

PEARL Gender Action Plan

The table below provides the Gender Action Plan for the PEARL project. The project log-frame and design integrates and fully mainstreams gender within its targets with these elements providing an important guide for project implementation. As such the action plan has worked to integrate targets within those of the logframe as well as building off internal targets developed during project formulation.

It is critical to note that the whole project has a strong commitment to gender with all targets focusing on a 50% / 40/60% gender balance. As such while budget lines within the project are provided for key personnel including a Gender expert and consultants to conduct reviews and support mainstreaming of gender within training materials (with a total budget of \$285,750), other costs linked to application of trainings are covered within the main project budget but with requirements for gender elements to be integrated within training, consultation and document review processes.

Table 1. Gender Action Plan for the PEARL project

Project Activity	GAP activity	Indicator	Baseline	Target	Timeline	Responsibility	Budget (USD)	
							Exclusively dedicated for GAP	Included in Project Activity
PMU	Training of project trainers/facilitators on GESI	Number of PMU, and EE staff trained on GESI to facilitate project gender interventions	0	All members of PMU staff and key EE project staff	Y1-7	PMU gender expert to conduct trainings, and ensure participation is documented.	-	Mainstreamed in activity budget
PMU	Training of project personnel on SEAH and GBV and the FAO GRM to handle such incidents	Number of project personnel trained on SEAH, GBV and project GRM	0	All members of PMU staff and key EE project staff	Y1-7	PMU gender expert to conduct trainings, and ensure participation is documented.	-	Mainstreamed in activity budget
Cross-cutting	Mainstream GESI and integrate gender-sensitization into all training materials and trainings	Percentage of training materials and curricula reviewed by a gender specialist	0	100%	Y1-7	PMU gender expert to review all trainings prior to approval. Gender experts may be hired and review materials if needed.	-	Mainstreamed in activity budget

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Cross-cutting	All beneficiaries informed of the projects zero-tolerance policy on SEAH, and the project's grievance redress mechanism (GRM), including SEAH-specific procedures (informative materials, and information mainstreamed within trainings)	Percentage of beneficiaries informed.	0	100%	Y1-7	Materials developed by PMU gender expert, in coordination with project staff.	-	Mainstreamed in activity budget
Outcome 1: Farmers' capacities are enhanced to manage climate impacts and related risks								
Output 1.1. Availability and access to agrometeorological advisory services tailored to target value chains improved among smallholder farmers and value chain actors, particularly women.								
Activities 1.1.1-1.1.3	Hiring of gender expert to support integration of gender considerations in site assessment (baseline conditions and capacities, data gaps) and in developing gender-responsive criteria to support the selection of existing stations and areas of need. Reporting by PMU on gender-responsive approach was applied during the site selection process.	a. Set of gender-responsive criteria for review of proposed stations and training locations b. Report on site selection process with a sub-section on gender drafted.	a. 0 b. 0	a. 1 set of criteria b. 1 report	Year 1	PMU gender expert to oversee reporting and hiring of gender expert. Gender expert to be hired to support elaboration of criteria.	45,000	Mainstreamed in activity 1.1.1-1.1.3 budget
Activities 1.1.1-1.1.3	Provide capacity building to TWG-AW, led by MAFF and MoWRAM, with additional experts from other relevant entities, on gender equality and social	Percentage of persons (male and female) engaged in station design and development	0	80 % of persons (50% women and 50% men)	Years 1-3	PMU gender expert to oversee consultations and hiring of gender expert.	99,000	Mainstreamed in activity 1.1.1-1.1.3 budget

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	inclusion as well as the project's policy on SEAH, to support the integration of gender considerations within station design and information provision.	trained on gender equality and social inclusion, and integrating gender within station design and information provision.				Gender expert to be hired to develop training materials and conduct trainings.		
Activities 1.1.1-1.1.3	Gender mainstreaming, including gender sensitization and raising awareness of SEAH and the project's zero tolerance policy, into all training of trainer (ToT) and training materials, as well as other project related informative materials.	Gender mainstreamed into all training materials for Component 1	Not mainstreamed	Mainstreamed.	Year 1-4	PMU gender expert to oversee gender mainstreaming, and external experts on topics related to gender mainstreaming. PMU gender expert to review materials and ensure gender mainstreaming.		Mainstreamed in activity 1.1.1-1.1.3 budget
Activity 1.1.2	Gender expert to revise all SOPs for the 4 crops to ensure gender equality and social inclusion is adequately mainstreamed/ reflected. All SOPs should mention the project's zero tolerance policy on SEAH.	Number of SOPs with gender equality and social inclusion mainstreamed.	0	4	Year 4	PMU gender expert to revise all SOPs.	99,000	-
Activity 1.1.3	Ensure the engagement and participation of women within awareness raising sessions.	% of female farmers in awareness raising sessions	-	At least 50%	Annually assessed	PMU gender expert to monitor and coordinate with technical staff		=

