

GENDER ACTION PLAN

Activities	Performance Targets/ Indicators	Responsibility	Time Frame
A. Output: Finance to horticulture sector increased			
1. Ensure that horticulture-related subprojects financed by PFIs' subloans prioritize utilization of female workers.	At least 20% of subproject labor is female workers in the subproject vicinity. (Remarks: This target has reportedly been achieved on all subprojects financed by subloans as of December 2017. The same target will be applicable for subprojects on the additional financing project.)	PMO and PFIs	Since Q2 2017 until 2021
2. Set up Association of Women Farmers and <i>Dehkans</i> (farms) in 5 regions (Bukhara, Fergana, Sirdarya, Surkhandarya, and Tashkent).	At least 5 Associations of Women Farmers and <i>dehkans</i> are established and registered, and are functional in 5 regions. At least 20% of Associations' members are rural <i>makhalla</i> women leaders/female heads of households. (Remarks: Activities are ongoing. The additional financing project will not set up any more associations; but diversity in geography at district and sub-district level will help facilitate self-replication of the practices on the current project).	PMO (social development and gender specialist) in collaboration with Council of Farmers of Uzbekistan, <i>Khokimiyats</i> , Women Committee of Uzbekistan.	Since Q2 2017 until 2021
3. Set up Women's Groups (Ustoz-Shogird) ^a to promote new farms and agribusiness enterprises.	At least 1 group established in each of the 5 regions. (Remarks: Activities are ongoing. The additional financing project will not set up any more associations; but diversity in geography at district and sub-district level will help facilitate self-replication of the practices on the current project).		
4. Disseminate success stories of Women's Groups and Associations of Women Farmers and <i>Dekhans</i> .	At least three (3) articles in the newspapers or radio about the Women Groups per year. At least five (5) qualitative women's success stories of role model in Uzbek and Russian. (Remarks: Activities are ongoing. The additional financing project will help facilitate self-replication of the practices on the current project.)		
5. Conduct gender awareness seminars/training for main stakeholders and beneficiaries (RRA, Council of Farmers, PFIs at the regional level, and representatives of agribusiness processing	At least one (1) training is conducted for the main stakeholders in each of the five (5) regions (at least 30 participants per region are trained, of which, at least 30% of participants are women). (Remarks: Activities are ongoing. The additional financing project will benefit from the practices on the current project and promote self-replication.)		

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entrepreneurship) of the project in the five (5) regions.			
B. Project Management and Implementation			
6. Recruit national social development and gender specialist in the PMO.	Specialist available in PMO to implement GAP with sufficient budget allocation. (Remarks: A full-time PMO specialist has been on board since Q1 2017 to implement GAP actions for both the current project and the additional financing project. The specialist will also be tasked to related assignments on the additional financing project to ensure synergy and consistency.)	PMO	Since Q1 2017 until 2021
7. Ensure collection of sex-disaggregated baseline and end-line information.	Sex-disaggregated baseline/end-line information available and M&E reports. Social/gender profile in the relevant reports. (Remarks: PMO and PIUs have started collecting data and information for the current project. Related activities in the additional financing project will also be included to ensure synergy and consistency.)	PMO and PIUs	Since Q1 2017 until 2021
8. Identify gender and development focal persons at each PFI for adequate implementation and monitoring gender indicators/targets stated in the GAP.	Availability of gender and development focal persons in PFIs during project implementation. (Remarks: Each PFI has assigned a focal person for the current project since Q2 2017 and monitoring by PFIs are ongoing. These focal persons will also be tasked with related work for the additional financing to ensure synergy and consistency.)	PFIs	Since Q1 2017
9. Capacity development training and consultation with PMO, and PIUs on the implementation of the GAP.	Progress toward meeting the GAP indicators and targets relating to capacity building component. Regular monitoring and reporting of GAP indicators. (Remarks: PMO has been active in coordinating with PIUs, and regional state departments of statistics, and ADB's URM. PMO will keep up the ongoing activities and be responsible for the additional financing.)	PMO, in coordination with PIUs, regional state departments of statistics, and ADB's URM.	

ADB = Asian Development Bank, GAP = gender action plan, *Khokimiyat* = self-governance body, *makhalla* = community-based local organization, M&E = monitoring and evaluation, PFI = participating financial institutions, PIU = project implementation unit, PMO = project management office, Q = quarter, RRA = Rural Restructuring Agency, URM = Uzbekistan Resident Mission.

^a "Ustoz-Shogird" translated from Uzbek means "Teacher–Student" and share success experience in five (5) regions and distribute success stories of role model through mass media (newspapers, radio, etc.).

Source: Asian Development Bank.