

GENDER ACTION PLAN

Actions	Targets and/or Indicators	Time Frame	Budget and Sources	Responsible Organization	Key Stakeholders
Output 1: Community-based tourism in Khatgal and Khankh settlements promoted					
1. Increased participation of women in local decision making	1. By 2019, pilot co-management group (communities, tour operators, and KLNP Administration) established, of which at least 30% (n=4) of members are women ¹	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women; gender sub-committee of Khuvsgul <i>aimag</i> governor's office
2. Facilitated women's leadership	2. By 2019, at least 40% (n=16) of community-based tourism initiatives supported by the project are led by women, as measured by the number of contracts signed by women and/or co-signed by spouses of households	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women; women-owned MSMEs
3. Gender-inclusive capacity building on tourism	3. By 2019, around 400 community members trained in tourism goods and services, of which at least 30% are women 4. Training needs assessment include gender-specific needs and priorities of target communities	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women; women-owned MSMEs
4. Income-earning opportunities created for vulnerable and disadvantaged households	5. Around 40% of beneficiaries are from disadvantaged households (i.e., poor, low-income, female-headed households, and households with disabled member) ²	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women; gender sub-committee of Khuvsgul <i>aimag</i> governor's office
Output 2: Capacity for sustainable livestock and pasture management in the KLNP and buffer zone improved					
5. Increased participation of women in livestock management	6. By 2019, around 20 herder groups established, of which adult women comprise at least 30% of adults in all groups combined ³	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women; women-owned MSMEs; gender sub-committee of Khuvsgul <i>aimag</i> governor's office

¹ The group will comprise about 13 members, including the KLNP Administration tourism officer and chair of the Khuvsgul Tourism Association (both women) and at least three women community representatives.

² In 2014, "poor" households (as defined by the 2013 *National Poverty Guidelines*) comprised 410 (43.4%) of the 943 households in Khatgal, and 668 (81.5%) of the 819 households in Khankh (National Statistical Office data). The GAP target comprises 40% (n=164) of poor households in Khatgal and in Khankh (n=267). The target of 430 households is 24% (almost one-quarter) of the total number of households in Khatgal and Khankh combined.

³ In 2014, there were about 3,343 adults (persons aged 18–60) in the KLNP, comprising 1,697 men (51%) and 1,646 women (49%) (National Statistical Office data), a male:female ratio of about 1:1. About 750 households in the KLNP are herding households. Assuming three adults per household, this is 2,250 adult herders, of which about 1,147 are men and 1,103 are women. It is assumed for this target that at least 80% of all adult men (n=918) and women (n=882) in the herding families are involved in livestock-related livelihood activities, and that the remainder comprise people who are not or cannot be involved (e.g., due to handicaps) (there is no available data on these proportions). It is assumed that at least 60% of eligible herding women (i.e., 530 of 882) will be herding group members. This equates to 30% of the total eligible men and women (1,800). The gender target does not target proportionally more women.

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6. Women are involved in preparation of herder group management plans	7. Around 40% of participants in public meetings and/or consultative workshops are women	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women
7. Facilitated women's leadership	8. By 2019, at least 40% of around 70 natural resource-based livelihood initiatives supported by the project are led by women, as measured by the number of contracts signed by women and/or co-signed by spouses of households	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women; women-owned MSMEs
8. Rural and/or herder women's capacity strengthened	9. At least 40% (n=450) of herders trained in livestock and pasture management and/or non-tourism livelihoods are women ⁴ 10. Training needs assessment include gender-specific needs and priorities of target communities	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women; women-owned MSMEs
Output 3: Waste management around Khuvsgul Lake strengthened					
9. Khuvsgul Lake water quality improved	11. Around three community-based teams (total about 45 members) established to operate and maintain pilot waste management systems, of which at least 30% of members are women 12. All members of the waste management teams, and around 10 residents employed in waste management in Khatgal and Khankh, trained in sanitation, hygiene and health and safety measures, of which at least 30% are women (2015 baseline: 0 training) 13. Sex-separate toilet facilities installed	2016–2019	Included in the project budget	implementing agency, PIU	Local communities including women
Project management					
10. Gender-responsive project implementation	14. At least one PIU staff member is assigned to manage social and gender aspects including the GAP 15. Semi-annual progress reports and newsletters reflect gender benefits of the project 16. Sex-disaggregated data on beneficiaries	2016–2019	Included in the project budget	PIU	Local communities including women

KLNP = Khuvsgul Lake National Park, MSMEs = micro, small and medium enterprises, PIU = project implementation unit.

⁴ Assumes that of the approximately 2,250 adult herders in the KLNP (see footnote 3) about 50% (1,125) will receive project training. The gender target of 40% equates to about 450 women trained. The gender target does not target proportionally more women.