

Annex 8b

Gender Action Plan

GCF Funding Proposal

*Thai Rice:
Strengthening Climate-Smart Rice Farming*

July 2023

Version 3

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
GmbH

LIST OF ACRONYMS

ACWO	ASEAN Confederation of Women’s Organisations
ASEAN	Association of Southeast Asian Nations
AWEN	ASEAN Women Entrepreneurs Network
BAAC	Bank of Agriculture and Agricultural Cooperatives
EE	Executing Entity
EFD	Environmental Fund Division
ESS	Environmental and Social Safeguards
GAP	Gender Action Plan
GESI	Gender Equality and Social Inclusion
GFP	Gender Focal Point
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ) GmbH
GRM	Grievance Redress Mechanism
IRRI	International Rice Research Institute
M&E	Monitoring and Evaluation
ONEP	Office of Natural Resources and Environmental Policy and Planning
PMU	Project Management Unit
RD	Rice Department
SEAH	Sexual Exploitation, Abuse and Harassment
SRP	Sustainable Rice Platform
TAS	Thai Agricultural Standard for Sustainable Rice
ToR	Terms of Reference

1. Introduction

A Gender Action Plan (GAP) forms the basis for gender mainstreaming throughout the project cycle. It is thus an operational planning as well as a Monitoring and Evaluation (M&E) instrument. This also includes integration of the respective indicators and baseline information into the system. The GAP will also be discussed with project partners who are involved in the project's implementation.

The gender assessment of the Thai Rice Project has identified the following gender issues/points of importance to be addressed by the project:

- Monitoring of the gender equality situation is important to ensure that the project will not expand gender disparities and can contribute to gender equality and women's empowerment.
- Gender-disaggregated data is lacking and needs to be collected whenever there is an opportunity.
- Gender equality perspectives need to be shared by all actors involved in the project.
- Gender inequality largely stems from an unequal gender division of labour that places greater responsibilities for household and care work on women while also granting them fewer leadership roles.
- Certain groups of women are especially vulnerable and need special attention, including women migrant workers, female-headed households, female-headed skipped-generation households, women with young children, elderly women living alone, women living with people with care needs, women with disabilities and women self-identifying as pertaining to an ethnic group.
- Women and men have different levels of interest in different types of technologies. Technology promotion and dissemination strategies need to consider such gender differences.
- There are groups of women whose high potential for supporting climate-smart rice farming is not fully appreciated, including returnee women farmers as well as young women farmers.
- Financial and insurance services need to take into consideration women's needs.
- Women farmers need to be acknowledged as entrepreneurs and service providers and need to be provided with business support.
- Women's groups can be supported with market support for sustainable rice.
- Some of the Project's Executing Entities (EEs), namely the Rice Department (RD), the Bank for Agriculture and Agricultural Cooperatives (BAAC), the Office of Natural Resources and Environmental Policy and Planning (ONEP) and the International Rice Research Institute (IRRI), need to review – and, in some cases, improve or develop – their policies and practices to be gender-inclusive.
- The project could usefully support and facilitate women's leadership in the community, nationally and regionally.

2. Gender Action Plan

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
1	All	Benefits from the project are enjoyed equally by women and men, and gender disparities are not widened.	A gender-sensitive Monitoring and Evaluation (M&E) system is put in place to track the number of female and male beneficiaries and to ensure gender-responsive project management.	Gender-sensitive M&E system tracks the number of women being direct and indirect beneficiaries reached in Y1-5.	0	253,400 direct beneficiaries (138,400 male, 115,000 female) 760,200 indirect beneficiaries (353,400 male, 406,800 female)	1-5	GIZ , RD, BAAC, ONEP, IRRI	Included within budget of the M&E system
2	All	Gender-disaggregated data is available to inform decision-making and to track progress (includes data on land ownership, land rental, employment in agriculture, time use, loan access/ utilization/ repayment, out-migration, etc.).	Studies, surveys and reports commissioned by the project include gender-disaggregated data, especially relating to vulnerable women including, e.g., gender disaggregation of training recipients, female-headed households, female-headed skipped generation households, (single) mothers with small children, elderly	Gender-disaggregated data and information on vulnerable women collected in Y1-5.	0	26 studies and reports have gender-disaggregated data, and further disaggregated by ethnicity, age, disabilities and other.	1-5	RD, BAAC, ONEP, IRRI, GIZ	Included in project budget for international and local consultancies

¹ Quantification of indicators will be ensured within the first year of project implementation.

