

GENDER ACTION PLAN

Project Outputs	Proposed Activities (targets)	Primary responsibility
<p>Output 1 Partner agribusinesses are provided with suitable financing instruments</p>	<ul style="list-style-type: none"> • Organize at least four meetings during the first 2 years of project commencement (two meetings per year) to promote financing schemes for agribusinesses to women-managed or owned businesses and encourage their application for financing with viable business plan preparations. • Prepare and disseminate information materials on new financing schemes for agribusinesses through a network of women’s business groups, the women’s division of the Ministry of Women, Social and Community Development, and its network of village women’s representatives. • Conduct gender awareness training for participating banks to encourage participating banks to give due consideration to financing proposal from women-owned or managed agribusinesses (assuming equal commercial viability, at least 20% of proposals come from agribusinesses owned or managed by women). 	<p>PMU project manager and facility manager</p> <p>PMU project manager and facility manager</p> <p>Facility manager and participating banks</p>
<p>Output 2 Partner agribusinesses are provided with business support services</p>	<ul style="list-style-type: none"> • Prepare information brochure to promote the project (both financing schemes and business support services) to the private sector, relevant business organizations including women’s business organizations, and through village women’s representatives (within 1 year of project commencement) • At least 20% of agribusinesses selected for business support services (without financing instrument) are women-managed or owned. • At least two trainings (in year 2015–2016) provided to agribusinesses and smallholder farmers on supply chain linkages and food safety standards, with women comprising at least 40% of participants. Based on the experience, consider conducting more training in collaboration with regional and national programs or women-supported organizations from 2017 onwards if there is demand. • Ensure that monitoring and evaluation plan keeps track of sex-disaggregated data for all training sessions and by type of training. • Ensure that monitoring and evaluation plan keeps sex-disaggregated data for partner agribusinesses receiving business support services, including the number of female and male employees and work 	<p>Facility manager</p> <p>Facility manager</p> <p>Facility manager</p> <p>Facility manager</p> <p>Facility manager and M&E consultants</p>

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	description, and female or male ownership of supply chain businesses as much as possible.	
<p>Output 3 Project is efficiently and effectively managed</p>	<ul style="list-style-type: none"> • The qualification criteria for facility manager will include his or her familiarity of gender issues in Samoa, especially in agriculture and private sectors. • The PMU project manager and facility manager will become familiarized with requirements for project performance reporting, including implementation and monitoring of the gender action plan. • The project will provide gender awareness training to all project-related staff and partner agribusiness organizations, by sourcing or linking with a gender specialist through the Ministry of Women, Social and Community Development or through women's nongovernment organizations. • Make sure to gather sex-disaggregated data for all project related baseline indicators and monitoring of performance indicators. • For annual M&E reports detailing implementation progress and project achievements, incorporate analysis of project's impacts on women's work opportunities in overall agribusinesses, including smallholder farming and primary producers in the supply chain. • Ensure that all annual and quarterly progress reports include reporting on the status of GAP implementation with its progress matrix. 	<p>PMU project manager and ADB</p> <p>Ministry of Finance and ADB</p> <p>PMU project manager and facility manager</p> <p>PMU project manager, facility manager, M&E specialists</p> <p>PMU project manager, facility manager, M&E specialists</p> <p>PMU project manager</p>
Implementation Arrangements		
<p>The GAP will be implemented by the PMU project manager, supported by facility manager. Both project manager and facility manager will be required to familiarize with GAP implementation and monitoring as recommended by ADB, and be responsible for reporting on progress matrix for GAP implementation together with all sex-disaggregated performance indicators. Monitoring & evaluation specialists will be responsible for gathering and monitoring sex-disaggregated data for all project performance indicators and GAP proposed indicators. The PMU project manager will include progress on GAP activities in regular progress reports to the government and ADB.</p>		

ADB = Asian Development Bank; GAP = gender action plan; M&E = monitoring and evaluation; PMU = project management unit.