. Besides, the program design may benefit from quantification of the demand for workers that take into consideration regional and demographic characteristics. Finally, these programs need systematized tools to monitor their implementation and assess their effectiveness.
- 2.4 Furthermore, it is unclear how positive experiences could be escalated, or actions could be identified and corrected without a previous impact assessment of some government initiatives. For example, the MWFHR points out that there needs to be more information on the demand for workers' skills by sector, even at the national level and especially at the local and sectoral levels. Although several administrative data in various areas of interest are available to shed light on these topics, the computational costs and technical expertise required to process and analyze this data hinder generating such information. Other strategies of the MWFHR target equality of opportunities between women and men and would benefit from actions to support their design, execution, monitoring, and evaluation.
- 2.5 **Objective:** The objective of this Technical Cooperation (TC) is to strengthen the analytical and operational knowledge of the gender and diversity (G&D) agenda in

¹ Own estimates using the Brazilian Household Survey (PNADC), 2019-2020.

² [Brazilian Institute of Geography and Statistics \(IBGE\)](#), 2020.

Brazil, at the national and subnational level, to i) support the mainstreaming of G&D in the IDB's operations in Brazil; and ii) support policy dialogue and the identification of interventions to help reduce inequalities among groups and promote policies in favor of the inclusion of women and vulnerable groups.

- 2.6 **Strategic alignment.** The TC is aligned with the Bank's operational priorities and policies to promote the development and improvement of the living conditions of population groups in situations of vulnerability, including the IDB Group Gender and Diversity Action Plan 2022–2025 (GN-3116-1), for its objective of turning institutional commitments to gender equality and empowerment into action through a more significant effort to generate analytical products applied to public policy, strategies and programs on the matter. Likewise, the TC is consistent with the Second Update of the Institutional Strategy (UIS) (AB-3190-2) regarding the cross-cutting issues of gender equality and diversity and enhancing institutional capacity and the rule of law by targeting a vulnerable region and population and providing technical assistance to support gender and diversity strategies within public entities; respectively. It also aligns with the cross-cutting themes of (i) Gender equality and diversity by laying the grounds to improve mainstreaming of gender and diversity in operations and the IDB Group Country Strategy with Brazil 2019-2022 (GN-2973). The TC also aligns with the Gender and Diversity Sector Framework Document (GN-2800-8), which fosters development with identity and the inclusion of the four diverse groups and with the IDB Group Country Strategy with Brazil (GN-2973), which also highlights issues of gender and diversity as a transversal area. Finally, this TC is consistent with the Ordinary Capital Strategic Development Program (OC SDP) Window 2 – Social Development (W2E), Priority Area 5: support IDB and clients to reduce poverty and inequality and foster social inclusion, gender equality and diversity through projects and programs, as per GN-2819-14.

III. DESCRIPTION OF ACTIVITIES AND BUDGET

- 3.1 **Component I: Technical assistance to strengthen gender and diversity mainstreaming in Bank's operations in Brazil (US\$200,000).** This component aims to contribute to the generation of data and inputs that make possible to mainstream the key issues of G&D in the Bank's operations in Brazil, both in their design and execution phase. It would finance: i) the generation of disaggregated data at subnational and municipal levels (based on the country's public administrative microdata and data from the 2022 Census³); ii) the generation of inputs that make possible to mainstream key G&D topics in the country's operations, both in the project preparation and execution phase, including non-reimbursable operations; iii) activities to support G&D mainstreaming and strategic alignment, such as surveys, pilot studies⁴, and impact evaluations.
- 3.2 **Component II: Strengthening capacity building on gender and diversity ministries, secretariats, and other institutions focused on reducing inequalities for women and underrepresented groups (US\$100,000).** This

³ Only publicly available information will be considered. No personal data will be gathered and/or included in the final products.

⁴ The pilot studies intend to finance consultancies to evaluate the best design of policy interventions to be undertaken by G&D entities.

component will focus on supporting the strengthening of prioritized government strategies and studies with the national and subnational governments that affect women and underrepresented groups. For this purpose, the component will finance: i) analytical studies to provide diagnoses, baselines, the definition of indicators, and other inputs for the fulfillment of the agendas of equality of opportunities between men and women linked to the country's strategies and programs of the national and subnational governments; ii) implementation of activities to promote women's inclusion and the strengthening of institutional capacity of the agencies and directorates that deal with women's equality; iii) dissemination and communication of publications, audiovisual elements, and events that promote dialogue, programs, and/or strategies on gender in Brazil for both an internal and external audience.

