

GENDER ACTION PLAN

Outcome and Output	Actions and Indicators	Timeline	Responsible Agent
Outcome: 1. Agricultural production increased leading to increased food security, improved rural livelihoods.	Number of new greenhouse workers employed in Yerevan amounts to 240 employees (including at least 65% women) (2017 baseline: 60% of total employees currently employed)	2018–2020	Company
Output: 1. Farming operations increased 2. Farming operations contribute to the local economy 3. Employment and training opportunities for female employees increased and improved	1. 100% of women greenhouse workers trained in good agriculture practices and techniques and provided with safety training (2017 baseline: 0)	2018-2020	Company
	2. Provide designated areas for lactating mothers	2018-2019	Company
	3. Improving and ensuring separate toilets, ^a wash basins and bathrooms for men and women workers	2018–2019	Company
	4. Human resource policy to include provision on prohibiting sexual harassment in the workplace	2018	Company
	5. Human resource policy to include provision on ensuring equal opportunities ^b for female employees including gender equality in recruitment, training, parental leave, childcare provisions and equal pay for equal work (2017 baseline: no policy)	2018	Company
	6. Reporting mechanism, communication and awareness generation activities with the employees about sexual harassment (posters, sessions on sexual harassment), provision included in employee contract, and internal mechanisms to address sexual harassment (reporting) set up.	2019	Company
	7. Company Code of Conduct to include provision on pregnant women workers, and women who take care of their children under one year old: will not engage in tasks with dangerous factors and harmful conditions such as handling of fertilizers and harmful chemical, carrying of heavy loads, and those requiring working in elevated heights;	2018	Company
	8. At least 3 success stories from women on how their lives have improved for dissemination on Company and ADB's website	2019-2021	Company and ADB

^a Women's toilets with menstrual hygiene management including provision of adequate water and agents and spaces for washing and bathing and private disposal facility. As a general rule, Spayka will provide the toilets, wash basins and bathrooms following international best practices guidelines on minimum number of facilities required based on the number of workers present at the workplace at any given time. Ratio of 3:2 will be adopted i.e. 3 women toilets will be provided for every 2 male toilets. The ratio of male and female facilities will be adjusted based on the number male and female workers.

^b Company's human resource policy will ensure that pregnant women workers, and women who take care of their children under 1 year old will not be discriminated or negatively affected (i.e. moving them to less paying jobs or affecting other employment related issues such as seniority and opportunities for promotion)