

GENDER ACTION PLAN

Project outputs	Actions	Responsibilities
Output 1: Strengthened capacities of smallholders and other LVC actors	<p>Gender analysis of the LVCs in the project area conducted at the beginning of the project. This study will assess the constraints faced by women involved in various segments of the value chain, including non-Lao-Tai women (including access to credit, market information, etc.). The results of the study will further inform the GAP in terms of adequate measures to be adopted to achieve the key targets set.</p> <p>50% of the participants in consultation are women farmers. Separate consultations are held with men and women to identify their concerns, needs and preferences; ensure women's voice will be taken into consideration and addressed. Gender awareness-raising will be conducted at village level.</p> <p>SLPMGs will accept membership registrations from husband and wife. At least 20% of committee members of SLPMGs are women and 50% of group members are women.</p> <p>All committee members (women and men) will be trained on Group formation and capacity strengthening training in participatory decision-making and facilitation techniques, leadership skills, public speaking, confidence building.</p> <p>At least 35% of trainees are women in all project supported technical and business training.</p> <p>Extension training materials will include training needs and topics highlighted by female livestock farmers. Extension training schedules will ensure that location and timing of delivery are convenient for women.</p> <p>At least 50%farmers in pilot "on demonstrations" will be women.</p> <p>30% of agricultural extension workers trained are female (proportionate to actual numbers of female extension workers)</p> <p>50% women farmers (from producer groups) to enter into production contracts with agribusinesses or contract farming.</p> <p>Ensure mechanisms are in place to protect rights and benefits of female smallholders in the contract farming/ agribusiness transactions, including considerations for female small holder farmers' produce, the provision of inputs at industry standards and rates and tailored dispute settlement mechanisms.</p> <p>20% women livestock production members are certified so that they are able to access quality prices and markets.</p> <p>50% of market meat handlers trained in food safety and environmental hygiene measure are women</p> <p>35% of scholars are women.</p> <p>20% students participated in the internship program are women</p>	<p>Implementing agency in the provincial and district levels by supporting from project consultants.</p> <p>Project gender consultant lead on GAP implementation</p>

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Output 2: LVC infrastructure strengthened	<p>50% of participants in consultation meetings are women. Separate consultations are held with men and women in the locations and design of slaughter houses and documented evidence of consultation.</p> <p>Ensure the design of slaughter houses include provision of adequate number of separate male and female toilets with adequate lighting.</p> <p>50% of participants in consultations are women. Separate consultations are held with men and women related to market facilities improved for meat handling hygiene. The design of markets ensures that 50% of the meat selling tables are allocated for women vendors.</p> <p>Ensure that the improvement of markets includes adequate number of separate toilets, lighting and security for women.</p> <p>Women will comprise 50% of the membership of market improvement sub-committees.</p> <p>Final designs on market improvement will be signed off by the sub-committee.</p> <p>Women will receive equal pay for equal work. Child labor will not be employed. These to be included in the contractual agreements.</p> <p>Employment opportunities targeted at men and women will be communicated through appropriate channels to communities.</p>	<p>Implementing agency in central, provincial and district levels by supporting from project consultants.</p> <p>Project gender consultant lead on GAP implementation</p>
Output 3: Capacity to access credit improved	<p>Appropriate and consistent gender measures will be agreed upon among the government, International Fund for Agricultural Development and ADB.</p> <p>The following guidelines can be used for the development of the measures, which will be guided by the gender analysis of the LVC:</p> <ul style="list-style-type: none"> (a) X% (to be determined based on the study) of the village livelihood fund loans will be provided to women (b) X% (to be determined based on the study) members of the village savings and credit committee are women, including one representative from Lao women's union. (c) The committee members will be trained on managing the village credit committees and village livelihood funds. (d) All SLPMG members, including women farmers accessing credit will be trained on loan/credit management. 	
Output 4: Project management enhanced	<p>A Gender Specialist will be included as part of the project implementation team.</p> <p>Conduct training on gender awareness raising and discussing on project gender requirement for project staff at central, provincial, and district levels.</p> <p>Report on progress of GAP implementation by sex segregated data and attach with project quarterly reports.</p>	<p>Implementing agency in central, provincial and district levels by supporting from project consultants.</p> <p>Project gender consultant lead on GAP implementation</p>

GAP = gender action plan, LVC = livestock value chain, SLPMG = smallholder livestock production and marketing group