

## GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Gender Objectives	Activities / Indicators / Targets	Responsibilities	Timeframe
<b>Output 1: Livestock health and value chain infrastructure and supporting services expanded and upgraded in a climate-friendly manner</b>			
1.1 Income generating opportunities for women and ethnic peoples in livestock value chain expanded	1.1.1 At least 40% of micro, small, or medium-sized enterprises in the livestock value chain receiving project support are women-owned. (2022 Baseline: 0) (OP 2.4.1, OP 5.2.3) (DMF 1e)	Provincial PIUs	Annually
	1.1.2 Proportional number of micro, small or medium enterprises in the livestock value chains per province per year receiving project support are owned by ethnic peoples <sup>a</sup> (2022 Baseline: 0)	Provincial PIUs	Annually
1.2 Infrastructure includes gender responsive elements in physical design	1.2.1 Contractors in any infrastructure development or rehabilitation provide equal pay for equal work for men and women and have a zero-tolerance policy for child labor.	PIU	Continuous but reported annually
	1.2.2 At least 30 livestock value chain facilities (abattoirs, traditional markets) with gender-responsive designs established or improved (2022 baseline = 0) (OP 2.4.1; OP 5.2.3) <sup>b</sup> (DMF1d)	PIU & Provincial PIUs	Annually
<b>Output 2: Capacity for improved production and health of livestock and livestock products strengthened</b>			
2.1 Women and ethnic peoples are ensured equitable participation and opportunities for capacity development an income generation	2.1.1 18,000 ha of additional smallholder forage established in six participating provinces (30% women managed) to enhance carbon sequestration (2022 Baseline: 2,000 <sup>c</sup> ) (OP 2.3.1; OP 3.1.2) (DMF 2b)	PIU & Provincial PIUs	By project end
	2.1.2 At least 30% of forage supply contracts per year for quarantine or breeding centers are supplied by female farmers (2022 Baseline: 0)	Provincial PIUs	Annually
	2.1.3 At least three information technology-based platforms for improved livestock production and prevention of livestock epidemics with gender inclusive elements developed (2022 Baseline: 0) (OP 6.1.2) (DMF 2a) <sup>d</sup>	PIU	By project end
	2.1.4 After training, 30% of female livestock farmers can identify diseases with app & request assistance from VAHW or district. (2022 Baseline: 0) <sup>e</sup>	PIU	By project end
	2.1.5 Capacity and knowledge on animal production and health, safety monitoring of livestock and livestock products, and climate resilience in at least 1,000 additional VAHWs (30% women) increased (OP 2.1.1) (2022 baseline = 1868 active VAHWs, 3% women, in the 5 nominated project provinces) (DMF 2d) <sup>f</sup>	PIU and Provincial PIUs	Continuous but reported annually
	2.1.6 Proportional representation of ethnic peoples per province among community members participating in village animal health worker training. <sup>g</sup>	PIU & Provincial PIUs	Continuous but reported annually
	2.1.7 Organize at least one cross-farm and knowledge sharing event annually per province to enhance mutual learning among women livestock producers & VAHWs.	PIU & Provincial PIUs	Annually
	2.1.8 20% of cattle inseminated by project trained inseminators are owned by women-headed households (2022 baseline = 0)	PIU & Provincial PIUs	Annually
2.2 Gender capacity of government and training institutions strengthened	2.2.0 Training course conducted in development of gender sensitive curricula for animal health courses and manual prepared for distribution <sup>h</sup>	PIU	End of Year 1
<b>Output 3: Enabling policies for better supply, health safety and trade in livestock and livestock products enhanced</b>			
3.1 Livestock policies and strategies are gender-responsive	3.1.1 Assist MAFF with development and inclusion of gender and livestock focus on its own Gender Mainstreaming Policy and Strategic Framework (GMPSF), 2022-2026, and with GMPSF dissemination to MAFF and GDAHP staff (focusing on livestock) <sup>i</sup>	MAFF/GDAHP & PIU	End of Year 1
	3.1.2 Assist MAFF to prepare, budget and implement a monitoring system for gender and livestock aspects of the GMPSF annually	MAFF/GDAHP & PIU TA	Annually
	3.1.3 Incorporate gender focus and action plan to Livestock Sector Strategy and Plan 2026-2030 <sup>l</sup>	MAFF/GDAHP	By 2025
	3.1.4 At least two cross-border livestock trade policies on taxation and digitalization with gender-inclusive elements formulated (2022 baseline = 0). (OP 2.3.2; 7.2.4) (DMF 3a) <sup>k</sup>	MAFF/GDAHP & PIU	By project end
	3.1.5 Policy and livestock value chain studies <sup>l</sup> include specific gender outcomes and dissemination targets	MAFF/GDAHP & PIU	Annually

