

GENDER ACTION PLAN

Activities	Performance Targets/ Indicators	Responsibility	Time Frame
Outcome: Production and value addition of horticulture products increased			
1. Promote jobs for female workers in the horticulture value chain	Direct incremental jobs in the horticulture value chain created by ALCs: 75,000 fulltime jobs (equivalent), for on-farm, transportation, sorting, packaging, and certification, including 15,000 jobs for female workers (2017 baseline: 0.9 million)	Project management office (PMO) and ALC management company	By Q3 2023
2. Monitor employment created by ALCs for female workers, and agribusiness startups by female entrepreneurs	Monitoring and reporting, on bi-annual basis, employment for female workers and agribusiness startups by female entrepreneurs	PMO (social and gender officer) in collaboration with Council of Farmers of Uzbekistan, <i>Khokimiyats</i> , Women Committee of Uzbekistan, and ALC management company	2019- 2023
Output 1: ALCs Established			
1.1. Ensure gender inclusive designs of ALCs logistics centers	2 ALCs in Andijan and Samarkand have adequate number of separate sanitary facilities for men and women.	PMO and ALC management company	2019–2023
1.2. Promote jobs for female workers in the agro-logistic centers (ALCs)	320 employees working in ALCs facilities in Andijan and Samarkand, at least 25% of which is female (2018 baseline: zero; 2023 target: 80 female employees)	PMO and ALC management company	2019–2023
Output 2: ALCs Management Capacity Improved			
2.1. Ensure women representation in the company management and operations	The management and operation staff of ALC management company has at least 20% female members (2018 baseline: 0; 2023 target: 10 female staff)	PMO and ALC management company	2019–2023
2.2. Improve capacity of the ALC management, core staff and employees and lessees in operations and maintenance and gender awareness	At least 10 training workshops with gender awareness modules conducted for core staff of the ALC management company and ALCs facility lessees, and workers in ALCs to enhance capacity to manage, operate, and maintain the ALCs (120 individuals, including 30 female) (2018 baseline: 0)	PMO and ALC management company	2019–2023
2.3. Improve entrepreneurial abilities for existing and potential women entrepreneurs	At least 50 potential start-up entrepreneurs, including 10 women entrepreneurs, in Andijan and Samarkand provinces are trained in horticulture business development and management. (2018 baseline: 0)	PMO and ALC management company in collaboration with Council of farmers, WC and Local government	2019–2023

Activities	Performance Targets/ Indicators	Responsibility	Time Frame
3. Gender Actions related to Project Management			
3.1. Recruit national social and gender officer in the PMO	Social and gender officer available in the PMO on full time basis	PMO	By Q1 2019
3.2. Identify gender focal points in the ALC management company	Availability of gender focal point in ALC management company to implement and monitor GAP and relevant targets	PMO (social and gender officer) and ALC management company	By Q1 2019
3.3. Ensure collection of sex-disaggregated baseline and end-line information, and monitor trends on number of female beneficiaries	Sex-disaggregated socio-economic indicators are identified. Baseline data collection is undertaken, and gender analysis is conducted and updated during the project implementation period	PMO (social and gender officer) in association with ALC management company	Baseline data documented by Q3 2019 Annual updates during the project implementation period End-line data documented by Q2 2023

ALC = agro-logistic center, GAP = gender action plan, PMO = project management office, Q = quarter.
Source: Asian Development Bank.