

Gender Action Plan

FP308: Improving climate resilience of vulnerable communities and enabling conditions for local climate action in Tajikistan

Tajikistan | World Food Programme (WFP) | B.45/02/Add.09

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Section IV: Gender Action Plan

The Gender Action Plan, presented in the following sections, details the activities, indicators, targets, timelines, responsibilities, and associated costs required to address identified gender-specific needs and vulnerabilities. It is designed to contribute to the project's overarching objective of strengthening climate resilience in the targeted areas.

Project title: Improving climate resilience of vulnerable communities in Tajikistan through enabling locally-led adaptation				
Outcome Statement I: Enhanced climate change adaptation and risk management (including DRR and anticipatory action) preparedness across district governments and food-insecure vulnerable communities				
Output(s) Statement 1.1: District Adaptation Plans (DAPs) that also promote DRR and anticipatory action				
Activities	Indicators and Targets	Timeline	Responsibilities	Costs
Activity 1.1: District Adaptation Plans (DAPs) that also promote DRR and anticipatory action	% of women participated in the participatory needs assessment and decision-making process using Social Norms Exploration Tool (SNET) guidance Target: 67%	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$258,800
Activity 1.1.2 Strengthen the capacity of local government agencies and community leaders to plan and implement climate change adaptation and risk management (DRR and anticipatory action) measures.	Technical capacity of # of local government agencies and community leaders strengthened to plan and implement gender-sensitive climate change adaptation and risk management measures, with deliberate integration of gender indicators and representation of all segments of societies Target: 55% women and 5% disabled persons	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$ 241,420
Activity 1.1.3 Co-develop DAPs with relevant stakeholders (including DACs), incorporating risk management (DRR and anticipatory action).	# of DAPs developed with consultative and validated participation of all social groups, including women, youth, and persons with disabilities decision-making processes	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$681, 740

	Target: 67% (10% disabled persons, 15% youth and 42% women)			
Activity 1.1.4 Establish or strengthen District Adaptation Committees (DACs) (comprising CEP district authorities, jamoat representatives, women's groups, Water User Associations (WUAs), and community-based organizations) to validate DAP priorities and rank investment options.	# of established DAC platforms with diverse groups of gender and age actively engaged in dialogue processes Target 70% (10% disabled persons, 25% youth and 35% women)	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$ 666,640
Output 1.2. Tailored climate information sustainably delivered to district governments and local communities to facilitate local-level adaptation, including DRR and anticipatory action				
Activity 1.2.1 Strengthen the forecasting capacity of the Agency for Hydrometeorology's Centre of Climate Change through training and the provision of equipment.	% of women and men trained who report increased capacity to apply solutions. Trained professionals are able to produce gender-responsive forecasting tailored to women farmers, vulnerable households/ or marginalized groups). Target: 60%	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$955, 000
Activity 1.2.2 Build the capacity of the Agency for Hydrometeorology to expand SMS-based and AI-powered digital internet-based systems — such as mobile apps, Telegram channels, or other locally	The systems are designed to be gender-responsive and inclusive, ensuring equitable access for women, men, youth, and persons with disabilities to information, and there is incorporated robust data protection and cybersecurity	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$110,000

appropriate digital tools — for the provision of climate and market	measures to safeguard user privacy and trust. Target 70% (10% disabled persons, 25% youth and 35% women)			
Activity 1.2.3 Support the Agency for Hydrometeorology to commercialise the provision of climate information to ensure sustainability (including the development of a commercialisation strategy).	The strategy integrates a gender-responsive analysis, inclusive to pricing and access models, safeguards against exacerbating gender gaps in product design and service delivery. Target 50%	<i>Project Year (PY) 3</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$ 60, 000
Activity 1.2.4 Train 42 extension workers (3 per district) and ~1,400 smallholder farmers (~100 per district) (at least 30% women and 30% youth) to understand and apply climate information using the PICSA approach.	# of women/ men and youth trained and capacitated to apply and promote the knowledge gained, and to extend this knowledge as part of institutional capacity strengthening Target 75% (5 % disabled persons, 35% youth and 35% women)	<i>Project Year (PY) 2 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$90,800
Outcome Statement II: Strengthened climate-resilient water management, smallholder production and income generation to build adaptive capacity				
Output 2.1. Climate-proofed water assets				
Activity 2.1.1 Establish 14 climate-resilient water asset demonstration plots (one in each district) to showcase innovative water use, management technologies and nature-based methods for agricultural and domestic use.	% of women and men actively involved in the planning, management, and monitoring of demonstration plots. # of demonstration plots with women in leadership or co-management roles. % of women farmers and youth participants trained in innovative water use and management technologies. Target: 67%	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$367, 000

