

GENDER ACTION PLAN

Action	Objectives and Monitoring Indicators	Time Frame	Budget and Sources	Responsible Organization	Key Stakeholders
Output 1: Value chain investments (VCI) financed					
1.1. Review VCI proposals and prepare gender analysis for all VCI proposals from the project participating enterprises (PPEs)	Gender analysis included to all approved VCI proposals as part of due diligence.	2016–2020	Included in the project budget	PPEs, project management unit (PMU)	PPEs, PPBs, PMU, herders, farmers, and primary processors
1.2. All criteria for assessing and/or approving VCI proposals include a positive weighting for inclusion of measures to promote gender equality within PPEs and amongst local suppliers/communities	Criteria for assessing and/or approving VCI proposals included (i) enhancement of employment opportunities for women; and (ii) other gender and social benefits such as improved working conditions, occupational safety, increased skills and knowledge improved physical infrastructure at workplaces, etc.	2016–2020			
1.3. Facilitate cross-learning between PPEs to profile good practices on gender performance, through lateral learning visits, development and sharing of case studies.	Good practices on gender performance introduced between PPEs.	2017–2020			PPEs
1.4. Ensure that gender responsive core labor law/standards applied, skills and knowledge to women increased and gender equality in workplaces promoted	Corporate code of social responsibility, internal policy on promoting gender equality and sexual harassment policy are established in all PPEs.	2016–2020	Shall be part of PPEs' VCI proposals	PPEs, PMU supervision and/or general agency for specialized inspection, Research Center for Occupational Health	PMU, PPEs, primary processors
	All internal policies and practices of PPEs are consistent with National legislations and Law on promotion of Gender Equality of Mongolia.				
	Concrete action plan for increased female recruitment and retention into managerial and technical positions developed for all PPEs with less than 40% women in these positions.				
	At least 40% of all trainees of skills upgrade trainings provided by PPEs are women (to employees and local suppliers).				
	Working environment and conditions of all PPEs improved, meeting or exceeding labor and safety standards.				
	Gender-responsive physical facilities, including separate toilet and changing facilities for female and male employees, separate accommodation; and childcare facilities, if applicable.				

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1.5. Ensure the involvement of female trainees in training programs	At least 40% of training participants are women.	2016–2020	Included in the project budget	PMU and PPEs	PPEs and PPBs
1.6. Ensure the provision of new jobs for women under the Output 1 activities within PPEs	At least 40 % of total new jobs created in PPEs provided to women employees.	2016–2020	Included in the project budget	PPEs	PPEs
Output 2: Production capacity of herders and farmers improved					
2.1. Ensure that female herders, farmers and local officials will benefit the project support, including training activities	(i) At least 40% of herders, farmers, and local government officials receiving project support are women; and (ii) At least 40% of training participants are women.	2016–2020	Included in the project budget	Implementing agencies, PMU, local governments, local task forces and beneficiaries	Herders, farmers, cooperatives, primary processors, and local government officials
2.2. Ensure the provision of new jobs for women under Output 2 activities	Women access at least 40% of new created jobs.	2016–2020			
Output 3: Enterprises' marketing and technical capacity improved					
3.1. PPE staff receiving marketing and technical trainings	At least 40% of participants are women.	2016–2020	Included in the project budget	Implementing agencies, PPEs, and PMU	PPEs
Project management					
Establishment of PMU	(i) At least 30% of PMU staff are female; and (ii) Social and gender specialist implements gender action plan (GAP) at the institutional level and assists PPEs to improve gender equality and awareness at company level.	2016–2020	Included in the project budget	ADB, executing and implementing agencies, and PMU	PPEs
Ensure effective GAP implementation by: - Conducting GAP orientation and implementation training for PMU staff, executing and implementing agencies, PPBs, and PPEs at project onset and a periodic basis; - Maintaining a project specific, sex disaggregated database and conduct periodic reviews and consultations on the implementation of the GAP; and - Identifying, collecting, analyzing, and reporting sex-disaggregated data and gender performance indicators for all project activities, where applicable and report annually	(i) Sex-disaggregated data collected and analyzed and reported annually; and (ii) Effective GAP for the project are implemented.	2016–2020	Included in the project budget	PMU and PPEs	ADB, executing and implementing agencies, and PMU