² Where the main responsible EE is collaborating with contributing EEs, the respective EE is marked in bold. Where all listed EEs have/ share the same responsibility, none is marked in bold.

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			women living alone, women living with people with care needs, women with disabilities, women self-identifying as pertaining to an ethnic group.						
3			Development of a comprehensive set (master list) of gender-disaggregated data that is required to drive forward the gender agenda in the Thai rice sector.	Master list of gender-disaggregated data developed in Y1-5.	0	Master list of gender-disaggregated data developed.	1-5	GIZ , RD, BAAC, ONEP, IRRI	Included in staff costs of Gender Focal Points (GFPs) (GIZ: 116,207 (1 person) RD: 309,000 (3 people) BAAC: 148,000 (3 people) ONEP: 27,500 (1 person) IRRI: 122,340 (1 person))
4			Regular diagnostics to monitor whether the gender-disaggregated data in the master list is being collected and is being included in relevant project reporting.	Master list of gender-disaggregated data is monitored in Y2-5.	0	Annual checks of the master list are conducted.	2-5	GIZ , RD, BAAC, ONEP, IRRI	See GAP intervention ID 3
5			A mechanism to collect Sexual Exploitation, Abuse and Harassment (SEAH) issues is developed and SEAH	Number of reports that include data on SEAH incidents in the project is included in	0	All the quarterly reports of the EEs have SEAH data	1-5	GIZ, RD, BAAC, ONEP, IRRI	See GAP intervention ID 3

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			data is included in the monitoring data.	project reporting in Y1-5.		from the provinces.			
6	All	The gender equality perspective is shared with and by project implementation personnel.	42 members of key personnel involved in the project (Project Management Unit (PMU), relevant EE staff, etc.) are trained on integration of gender interventions and gender mainstreaming, including how to monitor and how to communicate in a gender-sensitive way.	Number of key personnel involved in the project who have been trained on gender integration in projects, gender mainstreaming, monitoring and communicating in a gender-sensitive way in Y1-4.	Baseline will be set in inception phase	42 members of key personnel of EEs (5 from BAAC, 7 from RD, 3 from ONEP, 6 from IRRI and 21 from GIZ) are trained annually on gender topics.	1-4	GIZ, RD, BAAC, ONEP, IRRI	16,400
7	All	Changes in division of labour (agricultural, household, family care, etc.) between women and men.	Information campaigns and training and awareness materials supported by the project will include awareness-raising on Gender Equality and Social Inclusion (GESI) and the necessity of men and women sharing household and family work.	Number of training modules that include GESI and about sharing of household work in Y1-5.	Baseline will be set in inception phase	20 training modules developed by the project include GESI.	1-5	GIZ, RD, IRRI	Included within sub-activity 1.1.1.1
8				Number of awareness-raising campaigns organised or materials produced that include gender equality	0	5 GESI awareness campaigns are organized in project area.			5,000

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				messages in Y1-5.					
9				Percentage of households participating in the project that confirm changes in division of labour within household in Y1-5.	0	At least 50 % of the project participating households (or 126,700 households) report changes in division of labour within their household.	1-5		Included within sub-activity 1.1.1.1

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
10	1.1.1.1	Women migrant agricultural workers are protected from gender-based discrimination. ³	Women migrant workers are eligible to receive project-supported training (where they meet other relevant criteria, e.g., they are rice farmers in the project area).	Number of trainings conducted and number of participants per year targeting migrant women and men in Y1-5.	0	At least 4 trainings per province (21 provinces) targeting migrant women and men (with more than 50% of participants being women) organized every year with at least 40 migrant participants (in different locations every year, to cover workers in different areas).	1-5	GIZ, RD	Included within sub-activity 1.1.1.1
11				Percentage of migrant women and men workers participating in farmers' trainings	0	Value assortment set in inception phase for percentage of the participants of farmers' training are			Included within sub-activity 1.1.1.1

³ Migrant workers are vulnerable because of their precarious legal status. Women migrant workers are particularly vulnerable because they tend to be paid less, tend to have less language ability and less developed social networks than male migrant workers. Thailand's agriculture is heavily dependent on migrant workers from neighbouring countries.