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	Coordinate with women's organizations and networks to ensure planned awareness raising sessions reach women. Time meetings at suitable hours, considering time restrictions and challenges for women.					to ensure targets are met.		
Outcome 2: Adaptive capacity of smallholder farmers and other local value chain actors, particularly women farmers and value chain actors, is increased through climate-resilient, high-value, and sustainable agriculture.								
Output 2.1: Premium market access opportunities for cashew, mango, organic rice, and vegetable producers and processors increased through climate-resilient and high-value certification programs (linking to Sub-components 2.2. and 2.3 for financing and technical capacity building).								
Activity 2.1.1:	<p>Conduct training sessions for key stakeholders on gender equality and social inclusion as part of roadmap development.</p> <p>Support integration of gender into roadmaps through review and inputs to process and documents.</p> <p>Develop participatory baseline gender assessment of target cooperatives, CPAs and CFs with members with consideration of use of W+ approach.</p> <p>Assist cooperatives, associations, producer groups, CPAs, CFs, and agricultural unions in preparing crop-specific</p>	Number of persons from agricultural commodity supply chains and provincial representative trained	0	To be set based on selection identification of key stakeholder groups and individuals within each province and supply chain.	Y1-4	PMU gender expert to conduct training.	15,750	4,243,085

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	action plans/business plans for operationalizing their respective roadmaps in an inclusive and gender-responsive manner.							
	Develop gender-responsive inter-value chain actor road maps at the provincial level. Support will be provided by gender experts to ensure gender is adequately integrated, including a sub-section on gender equality and social inclusion. Invitation of women's organizations to planning and validation workshops.	Number of gender-responsive inter-value chain actor road maps.	0	4.	Y7	PMU gender expert to coordinate invitations, and ensure mainstreaming within road maps	-	
	Develop gender-responsive action/business plans for climate-resilient, inclusive premium value chains. Development of guidelines to support GESI mainstreaming within plans, to ensure the differentiated needs and priorities of women are reflected. Gender experts to review business plans to ensure gender mainstreaming.	a.. Number of gender-responsive action/ business plans developed. b. Number of guidelines on mainstreaming GESI within action/ business plans c. Percentage of plans reviewed by a gender expert	a. 0 b. 0 c. 0	a. 124 ACs, FAs, PGs, CPAs, CFs, and agricultural unions with fully developed action/business plans, and at least 95 % of them fully operational. b. 100% of plans c. 100% of plans	Y7	PMU gender expert to oversee experts who develop guidelines and review action/business plans.	-	

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	pay attention to women's empowerment needs and gender considerations. Assessment of the private sector partners' capacity to mainstream gender.							
Activity 2.1.2	Trainings on GESI, as well as the project's zero tolerance policy on SEAH. Technical support will be provided to support these institutions to strengthen their capacities and systems related to GESI (e.g. strengthening gender-responsive monitoring and evaluation, SEAH policies, among others).	Number of institutions who participated in trainings and have strengthened capacities on GESI	0	Implementation of trainings based on institutional assessment reports	Y3	PMU gender expert to guide implementation	=	
Output 2.2: Access to technologies for climate-resilient agriculture and value chain development improved among smallholder farmers and other value chain actors, particularly women (linking to Sub-component 2.1 to support the business plans of cooperatives, associations, producer groups, CPAs, CFs and agricultural unions).								
2.2.1	Assessment of gender-gaps in accessing finance by female farmers, as well as the context for female farmers to participate in and access finance via CPAs, CFs, agricultural unions, cooperatives and associations. This will be conducted by a national gender expert, and the recommendations will be integrated into guidelines for establishing FARM accounts, as well as	a. Gender-assessment for female farmers to access finance, including through their membership in CPAs, CFs, agricultural unions, cooperatives and unions. b.. GESI considerations included in	a. Not conducted b. Not integrated c. Specific product FARM not yet developed	a. Gender assessment conducted b. GESI integrated c. 60,000 women (approximately 40% of farmers engaged in target value chains within the provinces.	a. Y2 b. Y3-4 c. Y3-7	PMU gender expert to oversee national gender expert conducting assessment. PMU gender expert to revise training materials, guidelines and informative materials.	-	4,243,085

