

GENDER ACTION PLAN: ADDITIONAL FINANCING

Proposed Actions/Targets	Responsible Agencies
Output 1: Rural productive infrastructure and livelihood improved with capacity in disaster risk management enhanced.	
<p>Enhance income generation opportunity for women:</p> <ul style="list-style-type: none"> • Ensure women benefit from jobs created by the project related to infrastructure construction/rehabilitation as well as O&M. At least 25% of women employed as unskilled workers (reference: 25% in 2016); • Ensure promotion of gender equality in relation to construction/rehabilitation work in the bidding documents for all additional subprojects (quota for women's employment as unskilled workers, equal pay for work of equal value, and no child labor); and • Core labor standards will be complied with (equal pay for work of equal value, no child labor) for all civil works related to the project. <p>Women's participation in group formation and leadership:</p> <ul style="list-style-type: none"> • At least one woman to be elected to join management committee of new LIGs and service teams (baseline: 100% LIGs in 2016, service team: 0); • At least 50% of the new LIGs and service team members are women (baseline: 54% LIG members in 2016, service team:0); and • At least 25% of households selected to be LIG and service team members should be female-head households (baseline: 21% FHHs in 2016, service team: 0). <p>Women's participation in trainings and capacity-building activities:</p> <ul style="list-style-type: none"> • At least 50% of the service team members who receive technical training on sustainable climate resilient agricultural practices enabling them to deliver the services related to agriculture activities are women (baseline: 0 in 2016); • At least 50% of the women service team members receive training on small-scale/local food processing skills to own small business; • At least 50% of participants in training on gender mainstreaming, bookkeeping, management, DRM, climate resilient rice production, crop diversification, small livestock husbandry, interactive ICT support in marketing are women (baseline: 54% women members of LIGs in 2016; DRM and adopted climate resilient practices: baseline: 0); • Commune councilors from all selected target communes have received training on gender-responsive DRM (baseline: 0 for DRM training in 2016); and • Service teams will be linked to Women Farmer's Network. <p>Women's access to rural loans:</p> <ul style="list-style-type: none"> • At least 60% of rural loans (saving and/or revolving funds) are taken by LIG's women members (baseline: 58% of women in 2016); • All FHHs that are LIG members have access to rural loans through savings and/or revolving funds; and • LIG loans are available for female service team members to buy equipment out of the revolving fund. <p>Improved capacity for monitoring gender works at commune level:</p> <ul style="list-style-type: none"> • At least 45% of CMAWs recruited for new target communes are women (baseline: 41% of CEWs in 2016); and 	<p>NCDDS, Provincial and district gender focal points, and CMAW</p>

Proposed Actions/Targets	Responsible Agencies
<ul style="list-style-type: none"> Ensure that PDWA, DOWA, CMAWs, and CCWCs receive orientation on monitoring and reporting on gender related activities and training on gender mainstreaming, domestic violence, nutrition, LIG technical trainings, bookkeeping, management, DRM, interactive ICT support in marketing. 	
Output 2: Enabling environment for increased agricultural productivity, diversification and climate resilience created.	
<ul style="list-style-type: none"> At least 200 agribusiness enterprises (30% owned by women¹) such as chick production and feed production are operational (baseline: 28% women-owned among the 117 chick production and animal processing micro enterprises established in current project); Women-owned agribusiness enterprises receive (i) technical training and knowledge related to market access, reduced input cost and increased production; and (ii) support for improving their business; At least 40% of MIGs and paddy selling group members are women; Women members of MIGs are actively involved in seasonal vegetable cropping and commercial chicken productions; and At least 30% of CMAWs, LIGs and MIGs members received training related to interactive ICT support in marketing. 	MAFF, Provincial and district gender focal points, and CMAW
Output 3: Project management strengthened.	
<ul style="list-style-type: none"> Gender focal points are assigned for the PMU and PIU and at all levels of project implementation; Sex-disaggregated data are collected and integrated in the PPMS; GAP implementation is included in the project annual workplans and budgets; Orientation on GAP implementation and monitoring and gender mainstreaming training provided to PMU and PIU; GAP is translated into local language; Adequate inputs allocation for a national gender consultant made to support GAP implementation, monitoring, and reporting; Case studies are documented on best practices/lessons learned in relation to GAP implementation and achievement of gender equality results and published in the project website; and Gender expertise is a requirement for recruitment of NGOs or SSPs that will deliver services at community level. 	NCDDS, MAFF, National gender focal points, and PIC gender specialist

CCWC= commune committee of women's and children's affairs; CEW = commune extension worker; CMAW = commune mobile access worker; DOWA = district office of women's affairs; DRM = disaster risk management; FHH = female head household; GAP = gender action plan; ICT = information and communication technology; LIG = livelihood improvement group; MAFF = Ministry of Agriculture, Forestry and Fisheries; MIG = market improvement group; NCDDS = National Committee for Sub-National Democratic Development Secretariat; NGO = nongovernment organization; O&M = operation and maintenance; PDWA = provincial department of women's affairs; PIC = project implementation consultant; PIU = project implementation unit; PMU = project management unit; PPMS = project performance management system; SSP = special service provider.

Source: Asian Development Bank.

¹ Women-owned agribusiness enterprise means agribusiness enterprises in which women own the majority (i.e., 51% or more) of the enterprise and they make any decision related to the enterprise operations.