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
				organized by the project in Y1-5.		migrant workers.			
12			Farmer training emphasises the need – and obligation for project participation – to comply with all labour laws, including anti-discrimination legislation.	Number of farmer training modules which include issues on labour law and anti-discrimination in Y1-3.	0	20 training modules include issues on labour law and anti-discrimination.	1-3	GIZ, RD	Included within sub-activity 1.1.1.1
13			Training on climate-smart rice agriculture for farmers (most of whom are not migrants) presents the perspective of women migrant workers, so that all farmers understand – and, ideally, empathize with – the challenges migrant women confront.	Number of farmer training modules reviewed and revised to include women migrant workers' perspectives and challenges in Y1-2.	0	20 farmer training modules include women migrant workers' perspectives.	1-2	GIZ, RD	Included within sub-activity 1.1.1.1
14	1.1.1.1, 1.1.1.3	Women in vulnerable situations (female-headed households, female-headed skipped generation households, women with young children, elderly women living alone, women living with people with care needs, women with disabilities, women self-identifying as pertaining to an ethnic	Climate-smart agriculture training for women in vulnerable situations is conducted in the village or the place of their preference, taking into consideration their time and logistical constraints. Older women self-identifying as pertaining	Number of training and participants per year which target vulnerable women in Y1-5.	0	At least 4 trainings with at least 40 vulnerable women conducted per province every year (training to be conducted in different locations every year to	1-5	GIZ, RD	Included within sub-activity 1.1.1.1 + 5,000 (additional travel costs)

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
		group) are able to access training and other knowledge acquisition opportunities.	to an ethnic group might have more difficulties accessing these trainings because of language and cultural barriers. If needed special training will be arranged for this group of women.			enhance participation of women in diverse locations) with at least 10% of the participants from ethnic groups.			
15				Percentage of how many participants of trainings targeting vulnerable women confirm to have adopted new technologies and increased their income in Y1-5.	0	50% of the training participants adopted new technologies and increased their income.			Included within GAP intervention ID 14
16			Training materials are made available online and offline in smart phone-compatible formats, so that they can be accessed when convenient to the user.	Number of training materials made accessible for online and offline use on smartphones in Y1-5.	0	Material of 20 training modules to be accessed online.	1-5	GIZ, RD, IRRI	Included within sub-activities 1.1.1.1 and 1.1.1.3 for
17	1.1.1.1, 1.1.1.3	Introduced climate-smart technologies and practices have relevance and utility for women as well as men.	All training modules are reviewed with a gender perspective to ensure they are gender-responsive and	Number of training materials reviewed from a gender	0	Materials of 20 trainings modules are reviewed from	1-3	GIZ, RD, IRRI	Included within sub-activity 1.1.1.1 and 1.1.1.3

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
			adequately reflect gender equality and interests: e.g., by highlighting the cost reduction dimension of climate-smart technologies, applications for work where women are heavily represented (e.g., bio-fertilizer production) and by showcasing underexploited potentials for women's income generation.	perspective in Y1-3.		a gender perspective.			
18	1.1.1.1, 1.1.1.3	The ageing trend among rice farmers – including women farmers – is addressed.	Secondary school girls and boys, particularly those in the final 2 years of school, in the project areas are introduced to climate-smart agricultural technologies and practices. Their awareness of governmental support programmes for rice farmers is raised.	Number of awareness raising events at secondary schools and percentage of girls participating in these events in Y3-5.	0	One secondary school per province (21 provinces) receive introduction to climate-smart agriculture technologies and practices, with at least 50% of the participants being girls.	3-5	GIZ, RD	14,000
19				Percentage of girls and boys participating in awareness raising events confirm their	0	70% of the girls and 70% of boys participating find the technologies			Included within GAP intervention ID 18

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
				interest in climate-smart agriculture technologies and practices in Y3-5.		that they learned useful and are interested in trying it out.			
20			The perspective of returning farmers (especially targeting young women and men who have just started a family) is reflected in the training approach.	Number of training modules reviewed and revised to be returning farmers friendly in Y1-2.	0	Material for 20 training modules is made returning farmers friendly.	1-2	GIZ, RD, IRRI	Included within sub-activities 1.1.1.1 and 1.1.1.3
21	1.1.1.1, 2.1.1.1	The entrepreneurial potential of women returning from urban areas to care for their parents is harnessed. ⁴	Returnee women are contacted by local mega-farms or village associations and are offered training and information on climate-smart rice farming.	Number of returnee women farmers contacted by local mega-farms or village associations in Y3-5.	0	20 returnee women are contacted per province to implement climate smart technologies.	3-5	GIZ, RD, IRRI	5,000
22			Returnee women are paired up in 'reciprocal mentorships', whereby local women farmers provide advice and practical training on rice farming and the returnees provide practical advice (e.g.,	Number of returnee women paired up in 'reciprocal mentorships' in Y3-5.	0	20 returnee women are paired up for 'reciprocal mentorships'.			Included within GAP intervention ID 21

