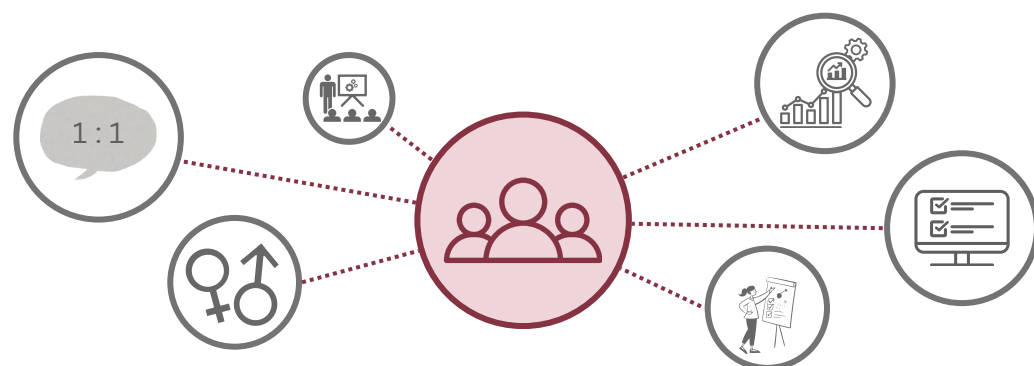


Introduction

The **Gender Scaling Financing Facility (GSFF)** and its scale-up version - **GSFF+** - are ambitious initiatives designed to mainstream gender inclusion across the impact ecosystem in Latin America. These two facilities provided technical and financial assistance to social ventures, investors, and entrepreneur support organizations (ESOs) to help them embed a gender lens into their strategies and operations.



The facilities offered **workshops with peers, one-to-one advisory, small grants** to implement specific gender targets, and **blended finance**. Participants also had access to a suite of practical tools, including an employee survey, a 360-degree gender assessment, a KPI selection tool, as well as best practices and case studies based on real-life examples from the region. To measure actual progress and build the business case, **37 business and impact KPIs** were tracked across the portfolio, i.e. in collecting over **5,300 data points**.

Targets

Three audiences:

8

Investors

107

Social enterprises

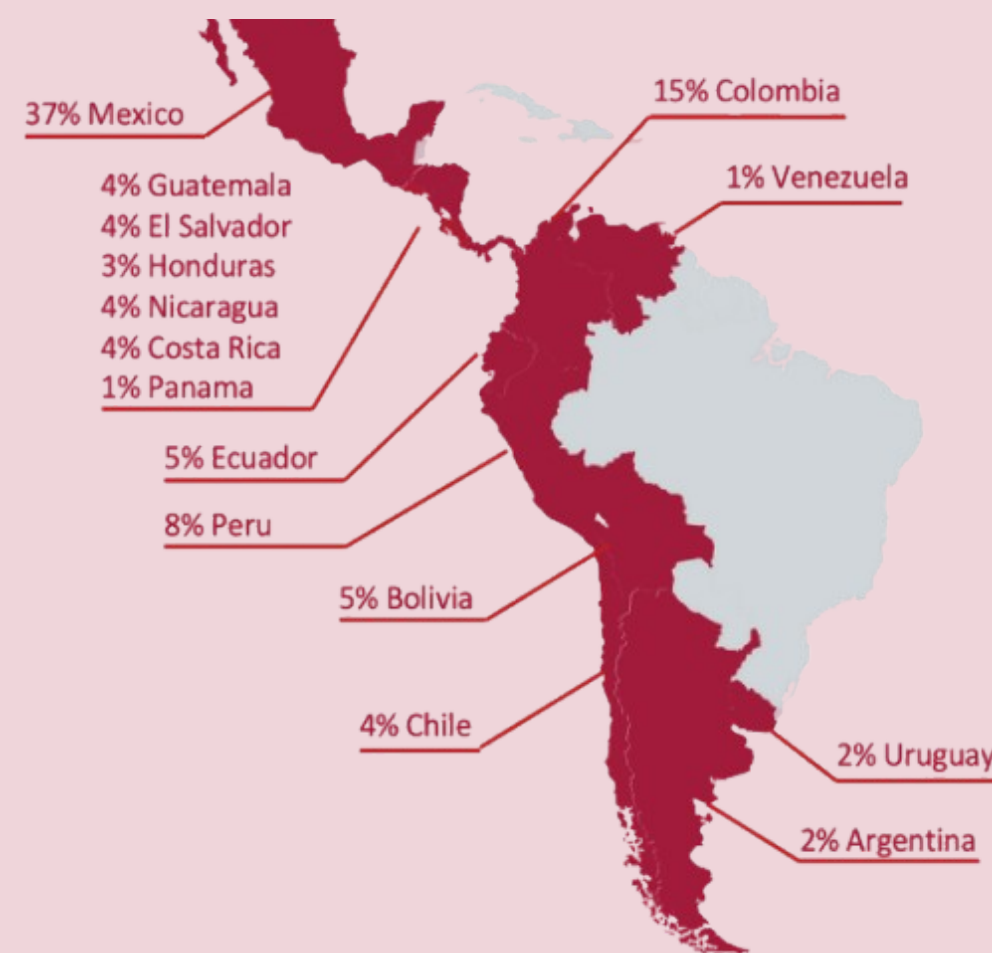
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ESOs

