

GENDER ACTION PLAN

Gender activities/actions	Performance indicators/targets
Output 1: Critical agribusiness value chain infrastructure improved and made climate-resilient	
<p>1.1.1 Involve women, Sub-CAW gender focal points and LWU representatives actively and meaningfully in each individual event for all consultations and planning of activities related to improvement and climate resiliency of critical infrastructure to be supported by the project.</p> <p>1.1.2 Integrate physical design features that are addressing women's needs into improved climate-resilient VC infrastructure (e.g. sealed road shoulders in farm access roads; footpaths/bridges; roadside market facilities; height, location and design of facility/equipment in agribusinesses to be upgraded).</p> <p>1.2.1 Ensure women benefit from new permanent jobs created in agribusinesses (rice mills, vegetable pack houses and marketing centers, bio-fertilizer factories) as a result of their upgrading through the project.</p>	<p>1.1.1 Women are at least 50% of participants (aggregate basis);^a concrete examples of infrastructure related needs expressed by female participants recorded in the minutes</p> <p>1.1.2 Concrete examples of types of physical design features that are addressing women's needs integrated into improved climate-resilient VC infrastructure</p> <p>1.2.1 At least 40% of new permanent jobs created are for women (overall target); 30% of any new management positions created are for women</p>
Output 2: Climate-smart agriculture and agribusiness promoted	
<p>2.1.1 Involve women farmers actively in and build on their traditional knowledge for the selection and multiplication of climate-resilient varieties of rice and vegetables, as well as for botanical production of pesticides for organic farming.</p> <p>2.1.2 Ensure women take an active role in the promotion campaigns about biofertilizer use to raise awareness among women and men farmers about its benefits for value chain improvement, climate change and cost saving.</p> <p>2.1.3 Involve women farmers actively and meaningfully in each individual event for all capacity-building activities (trainings, demonstrations, study tours) supported by the project: (1) agricultural extension and technical capacity-building activities including those related to climate change adaptation and mitigation; (2) trainings on how to operate and maintain a range of agricultural machinery; (3), management (incl. leadership and negotiation) and business skills trainings.</p> <p>2.1.4 Provide skills enhancement for women in infrastructure related operation and maintenance (e.g. irrigation channels and farm access roads)</p> <p>2.1.5 Strengthen linkages between women-led and/or owned farms/enterprises* and agribusiness industry through supporting their participation in fairs, business forums, contract farming arrangements, increased access to market information.</p> <p>For support provided to and through agricultural producer groups: Preferential support will be given to groups that have or benefit half or a majority of female members/farmers and have women among their committee members. Special attention will be given in terms of targeting to women farmers whose name may not be officially registered as member because of practice of household based membership registration (with only husband's name getting officially registered).</p> <p>2.1.6 Work with women and men in the communities to identify context-appropriate ways to address disproportionate burden of household and care work on women farmers, especially female headed households' needs in this respect, which prevents them to increasingly participate and move up along the VCs.</p>	<p>2.1.1 Number and % of women farmers involved</p> <p>2.1.2 Number of farmers using biofertilizer disaggregated by sex;^b Number and % of women active agents in promotion campaigns.</p> <p>For 2.1.3 (1) and (3): Women are 40% of participants (aggregate basis).^c By 2024: 8,000 women farmers (or 40% of total farmers) trained in CSA, organic farming and agribusiness skills; at least 40% women among the farmers (or 200 out of 500 in total) become GAP and/or organic certified; 30% of agribusiness enterprises (or 10 out of 30 in total) trained in CSA are women-led and/or owned*.^d For (2): (i) Number and percentage of women farmers trained in each event; (ii) women represent 30% of increased labor pool of individuals who can operate agricultural machinery over the baseline.^e</p> <p>2.1.4 At least 30% women with enhanced capacity to operate and maintain irrigation schemes and farm to market access roads</p> <p>2.1.5 Number and type of activities conducted; number and % of women participants</p> <p>2.1.6 Types of practical solutions identified and integrated in the project.</p>