⁴ As identified in the gender assessment (Annex 8a), more women than men are care takers of the elderly. Both, young women and men, go to urban areas for work. However, when their parents are older, normally the daughters will come back to the province to take care of them. It is noted that these returnee women are often higher educated, have professional experience, and have wider exposure to different ideas while living in the urban areas, and can be more open to new technologies and different ways of doing things. This intervention aims to ensure that such resourceful women are integrated well into the rice farming community and into the project, so that both these women as well as the project benefit from their contribution.

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			on technology and commerce).						
23	1.1.2.1	BAAC financial support is accessible to women farmers and service providers.	BAAC develops financial literacy trainings and financial instruments (incentive payment and Climate-Smart Loan scheme) that meet the needs of women farmers, informed by consultations with women's groups and women mega-farm leaders. This would serve as a process for dialogue for BAAC and identify women's financial needs as well as the mode of communication that women find it easy to access.	Percentage of financial instruments introduced by BAAC cater to women's needs in Y1-5.	0	100% of BAAC's introduced financial instruments cater to women's needs.	1-5	GIZ, BAAC	5,000
24			Women farmers and women's groups are supported as service providers - notably, for bio-fertilizer production (for which rice straw residues can be used in conjunction with traditional manure substrate). ⁵	Number of women farmers attending the consultation rounds in Y1-3.	0	At least 100 women farmers per province attend the consultation rounds with BAAC.	1-3	GIZ, BAAC	Included within GAP intervention ID 23
25	2.1.1.1, 3.1.1.1, 3.1.1.2	Women farmers are acknowledged as current or potential service providers and are supported accordingly.	Women farmers and women's groups are supported as service providers - notably, for bio-fertilizer production (for which rice straw residues can be used in conjunction with traditional manure substrate). ⁵	Number of women's groups confirmed to have been supported to work as service providers (e.g., bio-fertilizer service)	Baseline will be set in inception phase	At least 10 women's groups per province are supported to work as service providers (e.g., bio-fertilizer production).	1-5	GIZ, IRRI	Included within sub-activity 3.1.1.1

⁵ Note that some women's groups in the North are already producing and selling bio-fertilizer using rice straw residues in conjunction with traditional manure substrate. Note also that earthworm fertilizers reduce the production of GHG emissions. The production of organic fertilizer will also contribute to sub-activity 3.1.1.1 through better use of biomass such as cow dung.

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				providers) in Y1-5.					
26			Support is provided to identify other biomass sources (in addition to currently used cow dung) that can be used in conjunction with rice residues to produce bio-fertilizer.	Number of additional biomass sources identified to produce bio-fertilizer in Y1-5.	Baseline will be set in inception phase	At least two biomass sources identified that can be used with rice residues to produce bio-fertilizer.			Included within sub-activity 3.1.1.1
27	2.1.1.3	Women farmers benefit from rice insurance.	Insurance scheme awareness-raising and insurance literacy training are provided to women's groups and women farmers.	Number of women attending insurance scheme awareness raising and insurance literacy training and percentage of women holding a rice insurance in Y1-5.	0	At least 100 women per province attend the training per year. At least 40% of the rice insurance holders are women.	1-5	GIZ	Included within sub-activity 2.1.1.3
28			A feedback mechanism is established to allow women farmers to voice their insurance needs, including for businesses based on rice residues as inputs.	Percentage of women trainees providing feedback to the insurance scheme in Y2-5.	Baseline will be set in inception phase	70% of the women trainees provide feedback on the insurance mechanism.	2-5	GIZ	116,207 (GIZ staff cost for 1 GFP)