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	3.1.6 Veterinary Statutory Body and Veterinary Association established with at least 25% women in management (2022 Baseline: 0)(OP 6.2.1) (DMF 3b)	PIU/ VSB & association records	By project end
<b>Project Management and Gender-Specific Activities:</b>			
<p>4.1 A Gender and Social Development Specialist is engaged by the PIU early in project design and implementation.</p> <p>4.2 Identification of Gender Focal Points at each level - national/province/district from the Gender and Children Support Unit and POAHP/PDAFF/DOAHP.</p> <p>4.3 Evidence that equal employment opportunity policy and practices are implemented for project related jobs with at least 30% female project staff (Baseline 2021: 23% female staff in GDAHP or participating provincial offices).<sup>m</sup></p> <p>4.4 Collection of sex-disaggregated and gender-related information relevant to the Design and Monitoring Framework and GESIAP is integrated in the overall project performance monitoring system</p> <p>4.5 Reports include details on progress against the GESIAP (good practices, lessons learnt, uptake of training, etc.)</p>			

DMF = design and monitoring framework, GDAHP = General Directorate of Animal Health and Production, GESIAP = gender equality and social inclusion action plan, MAFF = Ministry of Agriculture, Forestry and Fisheries, OP = operational priority, PIU = project implementation unit, VSB = veterinary statutory body.

<sup>a</sup> The numbers of ethnic minorities per province varies considerably, therefore the anticipated participation by ethnic minorities should reflect their presence in the province. When communes are selected for inclusion in project activities, the proportion of ethnic minorities will be recorded at that time. Particular attention will be paid to those working with cattle.

<sup>b</sup> Includes women's toilets and change rooms (including features for menstrual hygiene management), improved accessibility of toilets for women with disabilities, adequate lighting, market benches constructed at an appropriate height.

<sup>c</sup> There is limited information available on the land available for forage production. The % of women involved in forage production is unclear, but this will be counted on the additional land. This activity will produce income, save labor and time for women.

<sup>d</sup> The platforms will include (i) information and communication technology (ICT)-driven animal health information systems (animal identification and animal health information); (ii) establishing disease control zones and associated epidemiological monitoring and a laboratory information management system; (iii) livestock value chain development services; and (iv) animal production information services (ICT-based good animal health practices). Gender-inclusive elements would focus on the ICT-based improvements to enhance usability and accessibility by local rural populations and especially women, including women with lower levels of literacy, such as through using images, photos or pictures where possible; using local language where possible; integrating simple system requirements; and ensuring sufficient accessibility in more remote areas).

<sup>e</sup> Once the app has been developed, training will be provided to farmers in its use, including identification of diseases.

<sup>f</sup> The new GMPSF of MAFF 2022-2026 has set a target of 3.3.1. Increase opportunities for women officials to attend trainings/workshops inside and outside the country (Women's representation attending trainings/ workshops inside the country increases from 38% to 45%).

<sup>g</sup> As above, note that the numbers of ethnic minorities per province varies considerably, therefore the anticipated participation by ethnic minorities should reflect their presence in the province.

<sup>h</sup> This might include consideration of socio-cultural stereotypes and the different needs and behaviors of men and women and ethnic minorities in the livestock value chains. Language and photos/diagrams will be gender-sensitive, including images of both women and men doing all tasks. It will emphasize the importance of appropriate communication methods in extension, such as sharing information with women and men, using local languages, simple language and diagrams where literacy may be poor.

<sup>i</sup> Technical assistance provided from project TA.

<sup>j</sup> Likely topics are (i) gender positive livestock development strategy, particularly through improved women's access to the factors of production, (ii) ensuring that regulations are gender inclusive, (iii) strengthening women's engagement through digital technology; (iv) ensuring the governance of veterinary statutory body and veterinary association is relatively gender balanced; and (v) empowering female village animal health workers.

<sup>k</sup> Gender inclusive elements would include ensuring that women and ethnic minorities and their different needs and behaviors in the livestock value chain are considered in all aspects of the policies. They will ensure that consideration is given to directing any benefits from the taxes to encourage the involvement of women and ethnic minorities in activities such as work as VAHWs. Policy on digitalization must consider women's access to online resources and tools.

<sup>l</sup> For example - (i) public and private sector roles in animal health service delivery; (ii) contract farming; (iii) producer and trader organizations; (iv) land zonation and use rights; (v) digital platforms; and (vi) safeguards. Implementing service provider should include gender expertise.

<sup>m</sup> The new GMPSF of MAFF has a target 3.1.1. Increase women's representation in MAFF (Women's representation under MAFF increases from 25% to 30%), hence this is in line with the target for female project-based staff.

Source: Asian Development Bank.