with

Diverse founder profiles
(men, women, non-binary, and mixed)

Trained and supported across
15 countries (sector-agnostic)



Program achievements

➤ Established the **rise** network

14 vetted local gender experts across Latam, will now be offering streamlined gender mainstreaming services on an affordable, localized, and financially sustainable basis.

➤ Deployed:

- 2 impact-linked deals (USD 100k-150k)
- 6 blended-finance loans (USD 25k-75k)
- 9 larger grants (USD 10k-25k)
- 78 micro grants (USD 700-5.6k)

➤ Resources:

- Online trainings for [ventures](#), [investors](#) and [ESOs](#)
- 2 “plug & play” gender training modules for ESOs ([leadership](#) and [pitching](#))
- “[Step-by-step recipes](#)” for the top 12 ‘gender fixes’ that organizations can pursue
- [List](#) of the 12 most relevant metrics to track
- [Gender KPI selection tool](#) to select the most relevant metrics for a given area of intervention
- [KPI benchmarking tool](#) to compare performance on selected gender-sensitive metrics

Program participants' achievements



140+ gender transformations successfully completed across 10 different intervention areas (e.g. gender-balanced hiring, gender-smart product design, gender-inclusive selection of suppliers).



Every **USD 1** invested into a venture generated **USD 42.8** in additional earned revenue per venture and **0.6 additional client/ user/ beneficiary** per venture in the period of a year.



Social impact

Attributable and additional business and social impact

- +19%** in **staff satisfaction**
- +22%** in **proportion of women in staff**
- +27%** in **women in leadership**

Business impact

- +42%** in **earned revenues**
- +77%** in **number of end beneficiaries**
- +35%** in **proportion of female beneficiaries**
- 20%** in **staff turnover rate**
- 22%** of ventures independently raised **external funding** thanks to gender efforts (**USD 10k-4.9m, average USD 406k**).



Testimony

“ConSuma Conciencia offers a digital marketplace and community to promote and commercialize sustainable, fair-trade and eco-friendly products, connecting conscious consumers with verified, socially responsible producers. By integrating a gender perspective, we have doubled the income of many female producers and our average monthly income has grown by 70%. We are now paving the way for a more inclusive and equitable scale-up.”

ConSuma Conciencia,
Verónica Bagnoli Fernández,
Founder and Director



What's next?



Expansion in Latam and other regions (Africa, MENA)

Want to get in touch?



Contact us: gender@lefilconsulting.com
Contact the [r.rise network](#) for hands-on gender support.

To explore further:



Visit our [website](#) and take LeFil's open-source [gender mainstreaming course](#).