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29	3.1.1.1, 3.1.1.2	Market access for premium, climate-smart rice is available for women farmers.	Women's groups are able to sell their premium climate-smart rice (higher quality, low-emission, etc.) to consumers directly through marketing and packaging support rather than being obliged to blend it with standard rice or are supported in their market linkages to suitable off-takers (e.g., by being supported to adopt practices that conform to agricultural standards such as the Thai Agricultural Standard for Sustainable Rice (TAS), Sustainable Rice Platform (SRP) or equivalents).	Percentage of women who increase their income by selling premium climate-smart rice and adopting climate-smart agriculture practices, and the percentage of income increase in Y3-5.	Baseline will be set in inception phase	70% of the women's groups selling premium climate-smart rice increase income by 10%.	3-5	GIZ	Included within sub-activities 3.1.1.1 and 3.1.1.2
30	3.1.1.1	The TAS includes women's empowerment as a foundational element.	<p>TAS women's empowerment indicators are reviewed in the Thai gender context.</p> <p>TAS is supported to expand and to include women's empowerment indicators.</p>	Inclusion of women's empowerment indicators in TAS in Y1-3.	0	TAS includes women's empowerment indicators.	1-3	GIZ	See GAP intervention ID 28

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31			TAS women's empowerment indicator data is collected and reported to inform evolution of the standard and broader policymaking.	Number of reporting on TAS women's empowerment indicators in Y2-5.	0	All TAS report includes data on women's empowerment indicators.	2-5	GIZ	See GAP intervention ID 28
32			SEAH awareness campaigns are conducted.	Number of SEAH awareness campaigns conducted in Y2-5.	0	5 SEAH awareness campaigns are conducted.	2-5	GIZ, RD, IRRI	5.000
33	1.1.1.1. 1.1.1.2.	Farmers in the project area are aware of SEAH issues and are supported.	Functioning grievance redress mechanism (GRM) on SEAH issues is established in the project area.	Percentage of male and female beneficiaries (disaggregated by sex, ethnic group and age, migration status) who confirm they are aware of the SEAH GRM and trust in its effectiveness in Y2-5.	0	More than 80% of women and men in each subcategory (by sex, ethnic group, age, migration status) are aware of the SEAH GRM and have trust in its effectiveness.	2-5	GIZ, RD, BAAC, ONEP, IRRI	See GAP intervention ID 3
34			Peer support on SEAH related issues is established and supported with capacity building and linkages.	Number of survivor networks or peer support groups on SEAH established and trained in Y2-5.	0	At least one survivor network or support group on SEAH is established and provided training.	2-5	GIZ	Included within GAP intervention ID 32

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35	1.1.1.1.	All 5 EEs (RD, BAAC, ONEP, IRRI, GIZ) have well-trained GFPs to implement GAP.	Each EEs appoint at least one GFP.	Number of GFPs appointed per EE in Y1.	0	9 GFPs are appointed: - 3 from RD (1 per region) - 3 from BAAC (1 per region) - 1 from ONEP - 1 from IRRI - 1 from GIZ	1	GIZ, RD, BAAC, ONEP, IRRI	1,500
36			GFPs of each EE are trained on gender integration, gender mainstreaming, gender M&E, and gender-sensitive communication and equipped technically to implement the GAP.	Number of GFPs of each EE in Y1-5.	0	All 9 GFPs attend 2 gender trainings by Y5.	1-5	GIZ, RD, BAAC, ONEP, IRRI	16,000
37	1.1.1.1.	All 5 EEs (RD, BAAC, ONEP, IRRI, GIZ) are aware on SEAH issues.	EE's project key personnel are trained on SEAH, and training conducted every year.	Number of key personnel in BAAC, RD, ONEP, IRRI, and GIZ who are trained on SEAH in Y1-5.	Baseline will be set in inception phase.	21 members of key personnel of BAAC, RD, ONEP, IRRI and GIZ participate in the annual training, and 80% of the staff involved are trained on SEAH.	1-5	GIZ, RD, BAAC, ONEP, IRRI	16,000
38	1.1.2.2, 2.1.2.1	BAAC is responsive to women farmers' needs.	BAAC develops a GAP.	BAAC develops its own GAP in Y2.	0	BAAC develops its own GAP.	2	BAAC	148,000 (BAAC staff costs for 3 GFPs)
39			GAP dissemination training is provided for	Number of key BAAC staff	0	5 members of BAAC key	2-5	GIZ, BAAC	Included within GAP

