

GENDER ACTION PLAN

| Activity | | Indicators/Targets ^{a,b,c} | Resp |
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| Output 1: Agricultural Value Chains in Oilseeds, Pulses and Horticultural Crops Promoted and Enhanced | | | |
| 1.1 | <p>Arrange community consultation in targeted service areas and information dissemination about the services, information, and trainings for farmers that will be provided by the FCs at irrigation system and at district levels.</p> <p>Construction of FCs in irrigation system and District level.</p> | <p>At least 40% women's participation in any kind of community consultation regarding information dissemination and decision making. Separate women farmers' meetings will be held to identify their constraints and assess their prioritized needs related to enhancing productivity, access to quality input, training, marketing, and alternative IGA.</p> <p>Each FC will include provision for child care facility and will be identified during training.</p> | DOA, PMO, NGO |
| 1.2 | Formation of an elected governing board to operate FCs (representing all socio-economic categories of the rural population as well as MOALI representation). | At least 20% women will be member of the governing board from all socio-economic categories of the rural population as well as from MOALI representation. | |
| 1.3 | Selection of extension officers to manage the FC and mobilize the services required; they will receive equipment (mobile phone running costs, motor cycles and operating cost, and field allowances). | 25% women extension officers will be selected for FC management and will receive equipment support. | |
| 1.4 | Undertake value chain analysis for farming households focusing on constraints of access to improved inputs and sustainable markets, opportunities, training needs of farming households. | At least 50% participants included in the value chain analysis process will be women and women headed farming households. | |
| 1.5 | Formation of CIG with farming households and selection of 2-3 members as leaders who will receive training and share information with other members. | At least 30% women will be member of all CIGs. | |
| 1.6 | Arrange demonstrations and trials on improved crop varieties on farmers' field based on need assessment of the farming households. | Extension services trials and demonstrations will be organized at least 30% women farmers field with the proper assessment of their prioritized needs. | |
| 1.7 | Formation of FFS | At least 30% women farmers will be participants in FFS. | |
| 1.8 | Common activity groups of landless entrepreneurs and identify their technical needs and create links with vocational training institutes, provide business management training, support the elaboration of business plan, market studies, and loan applications; undertake simple value chain analysis and marketing studies, and foster linkages with other stakeholders | At least 30% landless women entrepreneurs will be members of common activity group and women entrepreneurs' technical needs and trainings will be assessed. | |
| 1.9 | Arrange alternative IGA for the landless and women. | At least 50% landless women households among total landless households will receive support for alternative IGA. | |

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| 1.10 | Provide technical training to local farmers on support to post harvest operations and marketing including provision of advice on possibilities of contract farming ventures with smallholder farmer groups and cooperatives. | Farmers' interest groups will be created where 50% members will be women in pilot areas. | |
| 1.11 | Provide intensive skill development Training for MOALI staff (particularly the frontline extension officers who are the village managers to be more oriented towards farmers' problems) to improve their skills and participatory methods to deliver services responsive to the priorities of small farmers. | Provide a gender sensitive participatory training to all MOALI, PMO, and NGO staff to deliver the technical trainings more efficiently considering gender sensitivity and implementation of project GAP. | |
| 1.12 | Provide training to farmers and private sector entities on seed multiplication procedures, quality control, and storage techniques including training trainers. | Women will comprise 30% participants in all project supported technical trainings and water management. Trainings should be scheduled at times suitable for women and men farmers and suitable for their level of literacy. Trainings will be given in the local language of the participants. | |
| Output 2: Reliability of Agricultural Water Supplies Improved | | | |
| 2.1 | <p><u>Irrigation Infrastructure</u></p> <p>Irrigation planning and design will be undertaken on a consultative basis, with women specifically included in all discussions.</p> | Women will comprise at least 40% of total participants in consultations related to decision-making on irrigation system planning, design and implementation. | IWUMD, PMO, NGO |
| 2.2 | Inform local farmers including WUG where irrigation construction work will take place and encourage their participation in construction. | Separate women farmers' meetings will be held to assess their prioritized needs related to location, alignment, and access to irrigation infrastructure. | |
| 2.3 | Carry out motivational session/meeting/gathering for information on the types of employment available; timeframes and pay rate; the modality of applying for the work where women directly and indirectly will get preference for project work. | Training to local women and men on unskilled jobs related to construction. | |
| 2.4 | Integrate sectoral gender issues in foundation training for construction and maintenance work where applicable; occupational safety measures and training provided to all workers. Include relevant specifications in the bidding documents on core labor standards (equal pay for work of equal value, occupational health and safety, water supply, sanitation, segregated shelter and facilities, and no child labor will be employed) and monitor their implementation. Orient all PMO/field level staff on gender aspects of core labor standards and their roles in monitoring and orient all contractors on gender-related aspects of CLS. | <p>All PMO/field staff aware of gender aspects of CLS and monitor implementation.</p> <p>Sign agreement with the construction contractors to employ local men and women.</p> | |
| 2.5 | Employ women as unskilled and semi-skilled laborers in earth work, construction and maintenance work. | At least 30% women will be recruited as unskilled laborer in construction work with equal pay for men and women for work of | |

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| <p>2.6</p> <p>2.7</p> <p>2.8</p> | <p><u>Irrigation Management</u> Formation of WUG (informal) at outlet/tertiary unit level.</p> <p>Formation of WUA (a long term objective, this will take time and the precise structure will be developed through testing in pilot areas) at distributary canal and eventually some form of representative general assembly and a small executive committee for day to day activities.</p> <p>ACC at Township level mostly government staff and farmer representative for coordination between farmers/WUG and government.</p> | <p>equal value and have access to water and sanitation facilities for women at all construction sites and all laborers receive occupational safety measures and training.</p> <p>All households, including female-headed, will be in WUGs. Female assistant myaunggaungs appointed in at least 30% of informal groups.</p> <p>Provide training on irrigation management and other capacity building to all farmers and myaunggaungs, with at least 30% participants being women in all trainings.</p> <p>Where formal groups are established, at least 30% of the members of the executive committee will be women.</p> <p>Provide gender awareness training to ACC and IWUMD staff and gender issue should be integrated in all training programs as a cross cutting issue.</p> | |
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ACC=Agricultural coordination committee, CIG=Common interest group, CLS= Core labor standards, DOA=Department of Agriculture, FC=Frontline center, FFS=Farmer's field school, GAP=Gender action plan, IGA=Income generating activities, IWUMD= Irrigation and Water Utilization Management Department, MOALI=Ministry of Agriculture, Livestock and Irrigation , NGO=non-government organization, O&M=Operations and Maintenance, PMO=Project management office, WUA=Water user association, WUG=Water user group.

- ^a The targets reflect equity consideration as well as on-ground realities taking into account the country gender assessment and feasibility study surveys, in Nautmauk and Chaungmagyi (the two core subprojects).
- ^b Feasibility surveys revealed approximately 20% of women currently participate in irrigation management where participatory arrangements are present. The composition of myaunggaungs are currently all male and the targets are accordingly calibrated.
- ^c Formation of water users groups and value chain analyses will be initiated through the project and the targets are commensurate with women's current participation in agricultural activities.