

COFFEE AND AGROFORESTRY LIVELIHOOD IMPROVEMENT PROJECT – GENDER ACTION PLAN¹

Gender activities	Performance Targets & Indicators	Time Frame
Output 1: Coffee and agroforestry systems are more productive		
1.1 A Baseline Sample Survey of farm households in coffee production is conducted.	1.1.1 Baseline Sample Survey conducted in project areas and report with sex-disaggregated data submitted; 1.1.2 Information on the Gender division of labour in coffee and agroforestry informs project activities; and 1.1.3 Technical Capacity gaps identified for training program design.	Q3 2020
1.2 Involve women actively in training for 2,000 farm households in productivity and quality improvement.	1.2.1 Training Modules and training delivery respond to technical capacity gaps of women and men in farmer households; 1.2.2 Training schedules are prepared; 1.2.3 Training programs are conducted with participation of at least 60% of active female farmers; 1.2.4 Training programs are conducted in locations and at times convenient to female participants.	Q4 2020 – Q1 2024
1.3. Include female-managed farms, among the 10 farm level demonstration plots, to be established to strengthen production systems.	1.3 10% (to be confirmed by Baseline Survey) female-managed farms are established as demonstration plots.	Q4 2020 – Q1 2024
1.4. Involve women actively in training provided to 2,000 farm households to improve their financial literacy and support them to establish formal links with banks.	1.4.1 Women account for at least 50% of participants in financial inclusion trainings; 1.4.2 At least 50 female headed households (overall target 1000 HH) are benefiting from increased financial inclusion; 1.4.3 Training is conducted at venues and times convenient to women.	Q4 2020 – Q1 2024
Output 2: Quality and market linkages improved		
2.1 Ensure that women’s participation in the Festival Kafe Timor and associated quality competitions continues to be supported and encouraged.	2.1.1 Women’s participation increases from 5% – 25% over 3 years; 2.1.2 20% increase in the number of samples from women coffee farmers that are submitted to competitions (baseline tbc)	Q3 2020 – Q1 2024
2.2 Ensure that both men and women participate in training associated with coffee quality competitions.	2.2. Women’s access to communication on and participation in training related to coffee quality competitions increases over 3 years (baseline and target to be confirmed)	Q3 2020 – Q1 - 2024

¹ A longer version of the same GAP is included in the PAM

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Output 3: Sector management and coordination improved		
3.1 Conduct a Training Needs Assessment to deliver training programs to strengthen the gender capacity of project-related government agencies, Implementing Partner organizations, participating financial institutions, and associated NGOs.	3.1 A Training Needs Assessment is conducted and the report with sex-disaggregated data submitted.	Q3 – Q4 2020
3.2. Training modules are designed, and training programs are delivered to improve gender sensitivity and responsiveness of project-related implementing agencies.	3.2 There will be at least 40% female participation in gender sensitization training programs (to be confirmed by 2019 Baseline survey).	Q3 – Q4 2020
3.3. Design and operationalize gender-sensitive Farm Information Management System (FIMS)	3.3 The FIMS will reflect the gender division of labour in coffee farming and agroforestry and will include sex-disaggregated data.	Q3 – Q4 2020
3.4. Ensure that both men and women in farm households are trained to maintain records and provide sex-disaggregated and other data for the FIMS.	3.4 At least 60% of active female farmers participate in the training (to be confirmed by Baseline survey).	Q4 2020 – Q1 2024
3.5. Ensure that Implementing Partners and training service providers employ female staff for field outreach/extension services	3.5 Staff recruitment policy and practice of implementing partners and service providers support increased number of female staff with required skills.	Q2 2020 – Q1 2024
3.6 A stakeholder platform to share knowledge and on-going industry learning is established.	3.6 Challenges in and lessons from GAP implementation and Gender-related issues are shared.	Q2 2020 – Q1 2024
Project management activities <ul style="list-style-type: none"> • Mobilize a Gender and Social Inclusion Consultant as part of the project team (part-time) to ensure GAP implementation, monitoring and reporting (Year 1) • Design and operationalize a Gender Action Plan (GAP) monitoring and reporting format for quarterly reporting on GAP deliverables (Year 1 - 4) • Translate the GAP into Tetun for easy reference (Year 1) • Ensure regular monitoring and reporting (at least semi-annually to ADB) on the progress of GAP implementation (Year 1 -4) 		2020-2024

ADB = Asian Development Bank, GAP = gender action plan; MAF = Ministry of Agriculture and Fisheries; Q = quarter tbc = to be confirmed