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			BAAC management and staff.	attending GAP dissemination training in Y2-5.		personnel attend GAP dissemination training.			intervention ID 6
40			BAAC monitors GAP implementation.	GAP implementation progress report included in annual report in Y2-5.	0	Section on GAP implementation progress in BAAC is included in all annual reports.	2-5	BAAC	See GAP intervention ID 38
41			BAAC establishes a GRM for SEAH related grievances.	Percentage of project implementing staff at BAAC who are aware of SEAH issues and percentage of them having medium level of confidence in the SEAH GRM in Y1-5.	0	80% of project relevant BAAC staff are aware of and at least 70% have a medium level of confidence in the SEAH GRM.	1-5	BAAC	See GAP intervention ID 38
42	1.1.1.1	RD is responsive to women farmers' needs.	Regular consultations with RD are organised to reflect and consult on gender mainstreaming in the rice sector.	Number of meetings of RD and GIZ on reporting on the progress of gender mainstreaming in RD in Y1-5.	0	Bi-monthly meeting of RD and GIZ on the progress of gender mainstreaming is organized.	1-5	GIZ, RD	309,000 (RD staff costs for 3 GFPs)

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43			Regional RD facilities (rice seed centres, rice research centres) are supported with gender-inclusive outreach.	Number of training and number of participating regional RD facilities on gender-responsive outreach activities in Y1-5.	Baseline will be set in inception phase	28 regional RD facilities (15 rice seed centres, 12 rice research centres, 1 Thailand Rice Science Institute) are trained to review their activities and developed a list of gender-responsive outreach activities.	1-5	RD	Included within GAP intervention ID 6
44			RD develops its own GAP.	RD develops its own GAP in Y2.	0	RD develops its own GAP.	2	GIZ, RD	See GAP intervention ID 42
46			RD sets up a SEAH GRM.	Percentage of project-implementing staff at RD are aware of SEAH issues and percentage of them having medium level of confidence in the SEAH GRM in Y1-5.	0	80% of project-implementing RD staff are aware and at least 70% have a medium level of confidence in the SEAH GRM.	1-5	RD, GIZ	See GAP intervention ID 42
47			Training provided for RD staff is gender-inclusive, so that gender-related issues	Number of training modules for RD staff which are	0	3 training modules for RD staff are	1-5	RD	Included within GAP intervention ID 6

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			are appropriately communicated to RD stakeholders (such as rice farmers).	gender-inclusive in Y1-5.		gender-inclusive.			
47			RD staff training includes women's empowerment performance indicators under the revised TAS.	Number of RD staff members in charge of TAS are trained on its women's empowerment indicators in Y2-3.	0	16 members of RD staff in charge of TAS are trained on women's empowerment performance indicators.	2-3	GIZ, RD	Included within sub-activity 1.1.1.1
48			The importance of women's empowerment and gender equality is included in ONEP's mission statement.	Reference to women's empowerment and gender equality is made in ONEP's mission statement in Y2.	0	ONEP's mission statement includes women's empowerment and gender equality.	2	ONEP	27,500 (ONEP staff costs for 1 GFP)
49	3.1.3.2	ONEP is responsive to women farmers' needs.	ONEP's ESS guidelines explicitly address gender aspects.	Reference to gender aspects is included in ONEP's environmental and social safeguards (ESS) guidelines in Y1-3.	0	ONEP's ESS guidelines address gender aspects.	1-3	ONEP	See GAP intervention ID 48
50			ONEP's Environmental Fund Division (EFD) to include gender criteria for funding allocation decisions.	Inclusion of gender criteria in EFD's funding allocation in Y1-3.	Baseline will be set in inception phase	Gender criteria for funding allocation for EFD developed.	1-3	ONEP	See GAP intervention ID 48

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51			ONEP establishes a SEAH GRM.	Percentage of project-implementing staff at ONEP are aware of SEAH issues and percentage of them having medium level of confidence in the SEAH GRM in Y1-5.	0	80 % of ONEP project-implementing staff are aware of and at least 70% have a medium level of confidence in the SEAH GRM.	1-5	GIZ, ONEP	See GAP intervention ID 48
52	1.1.2.3, 2.1.1.1, 3.1.4.1	IRRI is responsive to women farmers' needs.	All IRRI Thailand recruitment processes and Terms of Reference (ToR) descriptions are made gender-sensitive.	Percentage of recruitment announcement and ToRs are gender-sensitive in Y1-5.	Baseline will be set in inception phase	100 % IRRI recruitment announcements and ToRs are gender-sensitive.	1-5	IRRI	122,340 (IRRI staff costs for 1 GFP)
53			Guidelines for gender-sensitive action are established for IRRI Thailand.	Guidelines for gender-sensitive action are developed for IRRI Thailand in Y1.	Baseline will be set in inception phase	IRRI's guideline for gender-sensitive action is developed.	1	IRRI	See GAP intervention ID 52
54			Gender training to disseminate IRRI's gender guideline for action is provided for all IRRI Thailand staff.	Number of IRRI key personnel trained on gender guideline for action in Y1-4.	0	6 members of IRRI key personnel are trained on gender guideline for action.	1-4	IRRI	Included within GAP intervention ID 6
55			Performance on gender guidelines is monitored and included in regular project reports.	Frequency of collection of data on performance of the gender	0	Data from the gender guidelines is	1-5	IRRI	See GAP intervention ID 52