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	<p>training materials (including ToT materials), and other awareness raising materials and strategies to strengthen GESI and gender-sensitization within these institutions.</p> <p>Development and dissemination of informative materials for women on opportunities to access finance.</p>	<p>training materials, guidelines and awareness raising materials to increase womens' awareness of finance opportunities, and to strengthen information dissemination and improved access through CPAs, CFs, agricultural unions, cooperatives and associations.</p> <p>c. Number of women informed on the available options and services for farmers and local value chain actors.</p>				PMU gender expert to oversee monitoring and reporting, and will coordinate with the respective technical staff for adaptive management.		
Activity 2.2.1	Trainings for women's organizations, female farmers, and women-led businesses as part of AC ACs, FAs, PGs, CPAs, CFs, and unions of cooperatives annually training on financial	<p>a.. % of women trained</p> <p>b. number of women-only trainings</p>	<p>a. Low levels of awareness with no formal trainings</p> <p>b. 0</p>	<p>a. 50% of all training participants are women.</p> <p>b. 25</p>	Y5	PMU gender expert to oversee planning	-	

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	literacy and business development.							
Activity 2.2.1	Gender assessment, guidelines and training for the FARM account (trust fund) to be established for each beneficiary group to advance its business plan with clearly defined governance arrangements and ongoing business development support (i.e., FARM grants manual, Board of trustees, disbursement eligibility criteria, fiduciary and performance monitoring mechanisms).	Number of target cooperatives, associations, producer groups, CPAs, CFs and agricultural unions supported and accessing finance	0	124	Y5	PMU gender expert to oversee monitoring in close cooperation with technical project staff. Trainings to be conducted by technical staff, utilizing information developed by the PMU gender expert and other national gender experts.	-	
Output 2.3: Awareness and knowledge of climate-resilient and sustainable, high-value agriculture increased among farmers and other local value chain actors, particularly women farmers and value chain actors (linking to Sub-component 2.1 to support the operationalization of business plans by the cooperatives, associations, producer groups, CPAs, CFs and agricultural unions)								
Activity 2.3.1	Input from gender expert and gender-focused consultations (with women's groups and female farmers) into development of clearing house mechanism to ensure that it effectively captures gender-based information and provides fully gender responsive information.	a. Number of consultations with women's groups on clearing house system, and the differentiated needs of female farmers and value chain actor b. Clearinghouse system is gender-	-	Yes – clearinghouse system is gender-responsive	Y3	PMU expert to oversee that the system is gender-responsive.	-	1,350,990

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		responsive, and includes information on best practices for climate-resilient, inclusive, gender-responsive, and high-value agriculture						
Activity 2.3.2	Train extension officers, retailers, hoteliers, restaurateurs, and traders/exporters on gender equality and social inclusion that increases understanding of gender considerations within farming groups and improves quality of service delivery and the consideration of gender-differentiated contexts and needs.	Number of extension officers, retailers, hoteliers, restaurateurs, and traders/exporters trained on GESI	0	Accumulative total of 550 (40-50% women) PDAFF and PDoC staff, including extension officers, district administration officers, commune and village extension agents, and NGOs trained over the project lifetime through TOT.	XYZ	PMU gender expert to ensure gender is mainstreamed in trainings	27,000	
Activity 2.3.2	Promote gender responsive CRA practices and technologies, ensuring technologies are adequately screened and communicated for potential gender-responsive development benefits (e.g. value chains with high representation of women, time-saving practices).	a. Percentage of beneficiaries (sex-disaggregated) who take up gender-responsive and climate-resilient agricultural practices and technologies b. Percentage of beneficiary	a. – b. -	a. 60% (of which 50% are women) b. 85% (of which 50% are women)	Y7	PMU gender expert to oversee gender-reporting in close coordination with project technical staff to ensure adaptive management.	-	1,377,990

