

GENDER ACTION PLAN

Actions	Performance Indicators/Targets	Responsible	Timeframe	Funding
A. OUTPUT 1: CLIMATE RESILIENCE OF LIVESTOCK, PASTURE, AND WATER MANAGEMENT IMPROVED				
1. Conduct gender-targeted information campaign, on project objectives and activities.	a) Gender inclusive information material (leaflets, posters, signboard) disseminated and PUGs mobilized in all 10 <i>soums</i> ; b) At least two workshops organized in each <i>soum</i> with 50% women participation; and c) At least one workshop in each <i>soum</i> is held in December or January when women workload is lower. - Baseline: n/a	- PMU - STT	2021–2022	project budget
2. Promote women leadership in PUGs and strengthen their capacity in leadership skills and management.	a) 466 PUGs are established involving total 11,661 herders (25 members per PUG) with 40% women as members; b) 30% PUGs are led by women; and c) 1,398 women members of PUGs (3 per PUGs) are trained on leadership skills and management capacity. - Baselines: n/a	- PMU - STT	2021–2027	project budget
3. Provide women with jobs created by the project for facilities construction/rehabilitation as well as operation and maintenance of these facilities. 4. All contractors to advertise publicly the recruitment information so women can access the information. 5. Provide labor contracts for all types of works, including equal pay for equal work between men and women is applied.	a) 400 locals including 40% women hired during construction/rehabilitation of facilities (i.e., livestock trade facility, lamb feedlot facility, wells etc.); b) 2,340 women develop capacity to operate and maintain wells and other facilities; and c) All workers have written contracts with equal pay for equal works between men and women. - Baselines: n/a	- PMU - STT - Contractors	2022–2027	project budget
6. Conduct awareness campaign on prevention of communicable diseases and domestic violence.	a) 1,450 participants with 50 % women attend awareness raising events. - Baseline: n/a	- <i>Soum</i> Health Center/PMU - Contractors	2021–2027	project budget
B. OUTPUT 2: LIVESTOCK VALUE CHAINS STRENGTHENED				
7. Train women PUG members on agriculture extension, animal health, nutrition, breed improvement and feeding.	a) 4,664 Women PUG members trained on agriculture extension, keeping animal health records, nutrition, breed improvement and feeding. - Baseline: n/a	- SVU/PVU - PMU - PIC	2021–2027	project budget
8. Increase leadership capacities among female veterinarians through training and capacity building.	a) One gender sensitive leadership training for veterinarians, including 154 female veterinarian at <i>aimag</i> level organized; and b) 30 % of PVUs and SVUs are led by women.	- <i>Aimag</i> - PMU - STT	2021–2027	project budget

Actions	Performance Indicators/Targets	Responsible	Timeframe	Funding
	- Baseline: n/a	- PVUs/SVUs		
9. Promote women's leadership and capacity building in cooperatives.	a) 93 cooperatives established with 40% of women members; b) 30% of cooperatives are led by women; and c) 372 women cooperatives members (4 in each cooperative) are trained on marketing, decision-making/leadership skills and management capacity. - Baselines: n/a	- PMU - STT	2021–2027	project budget
C. OUTPUT 3: LIVESTOCK SECTOR REGULATORY FRAMEWORK AND CAPACITY ENHANCED.				
10. Include the perspective of women and their specific needs in the regulation and guidelines on livestock sector.	a) Gender inclusive information material (leaflets, media programs) on law development and guidelines for training developed; b) At least one workshop organized with at least 40% women participants; and c) Regulations and guidelines issued comply with targets of the MOFALI Gender-Responsive Policy and the Law on Promoting Gender Equality. - Baselines: n/a	- MOFALI - PMU	2021–2027	project budget
D. PROJECT MANAGEMENT GENDER RELATED ACTIVITIES				
11. Appoint a social and gender specialist at PMU.	a) A social and gender specialist is engaged at PMU;	MOFALI	2021	project budget
12. Appoint a social and gender focal point at <i>aimag</i> level.	b) A social and gender focal point is appointed at <i>aimag</i> level;	<i>Aimag</i>	2021	<i>aimag</i> budget
13. Appoint a social and gender focal point at <i>soum</i> level.	c) A social and gender focal point (<i>soum</i> officer) is appointed at <i>soum</i> level;	<i>Soum</i>	2021–2027	<i>soum</i> budget
14. Conduct capacity building on gender mainstreaming.	d) All PMU staff and <i>aimags/soum</i> staff involved in the project are trained on gender-specific needs and priorities, and sex disaggregated data collection and reporting;	PMU	2021–2027	project budget
15. Prepare annual work plans to implement the activities of the GAP.	e) Annual plans on GAP implementation prepared; and f) Reports on GAP implementation and monitoring prepared semi-annually and included in progress reports to ADB; Sex disaggregated data collected and integrated into the PPMS	PMU	2021–2027	project budget
16. Ensure regular monitoring/reporting on progress of GAP implementation.	- Baselines: n/a	PMU	2021–2027	project budget
17. Collect/analyze data disaggregated by sex and integrate gender sensitive indicators (from DMF and GAP) in the PPMS.		PMU	2021–2027	project budget

ADB = Asian Development Bank; DMF = design and monitoring framework; GAP = gender action plan; MOFALI = Ministry of Food, Agriculture, and Light Industry; PIC = project implementation consultant; PMU = project management unit; PPMS= project performance management system; PUG = pasture user group; PVU = private veterinary unit; RUA= rangeland user agreement; STT = *soum* technical team; SVU = *soum* veterinary unit.
Source: Asian Development Bank.