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
				guideline of IRRI in Y1-5.		collected bi-annually.			
56			IRRI Thailand establishes a SEAH GRM.	Percentage of project-implementing staff at IRRI who are aware of SEAH issues and percentage of them having medium level of confidence in the SEAH GRM in Y1-5.	0	All IRRI Thailand staff are aware of and have and at least 70% have a medium level of confidence in the SEAH GRM.	1-5	IRRI	See GAP intervention ID 52
57	1.1.1.1, 1.1.1.3, 3.1.1.1, 3.1.1.2, 3.1.4.1	Women farmers are able to fully and productively participate in decision-making in local governance institutions. ⁶	The roles and successes of women are showcased in project-related events (e.g., female advanced farmers, as event speakers, etc.).	Number of women selected as advanced farmers and appointed speakers in project events in Y1-5.	0	10 women selected as advanced farmers per province per year are selected to speak in project-related events.	1-5	GIZ, RD, IRRI	Included within sub-activities 1.1.1.1, 1.1.1.3, 3.1.1.1, 3.1.1.2 and 3.1.4.1 (training, workshops and conferences)
58			Focused training on climate change issues is provided to interested women's groups so that they can play a role as	Number of women's groups selected and trained as environment/	0	5 women's groups per region (3) per year are trained on	1-5	GIZ, RD, IRRI	15,000

⁶ To ensure that governance working modalities will be gender-responsive, it is important to ensure that women are involved in key decision-making bodies, especially those that decide on budgets.

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
			environment and climate-smart technology advocates ⁷ .	technology advocates in Y1-5.		environment/ climate change issues.			
59			Annual national workshops are organised for agriculture- and environment-relevant ministries and departments and women leaders in the rice sector to discuss the role of women in their organisations, how to strengthen their leadership roles and networking.	Number of workshops and percentage of female participants, percentage of whom are women, discuss gender equality and strengthening of women in leadership roles in Y2-5.	0	4 national workshops are organized with 100 participants per year, among which are at least 50 % women leaders in the rice sector.	2-5	GIZ, RD, IRRI	16,000
60	1.1.1.1, 3.1.4.1	Women farmers are included in, and their views are reflected in, regional and national exchange and peer-to-peer learning activities.	Women and women's groups are included in the project's regional and national exchange and peer-to-peer learning activities and events.	Percentage of women participating in project's regional and national exchange and peer-to-peer learning activities and events in Y1-5.	0	45% of the participants are women.	1-5	IRRI	Included within sub-activities 1.1.1.1 and 3.1.4.1 trainings, workshops and conferences)
61			Best-practice cases on gender equality and social inclusion in the project are collected and disseminated	Number of best practices selected in project location and	0	At least 1 best practices per province	3-5	GIZ, RD, IRRI	See GAP interventions ID 28, 42, 52

⁷ This is suggested to redefine women's groups' roles, which are currently limited to small income-generating activities.

ID	Project sub-activity	Gender equality needs	Description of the intervention	Indicators for successful implementation ¹	Baseline	Targets	Timeframe (year of implementation)	Responsible entity for the implementation ²	Cost estimation (EUR)
			(online and at meetings and workshops including the ASEAN Women Entrepreneurs Network (AWEN) and the ASEAN Confederation of Women's Organisations (ACWO)).	disseminated in Y3-5.		selected and disseminated per year.			

References

- GCF. (2019). Gender Policy GCF. Gender Analysis/Assessment and Gender and Social Inclusion Action Plan Templates. Available here: <https://www.greenclimate.fund/document/gender-assessment-and-action-plan-annex-8-funding-proposals>.
- GIZ. (2019). GIZ Standard outline for the preparation of Gender Analyses: Template and User Guide.
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