Project Activity	GAP activity	Indicator	Baseline	Target	Timeline	Responsibility	Budget (USD)	
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Output 3.1: Regulatory and institutional arrangements and capacity relevant to developing certification-based value chains strengthened to provide enabling conditions for climate-resilient, inclusive high-value and sustainable agriculture and food security.								
Activity 3.1.1	Regulatory and institutional revisions to be accompanied by an assessment on GESI to identify challenges and opportunities for mainstreaming GESI. Conduct gender mainstreaming within revisions to regulatory and institutional framework for climate-proofed certification programs, based on the findings of the aforementioned review.	a.. GESI review conducted to highlight opportunities and challenges related to GESI in the institutional and regulatory framework. b.. Revised regulatory and institutional framework have GESI mainstreamed and are gender-responsive.	a..– b. GESI not mainstreamed	a. GESI review conducted b. GESI mainstreamed	A Y3 B Y4	PMU gender expert to oversee hiring of gender expert to conduct review and support gender mainstreaming in the regulatory and institutional framework.	-	145,600
Activity 3.1.2:	Conduct gender assessment of lending scorecard and integrate revisions within score card system. .	Review conducted and amendments made.	No review	Review undertaken and recommendations acted on	Y 3	PMU gender expert to undertake.	-	400,172
Activity 3.1.3	Ensure memorandum of understandings (MoU) with banks include also commitments to strengthen GESI.	Number of commercial banks with memorandums of understanding (MoUs) signed to operationalize the scorecard, including commitments to support GESI	0	At least 3	Y 4	PMU gender expert to support technical team to draft MoUs and support with GESI-related outreach and commitments.	-	Mainstreamed in Activity 3.1.3 budget

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Output 3.2: Gender-responsive landscape-level agroecology monitoring system (LAMS) developed to crowd in public and private investments in climate-resilient, high-value and sustainable agriculture.								
Activity 3.2.1	Undertake baseline assessment for LAMS design to ensure the system considers gender-differentiated needs to ensure gender-responsive system design. Conduct consultations with women’s groups and networks to inform LAMS design (including the baseline review and design report), and ensure gender-differentiated considerations are reflected.	Baseline review for LAMS design conducted that outlines needed adjustments to strengthen gender equality and social inclusion (GESI) within the system.	-	Baseline review for LAMS design conducted, including with section on GESI	Y4	PMU gender expert Where necessary, the PMU gender expert will coordinate with the respective technical staff and service providers to ensure gender-related feedback is integrated into the system.	-	594,104
Activities 3.2.1 and 3.2.2	Gender equality and social inclusion mainstreamed in awareness raising and training materials on LAMS. PMU gender expert to revise all materials.	GESI mainstreamed in awareness raising and training materials on LAMS	Materials not yet developed	GESI mainstreamed in awareness raising and training materials on LAMS	Y5	PMU gender expert to revise all awareness raising and training materials.	-	
Activity 3.2.2	Develop a communications and information dissemination strategy to ensure women use and benefit from LAMS.	Gender-focused communications and information dissemination strategy developed	Not developed	Developed.	Y5	PMU gender expert to support with the elaboration of the strategy	-	53,250
Activity 3.2.2	Conduct stakeholder awareness raising events on LAMS with women’s organizations, and female-owned businesses	a. Number of women’s groups and organizations trained on LAMS	a. – b. – c. -	a. At least 10 b. 50%	Y5	PMU gender expert to oversee participation of women within	-	

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	to ensure the system supports them with climate-informed decision-making, monitoring, and reporting, and to also enable active management and feedback to ensure the differentiated needs of women are reflected within the tool.	<p>and supporting awareness raising</p> <p>b. Percentage of females attending awareness raising sessions and trainings on LAMS</p> <p>c. Number of beneficiaries (sex-disaggregated) utilizing LAMS regularly using for climate-informed planning and investment decision-making..</p>		c. At least 2,500 beneficiaries (1,250 women, 1,250 men)		<p>trainings and use of the platform.</p> <p>Where necessary, the PMU gender expert will coordinate with the respective technical staff and service providers to ensure gender-related feedback is integrated into the system.</p>		