Activity 2.1.2 Develop and strengthen climate-resilient water saving and green technologies combined with NbS solutions for slope stabilization, pasture recovery to reduce risk of nature hazards and increasing farm production	# of women/men and youth are equitably engaged in the design, training, and application of these technologies # of inclusive training sessions conducted that address specific needs of women and youth in climate adaptation. Target 70% (10% disabled persons, 25% youth and 35% women)	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$ 1, 626, 100
Activity 2.1.3 Climate proof canals to strengthen their durability to damage from flooding, landslides and mudslides, and to improve their contribution to flood attenuation	# of constructed and desilted canals are part of pasture recovery reducing women's labor burden and related drudgery unpaid works # of local institutions incorporating gender-disaggregated data into climate-resilient agricultural planning. Target 60%	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$ 6, 688, 000
Output 2.2. Climate-resilient smallholder production systems				
Activity 2.2.1 Establish 14 climate-resilient agricultural production demonstration plots (one in each district) to showcase innovative practices and technologies.	# of women and youth trained report on increased harvests and its quality due to applied knowledge and capacity strengthening. % increase in yields or harvested products reported by women and youth after applying new practices. Target 67%	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$1, 207.000

Activity 2.2.2 Construct or rehabilitate 200 greenhouses.	# of women greenhouse owners increased with access to climate-resilient agricultural technologies and opportunities for enhanced production and income generation. % of women reporting increased yields or income from greenhouse production. Target 67%	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$1, 738, 500
Activity 2.2.3 Establish 756 ha of mixed orchards using drought/flood-resistant species, including the installation of green fencing using appropriate species to prevent livestock damage to orchards. Seedlings will be provided by local or Forestry Department nurseries.	# of women and youth participating in orchard establishment activities. # of orchards with women in co-management or leadership roles. Reported number of women having access to Forestry Department nurseries increased by #%. Target 67%	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$ 8, 042. 060
Activity 2.2.4 Train farmers, inclusive of women and young farmers, in climate-resilient practices and technologies using participatory and digital methods.	# of trained and capacitated women and young farmers proactively applying the received knowledge and increased extension to community peers through locally available digital applications. Target 67% (40% women and 20% youth and 7% disabled people)	<i>Project Year (PY) 2 to 4</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$ 298, 800
Output 2.3. Capacity of smallholder farmers built for livelihood diversification				

Activity 2.3.1 Construct or rehabilitate 140 storage units to support community storage of agricultural produce. In high-lying areas, the units will be naturally cooled, while in low-lying areas (warmer) solar-powered cooling will be used.	% of women and youth consulted during site selection and design processes. All design standards incorporate gender-responsive considerations (such as basic safety, accessibility and workload reduction). # of evidence of women's participation in decision-making committees for site selection. Target 67% (10 youth, 50 % women and 7% disabled persons)	<i>Project Year (PY) 2 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$1, 149,000
Activity 2.3.2 Provide training and equipment to 800 women and disabled persons to support processing, preservation, and marketing of agricultural products. This will include the distribution of 800 solar dryers, processing equipment along with training on their safe and efficient use. This will also be supported by the online learning research hub established under Activity 2.2.4	# of community validation sessions conducted using accessible formats (easy-read, sign-language) to ensure women and disabled persons understand the selection rules and safeguarding commitments. Ensured transportation support during assets distribution for beneficiaries with limited mobility and women. # of inclusive capacity-building modules delivered using accessible training modalities such as sign-language interpretation, easy-read materials and childcare-support (if required) that that increased attendance. # of women and disabled persons trained as certified processors, with a focus on safe food	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$1, 652,860