Gender activities/actions	Performance indicators/targets
2.2.1 Ensure relevant female staff participate in capacity-building activities that are targeted at government officials at national and local levels with regard to climate-friendly agribusiness VCs	2.2.1 At least 25% female staff participants on an aggregate basis at national/local levels. ^f
Output 3: Enabling environment for climate-friendly agribusiness enhanced	
<p>3.1.1 At project inception, conduct a gender analysis for each of the 2 targeted VCs and develop a set of clear policy and program recommendations to strengthen women farmers' involvement along the different VCs.</p> <p>3.1.2 Integrate key recommendations from above mentioned gender analysis of VCs and key features of MAF Gender Strategy into Agribusiness policy and other related documents prepared under the project.</p> <p>3.1.3 Integrate a session on gender equality in climate-friendly agribusiness VCs (based on gender analysis report mentioned above) and the MAF Gender Strategy into the training and awareness raising activities for relevant project stakeholders (i.e. relevant departments in MAF, PAFO/DAFO extension officers, local leaders and government officials, MAF CAW, gender focal points, and LWU).</p> <p>3.1.4 Actively involve the MAF's CAW, the Dept. of Technical Agricultural Extension Services and Processing's CAW focal point, the PAFO and DAFO Sub-CAW gender focal points and the LWU at village and local levels as key partners in project implementation and monitoring, especially for the GAP activities.</p> <p>3.2.1 Raise awareness among women farmers, women-led and/or owned enterprises*, and female staff in financial institutions about existing affordable credit facilities, green financing including crop insurance and required formalities to access these.</p>	<p>3.1.1 Report prepared with clear recommendations based on gender analysis of the 2 value chains.^g</p> <p>3.1.2 Key recommendations from gender analysis of 2 targeted value chains integrated in the draft Agribusiness Policy.^h</p> <p>3.1.3 Number of sessions provided on gender equality in climate-friendly agribusiness value chains; target groups; number of people trained disaggregated by sex.ⁱ</p> <p>3.1.4 MAF CAW, Sub-CAW gender focal points and LWU are well aware of the project and GAP activities.</p> <p>3.2.1 Number and type of activities conducted; types of communication channels and materials used; female staff are 30% of staff from financial institutions trained (or 15 out of 50 in total); 15,000 women (from 15,000 households) provided with information on climate risk sharing instruments such as crop insurance.</p>
Project management gender related activities to be implemented by NPMO/PPOs	
<ul style="list-style-type: none"> • NPMO to appoint gender focal (preferably from the MAF CAW) who will closely liaise with PAFO and DAFO Sub-CAW gender focal points. • Prepare a clear ToR for LWU's involvement (especially at local levels) as key partner in GAP implementation, monitoring and reporting. • Prepare annual work plans and budgets to implement the activities of the GAP. • Translate the GAP into Lao language. • Gender consultants (national and international) to be recruited and to build capacity of MAF CAW, gender focal points, LWU and NPMO/PPO staff in gender analysis and mainstreaming and gender requirements for the project, and to support GAP implementation, monitoring and reporting. • Collect and analyse data disaggregated by sex where relevant and integrate gender sensitive indicators (from DMF and GAP) in the PPMS. • Ensure regular monitoring and reporting (at least semi-annually to ADB) on the progress of GAP implementation. 	

CAW = Commission for the Advancement of Women Division, DAFO = District Agriculture and Forestry Office, LWU = Lao Women's Union, MAF = Ministry of Agriculture and Forestry, NPMO = National Project Management Office, PAFO = Provincial Agriculture and Forestry Office, PPO = Province Project Office, Sub-CAW = Subcommittee for the Advancement of Women, VC = value chain.

* Women-led and/or owned enterprises are enterprises with at least one of the following (i) at least 50% of senior managers are women, and/or (ii) at least 50% of enterprise ownership is controlled by women, and/or (iii) at least 50% staff are women.

^a Point of reference: Female population in sub-project areas around 50%; proportion of women among population involved in agriculture sector average 50% in targeted provinces; women's participation in consultations in completed ADB agricultural projects in LAO PDR 40% to 50%.

^b Baseline: unknown.

^c Point of reference: Women's participation in technical agricultural trainings in completed similar ADB projects in LAO PDR varying between 25% to 39%; corresponding target of 45% by 2025 in MAF Gender Strategy.

^d 2017 baseline: 0

^e Baseline: 0

^f Point of reference: Average of 25% MAF female staff in targeted provinces in 2015.

^g Baseline: NA

^h Baseline: NA

ⁱ Baseline: 0