- 3.3 **Expected Results.** Regarding component 1, the expected results are: (i) Operations and strategic pilots strengthened on gender and/or diversity issues. Regarding component 2, the expected results are: (i) prioritized strategies strengthened; (ii) strengthened institutions, agencies, or directorates with a mandate and leadership on gender issues; and (iii) pieces of communication on gender and diversity generated and disseminated at the institutional and civil society levels.
- 3.4 **Budget.** The total cost of this TC is US\$300.000. It would be financed by the Bank with resources from the OC SDP Window 2 - Social Development (W2E). No local counterpart is foreseen.

Indicative Budget

Component	Description	IDB/OC SDP (W2E)	Total Funding
Component 1	Technical assistance to intensify gender and diversity mainstreaming in operations in Brazil.	US\$200,000.00	US\$200,000.00
Component 2	Strengthening capacity building on gender and diversity ministries, secretariats, and other institutions focused on reducing inequalities for women and underrepresented groups	US\$100,000.00	US\$100,000.00
Total		US\$300,000.00	US\$300,000.00

IV. EXECUTING AGENCY AND EXECUTION STRUCTURE

- 4.1 **Executing agency.** The Federal Republic of Brazil, through the MWFHR, requested that the Bank be the executing agency for this TC through its Gender and Diversity Division (SCL/GDI).
- 4.2 The justification for Bank execution is aligned with the provisions of the Procedure for Processing Technical Cooperation Operations and Related Matters (OP-619-4), considering the following aspects: (i) the Bank's institutional capacity to duly and timely execute the activities. Component 2 focuses on strengthening capacity

building in G&D institutions, including the MWFHR and, therefore, execution by the Bank will allow for efficient execution of the TC; and (ii) the technical and operational expertise of the Bank in the design, monitoring, and efficiency assessment of development projects are an asset to help the MWFHR and other institutions to prioritize and improve the implementation of activities in programs, policies, and pilots to promote women's inclusion. The IDB will maintain a close and constant dialogue with the MWFHR and other government counterparts that may be involved in the expected activities throughout all execution stages. The MWFHR's focus on this project will be equal opportunities for men and women.

- 4.3 **Technical and fiduciary responsibility.** The Gender and Diversity Division of the Bank, through the team leader and Country Office specialists, will be responsible for the technical supervision of this TC. Specifically, the team leader and the specialists that make up the team will supervise the delivery of quality consultancies and knowledge products generated according to their areas of knowledge. The execution period of the TC is 36 months.
- 4.4 **Procurement.** To execute the TC, the Bank will contract the services of individual consultants and consulting firms following the applicable policies and procedures. The activities under this TC have been included in the Procurement Plan (Annex IV). They will be executed following the Bank's established procurement methods, namely: (a) Contracting of individual consultants, as established in the regulations AM-650; (b) Hiring of consulting firms for services of an intellectual nature according to GN-2765-4 and its associated operational guidelines (OP-1155-4) and (c) Hiring of logistics services and other services other than consulting, according to the GN 2303-28 policy.
- 4.5 **Intellectual Property Rights.** In principle, the knowledge products that result from this TC will be the Bank's intellectual property and may be made available to the public under a creative commons license. However, at the request of the MWFHR or other national/subnational government counterparts that may benefit from this TC, the intellectual property of said products may also be licensed or transferred through specific contractual commitments that will be prepared with the advice of LEG.

V. PROJECT RISKS AND ISSUES

- 5.1 The risks identified for the TC are the following: i) in some local subnational governments, there are no defined instances targeted to women's equality of opportunities, being more focused on social assistance instead, which makes it difficult to establish a sustainable dialogue at the subnational level. To mitigate this risk, the TC project team will give preference to working with instances that already have a well-defined team in charge of the intersectionality of G&D; (ii) the 2022 elections for the national and state governments changed the management of policies in these areas, and this could change the priority of some local authorities, including at the federal level. To mitigate this risk, the TC project team will seek to involve a more permanent technical team from the government and target consensus actions such as equality of opportunities among women and men; and (iii) unforeseen events related to the COVID-19 crisis may impact the implementation of the activities and to mitigate this risk, the TC project team will be attentive to the scenario to ensure the safe execution of all activities.

VI. ENVIRONMENTAL AND SOCIAL STRATEGY

- 6.1 This TC will not finance feasibility or pre-feasibility studies for investment projects nor associated environmental and social studies for which it does not have applicable requirements of the Bank's Environmental and Social Policy Framework (ESPF).

REQUIRED ANNEXES:

[Request from the Client - BR-T1536](#)

[Results Matrix - BR-T1536](#)

[Terms of Reference - BR-T1536](#)

[Procurement Plan - BR-T1536](#)