

GENDER ACTION PLAN

Activity	Targets / Indicators	Responsibility	Timeframe
Output 1: Community growers groups established			
1a. Conduct community consultations and integrate findings in design and action plans of 30 CGGs on: (i) ways and degree of collaboration in farming activities; (ii) areas support is most required; (iii) prioritization of actions; and (iv) implementation of actions.	<ol style="list-style-type: none"> 1. Tailored outreach and at least one women-only consultation is held in each target <i>soum</i>. 2. At least 50% of CCGs consulted on ways and degree of collaboration and priority actions are women. 	Conducted by PIU staff, <i>soum</i> coordinators, international specialist; Monitored by PIU	Year 1
1b. Encourage women's active participation and inclusion of female-headed households in CGGs.	<ol style="list-style-type: none"> 3. At least 50% of the members of the 30 CGGs created are women 4. 30 CGGs registered with <i>soum</i> governor (of which at least 30% have female leaders). 	Conducted by PIU staff, <i>soum</i> coordinators, international specialist; Monitored by PIU	Year 1
1c. Ensure women's participation in project awareness activities and trainings on best farming practices, vegetable business and management of CGGs.	<ol style="list-style-type: none"> 5. At least 45% of participants in all awareness sessions and trainings for target <i>soums</i> are women. 6. Gender-specific needs and priorities are assessed and addressed (including training venues and timing). 	Conducted by PIU staff, <i>soum</i> coordinators, international specialist; Monitored by PIU	Year 1–2
Output 2: Sustainable climate-resilient vegetable farming practices applied			
2a. Ensure women are consulted on: (i) type and location of greenhouses; (ii) crops to be grown; and (iii) prioritization of production inputs and technologies, as relevant.	<ol style="list-style-type: none"> 7. Consensus on type and location of greenhouses, and selected production inputs is signed off in each action plan by both spouses from each beneficiary household. 	Conducted by PIU staff, <i>soum</i> coordinators, international specialist; Monitored by PIU	Year 1–2
2b. Increase women's access to farming resources to improve livelihood of female CGGs members in all four <i>soums</i> .	<ol style="list-style-type: none"> 8. At least 40% of project pilot greenhouses are owned by women. 9. By 2021, at least 100 farming households are accessing improved farming infrastructure and equipment (of which at least 10% are female-headed households). 10. At least 50 women benefit from pilot green jobs of the workshop livelihood activities. 	Conducted by PIU staff and <i>soum</i> coordinators; Monitored by PIU	Year 2–3
2c. Ensure women are consulted on decisions concerning shared ownership of assets, responsibilities and tasks of group members and community growers scheme.	<ol style="list-style-type: none"> 11. At least 45% of all CGG members consulted on farming assets, shared responsibilities and roles of groups, and community growers scheme aspects in each of the 4 project <i>soums</i> are women. 	Conducted by PIU staff, <i>soum</i> coordinators and civil works contractors; Monitored by PIU	Year 1–2
2d. Improve knowledge of women CGG members and female-headed households on the use of new types of crops, farm equipment, inputs and facilities.	<ol style="list-style-type: none"> 12. At least 45% of women in the 30 CGGs participate in project trainings for climate preparedness, water saving technologies, best farming practices. 13. Training reports with sex-disaggregated data 	Conducted by PIU staff, <i>soum</i> coordinators; Monitored by PIU	Year 2
Output 3: Farmers' access to markets improved			
3a. Ensure the market study and value chain analysis contains a gender section on livelihood activities and access to resources and markets	<ol style="list-style-type: none"> 14. Market study and value chain analysis includes a gender analysis to assess gender-differential needs and challenges in access to market. 	Conducted by PIU staff and <i>soum</i> coordinators; Monitored by PIU	Year 1

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3b. Increase women's access to economic resources to improve livelihood of female CGGs members in Orkhon <i>soum</i>	15. At least 45% of the processing workshop title in Orkhon <i>soum</i> is owned by female CGG members. 16. 24 CGGs linked with markets and buyers, of which 20% are led by women.	Conducted by PIU staff and <i>soum</i> coordinators; Monitored by PIU	Year 2–3
3c. Ensure active participation of female members of CGGs in Orkhon <i>soum</i> on vegetable value-addition and processing techniques.	17. At least 75% of female CGG members in Orkhon <i>soum</i> are trained in vegetable processing techniques (pickling, preserves, sauces, frozen vegetables, juicing). 18. 100% of female CGG members involved in the vegetable processing and storage facility in Orkhon are trained on how to use the facility, including hygiene and safety standards. 19. At least one women-led CGG is empowered to lead the Orkhon <i>soum</i> vegetable processing and storage facilities.	Conducted by PIU staff, international specialist; Monitored by PIU	Year 2–3
3d. Ensure female members of CGGs actively participate in trainings on value-added agricultural processing, packaging, selling, marketing and essentials of business.	20. At least 75% of all 30 CGG female members are trained in vegetable grading and quality, waste disposal, food processing techniques (pickling, preserves, sauces, frozen vegetables, juicing), packaging of produce, marketing in the 3 farming <i>soums</i> 21. At least 144 farming households and 36 seed producer households trained in processing, essentials of vegetable business and marketing (of which at least 50% are women).	Conducted by PIU staff and <i>soum</i> coordinators; Monitored by PIU	Year 2–3
3e. Actively support participation of female-headed CGGs in multiple sales and marketing channels piloted under the project.	22. All interested women-led CGGs are supported by the project to participate in the national vegetable fairs. 23. Successful and appropriately qualified women-led CGGs will be given preference for the sales agreements made between farmer groups and buyers (agro-industries, commercial farms, supermarkets, public sector buyers, individuals) under the project.	Conducted by PIU staff and <i>soum</i> coordinators; Monitored by PIU	Year 2–3
3f. Ensure that beneficiary women provide feedback on project results and share the lessons learned.	24. At least 45% of participants at the project completion workshop are women.	Conducted by PIU staff, international specialist; Monitored by PIU	Year 3
3g. Appoint a social and gender specialist at PIU.	25. A social and gender specialist is engaged for 6 months per year at PIU. 26. All PIU staff trained by gender specialist on gender-specific needs and priorities, and sex-disaggregated data collection and reporting.	Engaged by executing agency; Trained by international specialist; Monitored by PIU and executing agency	Intermittent throughout project lifetime

CGG = community growers groups, PIU = project implementation unit.