	handling, value-addition, packaging, and marketing techniques tailored (<i>based on their needs and constraints</i>). # of working community feedback channels that support two-way communication and accountability. Target 77% (20 youth, 50 % women and 7% disabled persons)			
Activity 2.3.3 Provide training to smallholder farmers to improve bulking/aggregation practices, market negotiation and value chain participation.	% and or # of women smallholder farmers who completed training demonstrating improved knowledge and confidence to engage in market transactions. Increased % of women farmers having access to bigger markets or formed collective sales after the trainings Target 45%	<i>Project Year (PY) 2 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$16,850
Activity 2.3.4 Establish bulking centres to allow producer groups to aggregate produce and attract wholesale buyers	# of bulking centres are also accessible and fully used by # of women farmers to store and attract reliable wholesale buyers The selection criteria for the bulking center governance structures ensure equal women representation, especially in decision-making process and operations. Target 60% (20 % youth, 40% women)	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$181,000

Activity 2.3.5 Implement market information services, including price alerts and access to local demand data targeted at farmers and producer groups to support informed market participation.	All market information content and data sources are collected in a gender-responsive manner # of women farmers report positive use of preferred communication channels receiving timely and relevant market data. Target 67%	<i>Project Year (PY) 2 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$50, 000
Outcome Statement III: Enhanced knowledge and awareness on climate change adaptation, supporting sustainability, scaling up and replication				
Output 3.1. Improved awareness of climate change impacts on food security and nutrition, and adaptation and risk management (including DRR and anticipatory action) responses				
Activity 3.1.1 Conduct gender-responsive awareness-raising campaigns on climate risks and impacts on local communities using a mix of traditional media and digital platforms.	# of conducted campaigns # of climate-risk awareness materials produced and disseminated # of community members (women and men) participating in interactive awareness sessions, debates and other interface discussion events	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$836, 900
Output 3.2. Knowledge generated to support project sustainability and the evidence-based scaling up and replication of climate change adaptation				
Activity 3.2.1 Document information on key lessons and achievements related to the project's adaptation interventions.	# of documentation templates have gender-responsive indicators and tools, demonstrating women farmers and groups actively contribute to data collection, reflection and verification processes. # of learning products systematically capture and showcase women's experiences, perspectives, constraints, leadership roles and benefits to ensure gender-related changes are	<i>Project Year (PY) 1 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$189, 000

	# of gender related insights and evidences are integrated into annual DAP review cycles, ensuring that investment planning adjustments respond to women's needs, priorities, and participation gaps identified through monitoring and learning Target 70% (5% disabled people, 15 % youth and 50% women)			
Activity 3.2.2 Enhance policy learning by disseminating bi-annual policy-style learning briefs and running 14 policy learning workshops.	# of gender responsive policy briefs develop and shared as learning recommendations All policies advocated and integrated into the agenda of the National Platforms Target 70%	<i>Project Year (PY) to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$108, 600
Activity 3.2.3 Coordinate sharing of knowledge products on a preexisting knowledge management platform and develop an adaptation manual for practitioners and policymakers based on the outputs of Activities 3.2.1 and 3.2.2.	At least 40% of all uploaded knowledge products include gender-responsive content or highlight women's experiences, roles, or adaptation practices At least % of participants in the validation workshops are women # of sessions and webinars actively support women's access to adaptation knowledge One comprehensive gender-responsive adaptation manual for practitioners and policymakers developed and validated by diverse stakeholders, ensuring that women's adaptation needs, roles, and constraints are fully integrated into at least % of the guidance sections by the end of the project year	<i>Project Year (PY) 2 to 5</i>	PAT, including the Project Coordinator, Gender Officer and Resilient Livelihoods Officer	\$96, 200

	Target 60%			
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