

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators /Targets	Responsibility	Timeline
Output 1. Institutional capacity for nursery and horticulture sector management improved			
1. Capacity building for nursery and horticulture sector management to improve their technical skills and knowledge	- At least 90% of women and DAG ^a staff are trained for nursery and horticulture sector management	CPMU and PIU GESI Focal Persons and GESI specialists	Inception 1–3 years
2. Promote certification programs and the role of women and or DAGs for their management	- At least 40% of private nursery operators trained in certification program are women and DAGs.		
Output 2. Production and productivity of project farmers increased			
3. Raise awareness of project related orientations and information disseminations ^b	- At least 30% women and 20% DAGs (at least 10% of beneficiary DAGs are male) trained	CPMU and PIU GESI Focal Persons and GESI specialists	Inception 1–3 years
4. Conduct training to farmer groups for group management, facilitation and leadership.	- At least 50% of project supported farmer groups (in each province) have at least 1 woman and 1 DAGs in key decision-making positions (chairperson, secretary, and treasurer).	PIU GESI Focal Persons and GESI specialists	Inception, 1–3 years.
5. Select and train lead farmers to implement farmer extension services.	- Of the total lead farmers engaged in the project at least 30% are women and 20% DAGs. - At least 90% of female and 90% of DAG lead farmers receive leadership training.		
6. Form women and DAGs farmer groups and their networks for cross learning, sharing and collective voices.	- At least 1 farmer group of women or DAGs formed/activated in each project site (resulting in at least 100 women and DAG farmer groups in 100 municipalities/local level) - 5 province-level women and DAGs farmer groups' networks formed.	PIU GESI specialists, FGF, WDAG FGFs/Lead farmers	1–6 years
7. Train women and DAGs farmers to enhance their knowledge, skills and access (technical trainings including packages of practices-POP, technology, digital finance payments systems, technical inputs /services-formal credit, agri-inputs, etc.)	- Training needs assessment to identify specific needs of women and DAGs conducted and incorporated into training modules. - Out of all the project HH representatives(farmers) trained in the use of digital applications, 30% are women and 20% are DAGs. - Out of 25,000 farmers applying POP, at least 30% are women and 20% are DAGs.	CPMU and PIU GESI Focal Persons and GESI specialists, and WDAG FGFs/Lead farmers	1–6 years
8. Prioritize SME applications that engage higher numbers of smallholder farmer, women-headed households and or DAGs households from the project municipality.	- At least 5 SMEs (1 per Province) with shareholders comprising of smallholder farmers, women-headed and/or DAG's households from the project municipality are selected.		
9. Finance employment opportunities for women and DAGs in orchard management and value chain infrastructure development financed by the project.	- Of the total persons employed in orchard management and value chain infrastructure development, at least 30% are women and 20% are DAGs. - At least 90% of women reporting receiving equal wage as men for equivalent work as demonstrated by wage sheet managed by the project.	PIU GESI Focal Persons and GESI specialists	1–6 years
10. Include women and DAGs for fruit and nut orchards, and other crop production	- Out of the project HH representative for fruit, nut and other crop production, at least 30% are women and 20% DAG		

11. Include women and DAGs plots for pilot demonstrations for drip systems.	- Out of the total pilot demonstration plots for drip irrigation systems, at least 20% are managed by women or DAG as their HH representatives	PIUs- GESI, technical officers, Lead farmers, FGF	1–4 years
Output 3. Value addition to hilly area horticulture crops enhanced			
12. Support formation and capacity building of agriculture cooperatives promoting inclusiveness	- Out of farmer cooperative members trained in cooperative management, business planning and loan management, at least 30% are women and 20% are DAGs. - At least one of the decision-making positions ^c are held by women or DAG in project supported cooperatives. - Out of project HH that secured formal agri-business investment (fruits, nuts, vegetables and other crops), at least 30% are represented by women and 20% by DAGs	PIU GESI Focal Persons and GESI specialists, and FGFs, CPMU value chain specialist, GAFSP coordinator	5–7 years
Strengthening of institutional mechanisms for GESI mainstreaming			
13. Strengthen GESI mainstreaming of implementing agencies.	- Designate GESI focal persons in CPMU (1) & PIUs (5). - At least 90% of CPMU and PIU staff trained in GESI mainstreaming. - At least 90% of farmer group and cooperative facilitators trained in GESI mainstreaming.	CPMU GESI specialist, social safeguard specialist, M&E specialist, GAFSP coordinator	Inception period of each phase
14. Maintain disaggregated information on GESI in the project MIS.	- GESI baseline established with sex, age, caste, ethnicity, geography and disaggregated data and results. - Maintained MIS includes sex, age, caste, and ethnicity disaggregated data of all project activities. - Midterm evaluation, reports on women and DAGs status and benefit from project against GESI-AP targets.	PIU GESI Focal Persons and GESI specialists	1–7 years;
15. Recruit farmer group and cooperative facilitators ensuing inclusion of local women and DAGs	- Of the total farmer group and cooperative facilitators recruited by the project, at least 30% are women and 20% DAGs from the respective municipality in province 1, 3 and 4, and at least 40% women and 10% DAGs in province 6 and 7.	PIU GESI Focal Persons and GESI specialists	1–3 years

CPMU = Central Project Management Unit, DAG = Disadvantaged groups, GAFSP = Global Agriculture and Food Security Program, GESI-AP = Gender Equality and Social Inclusion Action Plan, HH = households, M&E = monitoring and evaluation, MIS = monitoring and information system, PIU = Project Implementing Unit, POP = packages of practice, SME = small and medium size enterprises

^a Disadvantaged groups (DAGs) covers both excluded and vulnerable groups. Disadvantaged groups is defined by ADB's SARD GESI framework as those who have historically been unable to fully access and/or benefit from social, economic and political rights, opportunities and resources, including investments, due to their identities (systemic disadvantage) and/or because of their vulnerability (situational disadvantage). DAGs also include Dalit caste groups along with indigenous population (IP) and other marginalized caste groups. Women from these groups will be counted under DAGs.

^b Ensure necessary budget provision for childcare/support family member travel and accommodation cost for residential trainings, workshops and capacity building programs.

^c Decision making positions includes one of the following 3 positions - Chairperson, Secretary and treasurer only.